

**UNITED STATES SENATE
COMMITTEE ON THE JUDICIARY**

QUESTIONNAIRE FOR NON-JUDICIAL NOMINEES

PUBLIC

1. **Name:** State full name (include any former names used).

Konstantinos Ligris

2. **Position:** State the position for which you have been nominated.

Assistant Attorney General, Office of Justice Programs

3. **Address:** List current office address. If city and state of residence differs from your place of employment, please list the city and state where you currently reside. **Bay Harbor Islands, Miami, Florida**

4. **Birthplace:** State date and place of birth.

October 10, 1976; Boston, Massachusetts

5. **Education:** List in reverse chronological order each college, law school, or any other institution of higher education attended and indicate for each the dates of attendance, whether a degree was received, and the date each degree was received.

University of California, Berkeley; 2024-2025, Master of Science in Information Systems and Cybersecurity, December 2025

Massachusetts Institute of Technology, Sloan School of Management, 2016-2018, Master of Business Administration, 2018

Suffolk University, School of Law, 1998-2001, Juris Doctor, 2001

Boston University, Sargent School of Health Sciences, Bachelor of Science, 1998

6. **Employment Record:** List in reverse chronological order all governmental agencies, business or professional corporations, companies, firms, or other enterprises, partnerships, institutions or organizations, non-profit or otherwise, with which you have been affiliated as an officer, director, partner, proprietor, or employee since graduation from college, whether or not you received payment for your services. Include the name and address of the employer and job title or description.

Senior Advisor, Entrepreneurship & Innovation, Office of the President (March 2026 – Present) Boston University, One Silber Way, Boston, MA 02215; compensated. Senior Advisor to the Office of the President on entrepreneurship, innovation, and commercialization strategy across the university.

Executive Entrepreneur in Residence (XEIR) (December 2025 – Present) MIT Sloan Executive Degree Programs, Massachusetts Institute of Technology, 100 Main Street, Cambridge, MA 02142; compensated; Inaugural Executive Entrepreneur in Residence for MIT Sloan Executive Degree Programs; designed and lead the program supporting MIT Sloan executive-degree founders and startups.

Managing Director, RoyStark (2024-present), 500 W. Cypress Road, Suite 410, Fort Lauderdale, FL 33309; compensated; strategy and management consulting, cybersecurity/IT consulting, early-stage venture advising/consulting and research.

Senior Lecturer – Technological Innovation, Entrepreneurship & Strategic Management (January 2020 – Present) MIT Sloan School of Management, 100 Main Street, Cambridge, MA 02142; compensated; Senior Lecturer teaching graduate-level courses in entrepreneurship, including 15.378 Building an Entrepreneurial Venture, 15.718 Introduction to Disciplined Entrepreneurship, and 15.S10 Executive Entrepreneurship; also lecture in MIT Sloan Executive Education programs.

Founder & Chief Executive Officer (January 2018 – May 2025) Stavvy, Inc., Boston, MA, 101 Federal Street, Boston, MA 02210; compensated; founded and led venture-backed SaaS company serving the real estate lending, settlement, and title industries.

Entrepreneur in Residence, Martin Trust Center for MIT Entrepreneurship (January 2018 – January 2024) Martin Trust Center for MIT Entrepreneurship, 1 Amherst Street, Cambridge, MA 02142; compensated; Mentored and advised student founders and faculty-led ventures.

Director, CATIC Financial / CATIC Holdings (2019-present), 101 Corporate Place, Rocky Hills, CT 06067; compensated; director of multi-state title insurance and ancillary/related services company, chair the cybersecurity committee.

Chief Executive Officer / Founder/ Managing Partner (January 2005 – January 2019) Ligris + Associates PC / ACES Title Agency, 1188 Centre Street, Newton, MA 02459; compensated; Founded and led a multi-state real estate transactional and settlement law firm and affiliated title agency across MA, NY, ME, NH, CT, RI, and FL.

Senior Associate (January 2003 – January 2005) Gilmartin, Magence & Ross LLP, Newton, MA, 305 Washington Street, Newton, MA 02458; compensated; law practice - handled residential and commercial real estate transactions and related matters.

Member [Real Estate Member], Zoning Board of Appeals, City of Boston (2020-2022); compensated. Mayoral appointee adjudicating variance and zoning-relief applications under the Boston Zoning Code at public hearings.

Hearing Officer (2017-2020) Massachusetts Board of Bar Overseers, 99 High Street, Boston, MA 02110; uncompensated. Volunteer Hearing Officer presiding over attorney discipline matters.

University Trustee, (2019-present), Suffolk University, 73 Tremont Street, Boston, MA 02108 Member, Board of Trustees. Committees: Investment/Endowment; Academic Affairs; Bylaws/Governance.

