

Executive Branch Personnel

Public Financial Disclosure Report (OGE Form 278e)

Filer's Information

Fick, Nathaniel

Ambassador at Large for Cyberspace and Digital Policy, 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/ Fick, Nathaniel [electronically signed on 03/23/2022 by Fick, Nathaniel 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 06/09/2022 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 06/17/2022 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	Elastic NV	Mountain View, California	Corporation	GM, Security & VP, Security Strategy	10/2019	Present
2	Strategic Education, Inc.	Herndon, Virginia	Corporation	Independent Board Director	10/2016	Present
3	Supply Wisdom, Inc.	New York, New York	Corporation	Independent Board Director	4/2021	Present
4	Council on Foreign Relations	New York, New York	Non-Profit	Independent Board Member	7/2021	Present
5	Dartmouth College	Hanover, New Hampshire	University/College	Trustee	9/2012	6/2020
6	JPMorgan Chase & Co.	New York, New York	Corporation	Advisory Board Member -- Military & Veterans Affairs	1/2015	Present
7	Ordway Labs, Inc.	Washington, District of Columbia	Corporation	Advisory Board Member	8/2020	Present
8	Chain Bridge I (CBRGU)	Burlingame, California	Corporation	Board Director	3/2021	Present
9	Cape Elizabeth Land Trust	Cape Elizabeth, Maine	Non-Profit	Independent Board Director	9/2020	Present
10	Speedwell Associates, Inc.	Cape Elizabeth, Maine	Corporation	President	11/2005	Present

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	JPMorgan Chase & Co.	N/A		Consulting Fees	\$30,000
2	Supply Wisdom, Inc. (supply chain visibility and risk management software)	N/A		Director Fees	\$15,000
3	Strategic Education, Inc.	N/A		Director Fees	\$117,500
4	Strategic Education, Inc. (STRA)	N/A	\$100,001 - \$250,000	Dividends	\$5,001 - \$15,000
5	Elastic NV	N/A		Salary	\$555,000
6	Roth IRA	No			
6.1	Edwards Lifesciences Corp. (EW)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.2	IDEXX Laboratories, Inc. (IDXX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.3	salesforce.com, inc. (CRM)	See Endnote	N/A	None (or less than \$1,001)	None (or less than \$201)
6.4	Intercontinental Exchange, Inc. (ICE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.5	The TJX Cos., Inc. (TJX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.6	Thermo Fisher Scientific, Inc. (TMO)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.7	Lowe's (LOW)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.8	Visa, Inc. (V)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.9	O'Reilly Automotive (ORLY)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
6.10	Meta (FB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.11	Applied Materials, Inc. (AMAT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.12	Costco Wholesale Corp. (COST)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.13	ServiceNow, Inc. (NOW)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.14	Tesla, Inc. (TSLA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.15	UnitedHealth Group, Inc. (UNH)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.16	NVIDIA Corp. (NVDA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.17	Amazon.com, Inc. (AMZN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.18	Alphabet, Inc. (GOOGL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.19	Apple, Inc. (AAPL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.20	Microsoft Corp. (MSFT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
6.21	Western Asset Core Plus Bond Fund Class I Shares (WACPX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.22	Principal Spectrum Preferred and Capital Securities Income Fund Institutional Class Shares (PPSIX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
7	SEP IRA	No			