7. **Military Service and Draft Status:** Identify any service in the U.S. Military, including dates of service, branch of service, rank or rate, serial number (if different from social security number) and type of discharge received, and whether you have registered for selective service.

Have not served, have registered for selective service.

8. **Honors and Awards:** List any scholarships, fellowships, honorary degrees, academic or professional honors, honorary society memberships, military awards, and any other special recognition for outstanding service or achievement.

Massachusetts Super Lawyer, 2012–2023; 2026

Top 100 Executive MBA Student, Poets & Quants, 2016–2018

The Harold B. Goodwin, Jr. Legal Scholarship Recipient (Trial Advocacy), Suffolk University Law School

Juris Doctor cum laude, Suffolk University Law School, 2001

Academic Honors, University of California, Berkeley School of Information (M.S., 4.0/4.0 GPA, 2025)

Academic Honors, MIT Sloan School of Management

Chairperson of the Year, St. Jude Children's Research Hospital

9. **Bar Associations:** List all bar associations or legal or judicial-related committees, selection panels or conferences of which you are or have been a member, and give the titles and dates of any offices which you have held in such groups.

American Bar Association, Massachusetts Bar Association, no titles.

Massachusetts Real Estate Bar Association (REBA), no titles, various non-sequential years; served on Title Insurance and National Affairs Committee (2017-2018),

Condominium Law & Practice Committee (2015-2018), Advisory Council (2014-2017).

10. **Bar and Court Admission:**

- a. List the date(s) you were admitted to the bar of any state and any lapses in membership. Please explain the reason for any lapse in membership.

Massachusetts — admitted January 24, 2002; no lapses

New York — admitted September 24, 2013; no lapses

District of Columbia — May 27, 2020; no lapses

- b. List all courts in which you have been admitted to practice, including dates of admission and any lapses in membership. Please explain the reason for any lapse in membership. Give the same information for administrative bodies that require special admission to practice.

U.S. District Court for the District of Massachusetts — admitted May 21, 2013; no lapses
Supreme Court of the United States — admitted March 15, 2024; no lapses

11. Memberships:

- a. List all professional, business, fraternal, scholarly, civic, charitable, or other organizations, other than those listed in response to Questions 9 or 10 to which you belong, or to which you have belonged, since graduation from law school. Provide dates of membership or participation, and indicate any office you held. Include clubs, working groups, advisory or editorial boards, panels, committees, conferences, or publications.

Director, WPS Institute, Newton, MA [2022-present];
University Trustee, Suffolk University, Boston, MA — [2019-present];
Committees: Investment/Endowment; Academic Affairs; Bylaws/Governance
Dean's Cabinet, Suffolk University Law School — [2016-present]
Alumni Board of Directors, Suffolk University, Boston, MA — [2018-2019]
Board of Overseers / Executive Leadership, Beth Israel Lahey Medical Center,
Boston, MA — [2016-present]
Board of Overseers Executive Council, Beth Israel Lahey Medical Center —
[2016-present]; past committees: campaign committee, neuroscience advisory
committee, gift policy committee, present committee: philanthropy.
Metropolis Council, Greek Orthodox Metropolis of Boston — [2015-present]
Parish Council Executive Committee, Taxiarchae Greek Orthodox Church,
Watertown, MA — [2017-2010]

**these are ALL uncompensated charitable, religious or other*

- b. Indicate whether any of these organizations listed in response to 11 (a) above currently discriminate or formerly discriminated on the basis of race, sex, religion or national origin either through formal membership requirements or the practical implementation of membership policies. If so, describe any action you have taken to change these policies and practices.

To my knowledge, none of these organizations discriminates or formerly discriminated on any such basis.

12. Published Writings and Public Statements:

- a. List the titles, publishers, and dates of books, articles, reports, letters to the editor, editorial pieces, or other published material you have written or edited,

including material published only on the Internet. Supply four (4) copies of all published material to the Committee.

“From Operator to Innovator: How the MIT EMBA Transforms Careers” – MIT Executive MBA [May 2026]

"Using Your Calm Toolbox: Why the First Step to Winning is Taking a Break" — CEO Refresher [2019 estimated]

"Burnout — There Is No App for That" — Society of Actuaries, [February 2019]

"The Scramble for Innovation" — The M Report [March 2019]

"Why Building (and Maintaining) Culture Requires a Scientific Approach" — Executive Insights Blog, MIT Sloan School of Management [estimated 2018-2019]

"The Future of Online Closings" — The M Report [February 2019]

"Real Estate and Criminal Activity — The Perfect Storm" — DSNews [February 2019]

"Preventing Tech Burnout" — Association for Talent Development [January 2019]

I have made a good-faith effort to provide copies of these writings, and I have provided copies of the items in bold above. I do not have physical copies of the other writings and cannot find them online.

- b. Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of on behalf of any bar association, committee, conference, or organization of which you were or are a member. If you do not have a copy of a report, memorandum or policy statement, give the name and address of the organization that issued it, the date of the document, and a summary of its subject matter.

None.

- c. Supply four (4) copies of any testimony, official statements or other communications relating, in whole or in part, to matters of public policy or legal interpretation, that you have issued or provided or that others presented on your behalf to public bodies or public officials.

None.

- d. Supply four (4) copies, transcripts or recordings of all speeches or talks delivered by you, including commencement speeches, remarks, lectures, panel discussions, conferences, political speeches, and question-and-answer sessions. Include the date and place where they were delivered, and readily available press reports about the speech or talk. If you do not have a copy of the speech or a transcript or recording of your remarks, give the name and address of the group before whom the speech was given, the date of the speech, and a summary of its subject matter. If you did not speak from a prepared text, furnish a copy of any outline or notes from which you spoke.

"Real Estate Digitalization" — Fireside Chat at the New York Stock Exchange Host: IPO Edge, in partnership with the New York Stock Exchange, 11 Wall Street, New York, NY 10005 Date and Location: February 1, 2024 (filmed live from NYSE trading floor); New York, NY Format: Fireside chat with Jarrett Banks, Editor-at-Large, IPO Edge Summary: Discussed digital adoption in mortgage lending, the trajectory of cost reduction in mortgage origination, and the future of digital real estate transactions. Materials: Full video recording available at <https://ipo-edge.com/real-estate-digitalization-stavvy-ceo-founder-kosta-ligris-live-from-nyse/> and https://www.youtube.com/watch?v=c_O_mzs0DVQ

2023 IPO Summit Panel Host: IPO Edge Date and Location: April 17, 2023; New York Stock Exchange, 11 Wall Street, New York, NY 10005, New York, NY Format: Panel discussion Summary: Discussed building and scaling a venture-backed fintech in the real estate and mortgage technology sector. Materials: Video recording available at <https://www.youtube.com/watch?v=ljaLsXLaLpo>

"AI Value Creation in Business" — MIT Universal AI Summit Host: MIT Universal AI Summit, c/o MIT, 77 Massachusetts Avenue, Cambridge, MA 02139 Venue: Athens College, Stefanou Delta 15, Psychiko 154 52, Athens, Greece (https://en.wikipedia.org/wiki/Athens_College) Date and Location: July 8, 2025, Athens, Greece Format: Panel / presentation Summary: Addressed practical application of artificial intelligence in business contexts — value creation, responsible deployment, and integration into existing workflows in law, real estate, and financial services. Materials: Speaker page at <https://uaisummit.mit.edu/kosta-ligris>. No prepared text or materials.

"Building the Greek Deep Tech Ecosystem" — EmTech Europe Host: MIT Technology Review, 196 Broadway, 3rd Floor, Cambridge, MA 02139 Venue: Stavros Niarchos Foundation Cultural Center, 364 Andrea Syngrou Avenue, 176 74 Kallithea, Athens, Greece (<https://www.snfcc.org/en/>) Date and Location: March 5-6, 2025, Athens, Greece Format: Panel / keynote Summary: Discussed opportunities and challenges in developing a deep technology ecosystem in Greece, including academic-industry collaboration, capital formation, and talent retention. Materials: NONE.

"Digitization and Disruption for the Future" — MIT Global Startup Workshop Host: MIT Global Startup Workshop, c/o Martin Trust Center for MIT Entrepreneurship, 1 Amherst Street, Cambridge, MA 02142 Venue: Megaron, the Athens Concert Hall, Vassilissis Sofias Avenue and Kokkali, 115 21 Athens, Greece (<https://www.megaron.gr/en/>) Date and Location: March 30-31, 2023, Athens, Greece Format: Keynote / lecture Summary: Addressed how digital transformation is reshaping legacy industries and the role of entrepreneurs in driving disruption. Materials: NONE.

"Scaling Up: Building an Early Team, Leadership Calibration, and Capital Efficiency" — MIT Global Startup Workshop Host: MIT Global Startup

Workshop, c/o Martin Trust Center for MIT Entrepreneurship, 1 Amherst Street, Cambridge, MA 02142 Venue: Megaron, the Athens Concert Hall, Vassilissis Sofias Avenue and Kokkali, 115 21 Athens, Greece (<https://www.megaron.gr/en/>) Date and Location: March 30-31, 2023, Athens, Greece Format: Workshop / lecture Summary: Lessons for early-stage founders on team formation, leadership development, and disciplined capital deployment during scaling. Materials: NONE.