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
7.1	Western Asset Core Plus Bond Fund Class I Shares (WACPX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.2	Principal Spectrum Preferred and Capital Securities Income Fund Institutional Class Shares (PPSIX)	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.3	Intuitive Surgical, Inc. (ISRG)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.4	Novo Nordisk (NVO)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.5	Workday, Inc. (WDAY)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.6	Yum! Brands, Inc. (YUM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.7	SEI Investments Co. (SEIC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.8	Alibaba Group (BABA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.9	Expeditors International of Washington, Inc. (EXPD)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.10	FactSet Research Systems, Inc. (FDS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.11	Starbucks Corp. (SBUX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.12	Netflix, Inc. (NFLX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.13	Illumina, Inc. (ILMN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.14	QUALCOMM, Inc. (QCOM)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
7.15	Roche Holding (RHHBY)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.16	Novartis (NVS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.17	Deere & Co. (DE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.18	Monster Beverage Corp. (MNST)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.19	Vertex Pharmaceuticals, Inc. (VRTX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.20	Regeneron Pharmaceuticals, Inc. (REGN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.21	Autodesk, Inc. (ADSK)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.22	The Walt Disney Co. (DIS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.23	salesforce.com, inc. (CRM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.24	Alphabet, Inc. (GOOGL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.25	Oracle Corp. (ORCL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.26	Meta (FB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.27	Boeing Co (BA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.28	Microsoft Corp. (MSFT)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT	
7.29	Visa, Inc. (V)	N/A	\$15,001 - \$50,000		None (or less than \$201)	
7.30	NVIDIA Corp. (NVDA)	N/A	\$15,001 - \$50,000		None (or less than \$201)	
7.31	Amazon.com, Inc. (AMZN)	N/A	\$15,001 - \$50,000		None (or less than \$201)	
8	Lowe's Home Improvement - April 5, 2021	N/A		honorarium	\$5,625	
9	The Channel Company - April 26, 2021	N/A		honorarium	\$7,500	
10	"One Bullet Away," Simon & Schuster (audio book) (value not readily ascertainable)	N/A		Rent or Royalties	\$201 - \$1,000	
11	Elastic NV (ESTC), unvested restricted stock units	See Endnote	N/A		\$500,001 - \$1,000,000	None (or less than \$201)
12	Elastic NV (ESTC)	N/A			\$250,001 - \$500,000	None (or less than \$201)
13	Elastic NV defined contribution 401(k)	No				
13.1	Vanguard Target Retirement 2040 Fund Investor Class Shares (VFORX)	Yes			\$250,001 - \$500,000	None (or less than \$201)
14	Supply Wisdom, Inc., 10,000 unvested stock options (value not readily ascertainable): strike \$18, 25% vest 4/2022 & remainder vest 1/36 monthly, exp. 3/2032	N/A				None (or less than \$201)
15	Ordway Labs, Inc., 13,888 vested stock options (value not readily ascertainable): strike \$.30, exp. August 9, 2030.	N/A				None (or less than \$201)
16	Ordway Labs, Inc. stock options (value not readily ascertainable): 11,112 unvested shares, strike \$.30, vest in monthly tranches through 8/2023, exp. August 9, 2030.	N/A				None (or less than \$201)
17	Elastic (ESTC) , vested stock options	See Endnote	N/A		\$250,001 - \$500,000	None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
18	"One Bullet Away," Houghton Mifflin Harcourt (print) (value not readily ascertainable)	N/A			None (or less than \$201)
19	Elastic NV (ESTC), unvested restricted stock units	See Endnote	N/A	\$250,001 - \$500,000	None (or less than \$201)

3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	Supply Wisdom, Inc.	New York, New York	Upon separation, I will retain my vested stock options and forfeit my unvested stock options. Pursuant to my compensation plan, I will exercise my vested options within 90 days from the date of my departure or the vested options will be forfeited.	4/2021
2	Elastic NV	Mountain View, California	Upon my resignation from the company, Elastic NV will accelerate the vesting of any unvested RSUs that are scheduled to vest through December 31, 2022. I will forfeit any unvested RSUs that are scheduled to vest on January 1, 2023 or later.	10/2019
3	Elastic NV	Mountain View, California	I will continue to participate in this defined contribution plan. The plan sponsor will not make further contributions after my separation.	10/2019
4	Ordway Labs, Inc.	Washington, District of Columbia	Upon separation, I will retain my vested options and Ordway will accelerate the vesting of my unvested stock options. Pursuant to my compensation plan, I will exercise my vested options within 90 days from the date of my departure or the vested options will be forfeited.	7/2020
5	Elastic NV	Mountain View, California	All vested stock options were exercised subsequent to the filing of the report, resulting in an additional \$250,000-\$500,000 in Elastic common stock that is not reflected on the report.	10/2019
6	Speedwell Associates, Inc.	Cape Elizabeth, Maine	My consulting business will be inactive during my appointment. There are no outstanding client fees; the business is currently dormant and will remain dormant	3/2022