"The Latest Technological Innovations Enhancing the Customer Experience" — Inman Connect New York Host: Inman, 1 Letterman Drive, Building C, Suite CM100, San Francisco, CA 94129 Venue: New York Hilton Midtown, 1335 Avenue of the Americas, New York, NY 10019 Date and Location: January 24-26, 2023, New York, NY Format: Panel Summary: Discussed how emerging real estate technologies improve the consumer experience in residential transactions. Materials: NONE.

"Redefining Your Customer Experience" — ALTA Annual Conference Host: American Land Title Association (ALTA), 1800 M Street NW, Suite 300S, Washington, DC 20036 Venue: Fairmont Austin, 101 Red River Street, Austin, TX 78701 Date and Location: October 22-25 2019; Austin, TX Format: Conference presentation Summary: Discussed customer experience as a strategic differentiator in the title and settlement industry, including digital transformation, operational design, and how technology can enhance rather than replace the role of trusted professionals. Materials: NONE.

"The eClosing End Game" — NYSLTA Title Tech Host: New York State Land Title Association, 65 Broadway, Suite 1102, New York, NY 10006 Date and Location: November 14, 2022. Signature Theater, New York, NY Format: Panel / presentation Summary: Addressed the trajectory of fully digital real estate closings, including remote online notarization, electronic signature law, and the path to industry-wide adoption. Video: https://www.nyslta.org/page/video_eclosing

"Innovation in Real Estate Tech Talk" — WFG Spark Event Host: WFG National Title Insurance Company, 12909 SW 68th Parkway, Suite 350, Portland, OR 97223 Date and Location: April 2018; Orlando, FL Format: Fireside chat with Patrick F. Stone, Chairman and CEO of WFG Summary: Discussed innovation, technology adoption, and the future of the title and settlement industry. Materials: NONE.

"TRID: Dialogue on Current TRID Compliance Issues" Host: Real Estate Bar Association for Massachusetts (REBA), 295 Devonshire Street, 6th Floor, Boston, MA 02110 Date and Location: May 2, 2016; Greater Boston, MA Format: Continuing legal education seminar Summary: Reviewed compliance issues arising in the months following implementation of the TILA-RESPA Integrated Disclosure Rule. Materials: NONE.

"It's a New TRID World. What Does Your Purchase Contract Look Like?"

Host: New England Land Title Association, Date and Location: Holiday Inn, Mansfield, MA, March 15, 2016 Format: Continuing education seminar
Summary: Addressed required revisions to purchase and sale contracts in light of the TILA-RESPA Integrated Disclosure Rule. Materials: NONE.

"CFPB: Predicting Challenges after One Month of TRID" Host: Real Estate Bar Association for Massachusetts (REBA), 295 Devonshire Street, 6th Floor, Boston, MA 02110 Date and Location: November 2015; Greater Boston, MA
Format: Continuing legal education seminar Summary: Early post-implementation analysis of TRID compliance challenges and anticipated CFPB enforcement priorities. Materials: NONE.

"Conundrums Relating to Ancillary Closing Documents" Host: Real Estate Bar Association for Massachusetts (REBA), 295 Devonshire Street, 6th Floor, Boston, MA 02110 Date and Location: November 2014; Greater Boston, MA
Format: Continuing legal education seminar Summary: Reviewed common issues arising from ancillary documentation in residential real estate closings under Massachusetts practice. Materials: No prepared text or materials.

"Blockchain & Real Estate Transactions" Hosts: Real Estate Bar Association for Massachusetts (REBA), 295 Devonshire Street, 6th Floor, Boston, MA 02110; Massachusetts Association of Realtors, 333 Turnpike Road, Southborough, MA 01772 Date and Location: Greater Boston, Massachusetts
Format: Continuing professional education Summary: Surveyed potential applications of distributed-ledger technology to real estate transactions, including title records, escrow, smart contracts, and the regulatory framework. Materials: NONE.

MIT Sloan Executive Education — CX Strategy; Entrepreneurship Development Program. Each semester starting 2021-2026 MIT Sloan Executive Education, 100 Main St., E62-650, Cambridge, MA 02142. Role: guest lecturer.- online zoom only. Materials: NONE

- e. List all interviews you have given to newspapers, magazines or other publications, or radio or television stations, providing the dates of these interviews and four (4) copies of the clips or transcripts of these interviews where they are available to you.

Outlet	Date	Format	Source
WHDH-TV — “Hank Investigates: Wire Fraud”	May 2017	TV news segment / interview	whdh.com
Banker & Tradesman	May 1, 2016	Quoted (PHH Corp. v. CFPB)	https://bankerandtradesman.com/

Outlet	Date	Format	Source
WFG Insider Report — “Tech Check-Up”	Sept. 2020	Webinar / video interview	wfgagent.com
The Boston Podcast — “Let’s Get Stavvy”	Oct. 2020	Podcast	open.spotify.com
deBanked	Sept. 18, 2020	Online article / interview	debanked.com
FNF Unplugged (with Chuck Cain)	Jan. 2021	Podcast	open.spotify.com
U.S. News & World Report	Jan. 7, 2019	Quoted feature (workplace anxiety)	health.usnews.com
2022 HW Vanguard — HousingWire	Oct. 2022	Profile feature	housingwire.com
Authority Magazine / Medium (Jason Hartman)	March 13, 2023	Long-form Q&A interview	medium.com/authority-magazine
Suffolk University Magazine — profile	Fall 2022	Alumni magazine feature	suffolk.edu
Chrisman Commentary — Daily Mortgage News	May 18, 2023	Podcast (RON / digital adoption)	dailymortgagenews.buzzsprout.com
LodeStar’s Lending Leaders	March 4, 2021	Podcast	creators.spotify.com
Touchstone Showcase	August 24, 2022	Podcast	touchstoneclosing.com
HousingWire — “Mortgage tech advancements...”	Jan. 10, 2024	Q&A interview	housingwire.com
HousingWire — Encompass Partner Connect integration	Feb. 14, 2025	Exclusive interview	housingwire.com
FinSide Chats (Stavvy podcast)	2020–2023	Host / interviewer (multiple episodes)	blog.stavvy.com / Audible

I have made a good-faith effort to provide the information requested, and I have provided physical copies of the items in bold above.

- f. If applicable, list all published judicial opinions that you have written, including concurrences and dissents. Supply the citations for all published judicial opinions to the Committee.

None.

13. Public Office, Political Activities and Affiliations:

- a. List chronologically any public offices you have held, other than judicial offices, including the terms of service and whether such positions were elected or appointed. If appointed, please include the name of the individual who

appointed you. Also, state chronologically any unsuccessful candidacies you have had for elective office or unsuccessful nominations for appointed office.

Member, Zoning Board of Appeal, City of Boston — [2020-2022] Appointed by Mayor Martin Walsh, of the City of Boston. The Zoning Board of Appeal is an autonomous seven-member municipal body that adjudicates applications for variances and other zoning relief under the Boston Zoning Code at public hearings.

- b. List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities.

None.

14. **Legal Career:** Answer each part separately.

- a. Describe chronologically your law practice and legal experience after graduation from law school including:

- i. whether you served as clerk to a judge, and if so, the name of the judge, the court and the dates of the period you were a clerk;

I did not serve as a clerk to a judge following graduation from law school.

- ii. whether you practiced alone, and if so, the addresses and dates;

I practiced alone from bar admission in 2002 until joining Gilmartin, Magence & Ross in 2003 (approximately just under one year); at 496 Harvard Street, Brookline Massachusetts 02446, in a shared space with other solo practitioners and/or small firms.

- iii. the dates, names and addresses of law firms or offices, companies or governmental agencies with which you have been affiliated, and the nature of your affiliation with each.

Solo practice — 496 Harvard Street, Brookline, Massachusetts 02446. Approximately January 2002 – December 2002. Following bar admission, I practiced alone in shared office space with other solo practitioners and small firms, taking general-practice matters and accepting court-appointed criminal defense assignments as a bar advocate through the Committee for Public Counsel Services (CPCS).

Gilmartin, Magence & Ross LLP — 305 Washington Street, Newton, Massachusetts 02458. January 2003 – January 2005. Associate & Senior

Associate. I focused my practice on residential and commercial real estate transactions and small- and medium-sized business transactions.

Ligris + Associates PC — 1188 Centre Street, Newton, Massachusetts 02459 and 40 Park Plaza, Boston MA 02116. January 2005 – present. Founder and Managing Partner (and, for the operating period, Chief Executive Officer). I founded and built the firm into a multi-state transactional real estate, settlement, and title practice. My affiliation has been as founder, equity owner, and managing attorney; since 2019 my role has been principally in an ownership and advisory/board capacity.

- iv. Whether you served as a mediator or arbitrator in alternative dispute resolution proceedings and, if so, a description of the 10 most significant matters with which you were involved in that capacity.

I have not served as a mediator or arbitrator in alternative dispute resolution proceedings.

- v. Whether you have held any judicial office, including positions as an administrative law judge, on any U.S. federal, state, tribal, or local court and if so, please provide the name of the court, the jurisdiction of that court, whether the position was appointed or elected, and the dates of your service.