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

#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
1	JPMorgan Chase & Co.	New York, New York	Advised JPMC leadership on issues related to hiring and retaining military veterans and spouses. I served in this capacity alongside First Lady Jill Biden.
2	Supply Wisdom, Inc.	New York , New York	Independent Board Director.
3	Strategic Education, Inc.	Herndon, Virginia	Independent Board Director.
4	Elastic	Mountain View, California	This is my full-time employer. I lead Elastic's global information security business unit.
5	Lowe's Home Improvement (through Keppler Speakers Bureau)	Mooresville, North Carolina	Delivered a virtual speech on cybersecurity and received a speaking honorarium.
6	The Channel Company (through Keppler Speakers Bureau)	Westborough, Massachusetts	Delivered a virtual speech on cybersecurity and received a speaking honorarium.
7	Kimberly-Clark Corporation (through Keppler Speakers Bureau)	Irving, Texas	Delivered a virtual speech on cybersecurity and received a speaking honorarium.
8	Ordway Labs, Inc.	Washington, District of Columbia	Advisory Board member

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

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Northeastern University	N/A		salary, bonus	
2	Roth IRA	No			

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.1	Estee Lauder Cos. (EL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.2	Uber Technologies, Inc. (UBER)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.3	Avalara, Inc. (AVLR)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.4	Mastercard, Inc. (MA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.5	Intuitive Surgical, Inc. (ISRG)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.6	Edwards Lifesciences Corp. (EW)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.7	Dover Corp. (DOV)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.8	Generac Holdings, Inc. (GNRC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.9	General Dynamics Corp. (GD)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.10	IDEXX Laboratories, Inc. (IDXX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.11	Lowe's Companies (LOW)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.12	Honeywell International, Inc. (HON)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.13	Thermo Fisher Scientific, Inc. (TMO)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.14	The TJX Cos., Inc. (TJX)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.15	Tesla, Inc. (TSLA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.16	Adobe, Inc. (ADBE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.17	Intercontinental Exchange, Inc. (ICE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.18	Intuit, Inc. (INTU)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.19	salesforce.com, inc. (CRM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.20	O'Reilly Automotive (ORLY)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.21	Meta (FB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.22	Costco Wholesale Corp. (COST)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.23	ServiceNow, Inc. (NOW)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.24	Visa, Inc. (V)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.25	Applied Materials, Inc. (AMAT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.26	UnitedHealth Group, Inc. (UNH)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.27	NVIDIA Corp. (NVDA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.28	Amazon.com, Inc. (AMZN)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.29	Alphabet, Inc. (GOOGL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.30	Apple, Inc. (AAPL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.31	Microsoft	N/A	\$1,001 - \$15,000		None (or less than \$201)
2.32	Western Asset Core Plus Bond Fund Class I Shares (WACPX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.33	Principal Spectrum Preferred and Capital Securities Income Fund Institutional Class Shares (PPSIX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3	IRA	No			
3.1	Synchrony Financial (SYF)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.2	Target Corp. (TGT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.3	PepsiCo, Inc. (PEP)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.4	Amgen Inc. (AMGN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.5	McDonald's Corp. (MCD)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.6	Procter & Gamble Co. (PG)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.7	CSX Corp. (CSX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.8	The Home Depot, Inc. (HD)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.9	Eli Lilly & Co. (LLY)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.10	Magna International (MGA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.11	Deere & Co. (DE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.12	Microsoft Corp. (MSFT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.13	Bristol-Myers Squibb (BMY)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.14	Comcast Corp. (CMCSA)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.15	Crown Castle International Corp. (CCI)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.16	American Express Co. (AXP)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.17	Williams Companies (WMB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.18	General Dynamics Corp. (GD)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.19	Eaton Corp. Plc (ETN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.20	Johnson & Johnson (JNJ)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.21	Toronto Dominion Bank (TD)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.22	Chevron Corp. (CVX)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.23	Hewlett-Packard Enterprise Co. (HPE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.24	Kinder Morgan, Inc. (KMI)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.25	United Parcel Service, Inc. (UPS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.26	Seagate Technology Plc (STX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.27	JPMorgan Chase & Co. (JPM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.28	BlackRock, Inc. (BLK)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.29	Emerson Electric Co. (EMR)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.30	Truist Financial Corp (TFC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.31	Fifth Third Bancorp (FITB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.32	Texas Instruments Incorporated (TXN)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.33	Exxon Mobil Corp. (XOM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.34	Bank of Nova Scotia (BNS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.35	Verizon Communications, Inc. (VZ)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.36	VICI Properties, Inc. (VICI)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
3.37	Realty Income Corp. (O)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.38	Principal Financial Group, Inc. (PFG)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.39	Entergy Corp. (ETR)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.40	Nutrien (NTR)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.41	Medtronic Plc (MDT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.42	Broadcom, Inc. (AVGO)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.43	UnitedHealth Group, Inc. (UNH)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3.44	Western Asset Core Plus Bond Fund Class I Shares (WACPX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.45	Principal Spectrum Preferred and Capital Securities Income Fund Institutional Class Shares (PPSIX)	Yes	\$1,001 - \$15,000		None (or less than \$201)
4	Northeastern University 403(b)	No			
4.1	Fidelity Freedom 2040 Fund Class K Shares (FSNVX)	Yes	\$15,001 - \$50,000		None (or less than \$201)