I have not held any judicial office at the federal, state, tribal, or local level. For the sake of completeness, I note that I have served as a Hearing Officer for the Massachusetts Board of Bar Overseers, which is a quasi-adjudicative role appointed under the authority of the Supreme Judicial Court of Massachusetts. Although this position is not generally characterized as judicial office, I disclose it here in the interest of transparency.

b. Describe:

- i. the general character of your law practice and indicate by date when its character has changed over the years.

In the first year following bar admission, from approximately January 2002 through December 2002, I worked as a solo and contract attorney and CPCS bar advocate. During that period, I took on whatever work I could obtain in order to develop experience across varied practice areas — supporting other Massachusetts attorneys on legal research, drafting, and case support in civil litigation, business transactions, collections, and criminal defense, and representing indigent criminal defendants in the Massachusetts District Courts through court-appointed CPCS assignments.

Beginning in January 2003, upon joining Gilmartin, Magence & Ross LLP as a Senior Associate, I focused and concentrated my practice on residential and commercial real estate transactions and small- and medium-sized business transactions. That focus

defined the substantive character of my legal career thereafter. From January 2005 through January 2019, as Founder and Managing Partner of Ligris + Associates PC and Chief Executive Officer of its affiliated title agency, ACES Title Agency LLC, my practice continued in that direction and expanded substantially in scope and scale. The firm grew into a multi-state transactional real estate, settlement, and title platform operating in Massachusetts, New York, Maine, New Hampshire, Connecticut, Rhode Island, and Florida, overseeing billions in aggregate transaction volume during my tenure. My personal practice continued to concentrate on residential and commercial real estate transactions and related business-transaction matters, with increasing focus on representation of national banks, mortgage lenders, and institutional clients in high-volume and complex transactions. I also served in a general-counsel capacity for certain investors and developers.

The character of my professional work shifted again in connection with my MIT Sloan MBA studies and the founding of Stavvy, Inc. in January 2018, when I transitioned from the active practice of law to executive leadership of a financial technology company building digital infrastructure for the real estate, mortgage, and settlement industries. Since that transition, my legal work has been advisory in nature, alongside my executive, academic, and governance roles. Following my exit from Stavvy in May 2025, my work has been principally in self-employed consulting, academic and advisory capacities at MIT Sloan and Boston University.

- ii. Your typical clients and the areas at each period of your legal career, if any, in which you have specialized.

During my year as a solo, contract attorney and CPCS bar advocate in 2002, my "clients" were principally other Massachusetts attorneys for whom I performed contract work, individuals, and small businesses, together with indigent criminal defendants represented through CPCS court appointments.

Beginning in January 2003, my areas of specialization have been transactional real estate law (residential, condominium, cooperative, and commercial), small- and medium-business transactional law, title insurance and settlement services, condominium development and conveyancing, and regulatory compliance in mortgage lending and title and settlement.

- c. Describe the percentage of your practice that has been in litigation and whether you appeared in court frequently, occasionally, or not at all. If the frequency of your appearances in court varied, describe such variance, providing dates.

From January 2003 forward, my practice has been almost exclusively transactional, and I have appeared in court only occasionally, primarily in connection with title-related matters, Massachusetts Land Court proceedings, and disputes arising from real estate transactions handled by my firm. I have at times served as co-counsel on selected dispute-related matters, typically involving contract disputes, real estate matters, or other transaction-related litigation. In the earlier period from January 2002 through December 2002, by contrast, a meaningful portion of my work involved court appearances as a CPCS bar advocate in Massachusetts District Court criminal matters and in supporting

other attorneys on civil litigation. Across my career as a whole, I estimate that litigation has constituted less than 5% of my overall practice.

- i. Indicate the percentage of your practice in:
 1. federal courts: less than 1%
 2. state courts of record: approximately <2%
 3. other courts: approximately <3%
 4. administrative agencies: less than 1%

- ii. Indicate the percentage of your practice in:
 1. civil proceedings: 99%
 2. criminal proceedings: approximately 1%

- d. State the number of cases in courts of record, including cases before administrative law judges, you tried to verdict, judgment or final decision (rather than settled), indicating whether you were sole counsel, chief counsel, or associate counsel.

I have not tried any cases to verdict, judgment, or final decision as sole counsel or chief counsel from January 2003 forward. During my year as a CPCS bar advocate in 2002, I appeared in Massachusetts District Court on behalf of indigent criminal defendants in court-appointed matters; the substantial majority of those matters were resolved by plea, dismissal, continuance without a finding, or other pre-trial disposition rather than by trial verdict. To the extent any such matters proceeded to a bench trial or evidentiary disposition, I served as sole counsel of record in my capacity as the appointed bar advocate. I also served as co-counsel for a lead defense attorney in 2002 in Suffolk Superior Court on a murder trial, as a contract lawyer supporting this case that he brought to trial and verdict by jury. I do not retain detailed records of those court appointments from 2002.