6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Inner Loop Capital Fund LP	Yes	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2	Ranch Road Boots (retail footwear company) convertible note	N/A	\$15,001 - \$50,000	Interest	\$1,001 - \$2,500
3	U.S. bank #1 (cash)	N/A	\$15,001 - \$50,000		None (or less than \$201)
4	U.S. bank #2 (cash)	N/A	\$15,001 - \$50,000		None (or less than \$201)
5	Bitcoin (Coinbase account)	N/A	\$250,001 - \$500,000		None (or less than \$201)
6	Maine 529 College Savings Plan #1	No			
6.1	Principal Plus Portfolio C	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.2	Blackrock Advantage Large Cap Core A	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.3	Principal Plus Portfolio A	Yes	\$100,001 - \$250,000		None (or less than \$201)
6.4	Blackrock Advantage Large Cap Core C	Yes	\$100,001 - \$250,000		None (or less than \$201)
7	UTMA #1	No			
7.1	U.S. brokerage money market account (cash)	N/A	\$1,001 - \$15,000		None (or less than \$201)
7.2	Vanguard Total Stock Market Index Fund ETF Class Shares (VTI)	Yes	\$15,001 - \$50,000		\$2,501 - \$5,000
7.3	Vanguard Total Stock Market Index Fund Admiral Class Shares (VTSAX)	Yes	\$15,001 - \$50,000		\$2,501 - \$5,000
8	Maine 529 College Savings Plan #2	No			
8.1	Principal Plus Portfolio C	Yes	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.2	Blackrock Advantage Large Cap Core A	Yes	\$50,001 - \$100,000		None (or less than \$201)
8.3	Principal Plus Portfolio A	Yes	\$50,001 - \$100,000		None (or less than \$201)
8.4	Blackrock Advantage Large Cap Core C	Yes	\$100,001 - \$250,000		None (or less than \$201)
9	UTMA #2	No			
9.1	U.S. brokerage money market account (cash)	N/A	\$1,001 - \$15,000		None (or less than \$201)
9.2	Vanguard Total Stock Market Index Fund ETF Class Shares (VTI)	Yes	\$1,001 - \$15,000		\$201 - \$1,000
9.3	Vanguard Total Stock Market Index Fund Admiral Class Shares (VTSAX)	Yes	\$15,001 - \$50,000		\$5,001 - \$15,000
10	Blackstone Private Credit Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
11	Blackstone Real Estate Income Trust Class S	N/A	\$100,001 - \$250,000	Dividends	\$2,501 - \$5,000
12	Silver Lake Partners VI Technology Fund, L.P.	Yes	\$15,001 - \$50,000		None (or less than \$201)
13	ConocoPhillips (COP)	N/A	\$1,001 - \$15,000		None (or less than \$201)
14	Kimberly-Clark Corp. (KMB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
15	United Parcel Service, Inc. (UPS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
16	Healthpeak Properties, Inc. (HCP)	N/A	\$1,001 - \$15,000		None (or less than \$201)
17	Merck & Co., Inc. (MRK)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
18	Truist Financial (TFC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
19	Target Corp. (TGT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
20	Exxon Mobil Corp. (XOM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
21	Chevron Corp. (CVX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
22	Genuine Parts Co. (GPC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
23	Unilever (UL)	N/A	\$1,001 - \$15,000		None (or less than \$201)