In a small number of dispute-related matters arising out of real estate transactions handled by my firm after 2003, I served as co-counsel or associate counsel; in each such matter, lead trial responsibility rested with co-counsel, and the matters were resolved by settlement, dismissal, or other pre-trial disposition rather than verdict or final judgment.

- i. What percentage of these trials were:
 1. jury: 2%
 2. non-jury: 98%

- e. Describe your practice, if any, before the Supreme Court of the United States. Supply four (4) copies of any briefs, amicus or otherwise, and, if applicable, any oral argument transcripts before the Supreme Court in connection with your practice.

None.

15. **Litigation:** Describe the ten (10) most significant litigated matters which you personally handled, whether or not you were the attorney of record. Give the citations, if the cases were reported, and the docket number and date if unreported. Give a capsule summary of the substance of each case. Identify the party or parties whom you represented; describe in detail the nature of your participation in the litigation and the final disposition of the case. Also state as to each case:
- a. the date of representation;
 - b. the name of the court and the name of the judge or judges before whom the case was litigated; and
 - c. the individual name, addresses, and telephone numbers of co-counsel and of principal counsel for each of the other parties.

Michalakis and Ventouris v. Meck Inc. and Chirma Real Estate Holding Company LLC Docket No. 1282CV01831, Massachusetts Superior Court (filed November 15, 2012).

I served as co-counsel for the plaintiffs, Marios Michalakis and Emilios Ventouris, together with lead counsel John Thomas Graff, Esq., of Hirsch Roberts Weinstein LLP. The matter was a contract and business dispute arising out of the sale or lease of real estate, in which the plaintiffs asserted claims against the defendants, Meck Inc. and Chirma Real Estate Holding Company LLC. The defendants answered and asserted a counterclaim against the plaintiffs, and the plaintiffs answered the counterclaim. My representation began in or about November 2012. In my capacity as co-counsel, I assisted lead counsel with the representation of the plaintiffs in the Superior Court action; lead trial responsibility rested with Attorney Graff. On March 25, 2013, the defendants filed a suggestion of bankruptcy, and on April 11, 2013, the defendants Meck Inc. and Chirma Real Estate Holding Company LLC removed the matter to the United States Bankruptcy Court. My involvement was limited to the Superior Court proceeding; I did not serve as counsel in the subsequent Bankruptcy Court matter.

Date of representation: Approximately November 2012 through April 2013 (Superior Court proceeding only). **Court and judge:** Massachusetts Superior Court (no case judge designated on the docket prior to removal). **Party represented:** Plaintiffs Marios Michalakis and Emilios Ventouris. **Nature of participation:** Co-counsel for plaintiffs in the Superior Court action, in a supporting role to lead counsel. I did not participate in the matter following its removal to the United States Bankruptcy Court. **Co-counsel:** John Thomas Graff, Esq. (BBO 664825), Hirsch Roberts Weinstein LLP, One Liberty Square, 12th Floor, Boston, MA 02110, (617) 348-4300. **Principal counsel for defendants:** Krysla Gregoriades, Esq. (BBO 559178), Crown Linen Service, Inc., 309 Battles St., Brockton, MA 02301, (617) 269-5310; Timothy M. Mauser, Esq. (BBO

542050), Law Office of Timothy Mauser, 10 Liberty St., Suite 410, Danvers, MA 01923, (617) 338-9080; and Marques Lipton, Esq. (BBO 676087), Lipton Law Group, LLC, 945 Concord St., Framingham, MA 01701, (508) 202-0681.

Since the vast majority of my practice throughout my career has not been in litigation, I do not have 10 significant litigated matters to provide.

16. **Legal Activities:** Describe the most significant legal activities you have pursued including significant litigation which did not progress to trial or legal matters that did not involve litigation. Describe fully the nature of your participation in these activities. List any client(s) or organization(s) for whom you performed lobbying activities and describe the lobbying activities you performed on behalf of such client(s) or organizations(s). (Note: As to any facts requested in this question, please omit any information protected by the attorney-client privilege.)

The most significant legal activities of my career have been transactional and advisory rather than litigation.

I have not performed lobbying activities on behalf of any client or organization at any point in my career, and I have not been registered as a lobbyist under federal, state, or local law.

17. **Teaching:** What courses have you taught? For each course, state the title, the institution at which you taught the course, the years in which you taught the course, and describe briefly the subject matter of the course and the major topics taught. If you have a syllabus of each course, provide four (4) copies to the committee.

I have taught the following courses at the Massachusetts Institute of Technology, Sloan School of Management, 100 Main Street, Cambridge, Massachusetts 02142, as Senior Lecturer in Technological Innovation, Entrepreneurship and Strategic Management.

15.378 Building an Entrepreneurial Venture MIT Sloan School of Management. Taught with others: January 2020 – 2025. A graduate-level course on the practical mechanics of launching and building a new venture. Major topics include team formation, market segmentation and customer development, business model design, product development, go-to-market strategy, fundraising and capital strategy, and execution.

15.718 Introduction to Disciplined Entrepreneurship (co-taught) MIT Sloan School of Management. Taught: January 2024 and January 2025. A graduate-level course introducing the 24-step Disciplined Entrepreneurship framework developed at MIT. Major topics include market segmentation, end-user profiling, beachhead market identification, product definition, customer acquisition strategy, business model selection, and pricing.

15.S10 Executive Entrepreneurship MIT Sloan School of Management. Taught: Fall 2025. A graduate-level course tailored to executive students on building and scaling new ventures. Major topics include venture creation, leadership development in early-stage companies, capital strategy, organizational scaling, and operational execution.

In addition to the courses listed above, I have served as a guest lecturer in MIT Sloan Executive Education programs, 100 Main Street, E62-650, Cambridge, Massachusetts 02142, including in the Breakthrough Customer Experience (CX) Strategy program and the Entrepreneurship Development Program (EDP), on topics including customer experience strategy, venture creation, fundraising, and execution.

Syllabus for 15.S10 is the only course I self-taught; please see the syllabus provided to the Committee.

Courses 15.378 and 15.718 were co-taught by a lead faculty member who had control of the final version of each respective syllabus. Therefore, the final versions may be different than what I provided to the Committee.

18. **Deferred Income/ Future Benefits**: List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, former employers, clients or customers. Describe the arrangements you have made to be compensated in the future for any financial or business interest.

I intend to comply fully with all applicable federal ethics requirements, conflict-of-interest rules, divestiture obligations, and any directives issued by the appropriate government ethics officials. To the extent required, if confirmed, I will divest or otherwise dispose of my ownership interests in the firm and any other relevant business interests through a structure and timeline approved by the government. Any continuing financial relationship, compensation, or proceeds would be limited to arrangements permitted under applicable ethics guidance and governing regulations.

19. **Outside Commitments During Service**: Do you have any plans, commitments, or agreements to pursue outside employment, with or without compensation, during your service? If so, explain.

If confirmed, I will coordinate with agency ethics counsel regarding my pending Fall teaching responsibilities at MIT Sloan, advisory work with Boston University, and any remaining consulting engagements or client relationships. I will take any required steps — including recusal, transition, termination, or restructuring of these activities — to ensure full compliance with applicable ethics and conflict-of-interest requirements.

20. **Sources of Income:** List sources and amounts of all income received during the calendar year preceding your nomination and for the current calendar year, including all salaries, fees, dividends, interest, gifts, rents, royalties, licensing fees, honoraria, and other items exceeding \$500 or more (if you prefer to do so, copies of the financial disclosure report, required by the Ethics in Government Act of 1978, may be substituted here).

See OGE Form 278.

21. **Statement of Net Worth:** Please complete the attached financial net worth statement in detail (add schedules as called for).

Please see the “Financial Statement: Net Worth” table below.

22. **Potential Conflicts of Interest:**

- a. Identify the family members or other persons, parties, affiliations, pending and categories of litigation, financial arrangements or other factors that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to arise.

I do not currently maintain an active law practice and have no pending litigation, cases, or active client representations. I am not aware of any person or situation likely to present a conflict of interest if I were to be confirmed.

- b. Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

If I am confirmed, any potential conflict of interest will be resolved in accordance with the terms of an ethics agreement that I have entered into with the Department’s designated agency ethics official. If confirmed, I will continue to consult with the Department of Justice’s ethics office and will recuse myself from any matter in which recusal is required.

23. **Pro Bono Work:** An ethical consideration under Canon 2 of the American Bar Association's Code of Professional Responsibility calls for "every lawyer, regardless of professional prominence or professional work load, to find some time to participate in serving the disadvantaged." Describe what you have done to fulfill these responsibilities, listing specific instances and the amount of time devoted to each. If you are not an attorney, please use this opportunity to report significant charitable and volunteer work you may have done.

Prior to leaving active legal practice in 2019, I periodically provided pro bono or reduced-fee legal assistance in hardship situations. I do not currently maintain an active law practice, ongoing client representations, contingent fee arrangements, or pending legal matters associated with those prior activities.