24	Cisco Systems, Inc. (CSCO)	N/A	\$1,001 - \$15,000		None (or less than \$201)
25	3M Co. (MMM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
26	General Dynamics Corp. (GD)	N/A	\$1,001 - \$15,000		None (or less than \$201)
27	Johnson Controls International Plc (JCI)	N/A	\$1,001 - \$15,000		None (or less than \$201)
28	Intel Corp. (INTC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
29	Novartis (NVS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
30	The PNC Financial Services Group, Inc. (PNC)	N/A	\$1,001 - \$15,000		None (or less than \$201)
31	Duke Energy Corp. (DUK)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
32	Siemens AG (SIEGY)	N/A	\$1,001 - \$15,000		None (or less than \$201)
33	Raytheon (RTX)	N/A	\$1,001 - \$15,000		None (or less than \$201)
34	Pfizer Inc. (PFE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
35	Philip Morris International, Inc. (PM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
36	Medtronic Plc (MDT)	N/A	\$1,001 - \$15,000		None (or less than \$201)
37	Morgan Stanley (MS)	N/A	\$1,001 - \$15,000		None (or less than \$201)
38	AT&T (T)	N/A	\$1,001 - \$15,000		None (or less than \$201)
39	JPMorgan Chase & Co. (JPM)	N/A	\$1,001 - \$15,000		None (or less than \$201)
40	Bonanza Creek Energy, Inc. (BCEI)	N/A	\$1,001 - \$15,000		None (or less than \$201)
41	NextEra Energy, Inc. (NEE)	N/A	\$1,001 - \$15,000		None (or less than \$201)
42	Johnson & Johnson (JNJ)	N/A	\$1,001 - \$15,000		None (or less than \$201)
43	Broadcom, Inc. (AVGO)	N/A	\$1,001 - \$15,000		None (or less than \$201)
44	Chubb Ltd. (CB)	N/A	\$1,001 - \$15,000		None (or less than \$201)
45	Ginkgo Bioworks (DNA)	N/A	\$1,001 - \$15,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
46	National Resilience (biopharmaceutical manufacturing company)	N/A	\$50,001 - \$100,000		None (or less than \$201)
47	Chain Bridge I (CBRGU)	N/A	\$50,001 - \$100,000		None (or less than \$201)
48	Discretionary Family Trust #1	N/A		Discretionary Distribution	\$21,815
49	Discretionary Family Trust #2	N/A		Discretionary Distribution	\$15,491
50	Discretionary Family Trust #3	N/A		Discretionary Distribution	\$13,303
51	Discretionary Family Trust #4	N/A		Discretionary Distribution	\$9,391

7. Transactions

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

8. Liabilities

None

9. Gifts and Travel Reimbursements

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

Endnotes

PART	#	ENDNOTE
2.	6.3	The value of this holding is below the reporting threshold but I am electing to report it here so that future updates/edits are easier to complete.
2.	11	These restricted stock units were awarded as part of the compensation for the sale of my former company, Endgame, to Elastic.
2.	17	These options were exercised subsequent to the filing of the report, resulting in an additional \$250,000-\$500,000 in Elastic common stock that is not reflected on the report.
2.	19	These restricted stock units have been awarded as part of my compensation and benefits during my employment with Elastic.

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.

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