

**UNITED STATES SENATE
COMMITTEE ON THE JUDICIARY**

QUESTIONNAIRE FOR NON-JUDICIAL NOMINEES

PUBLIC

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

Lee Francis Cissna

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

Director, United States Citizenship and Immigration Services

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.

**U.S. Department of Homeland Security
3801 Nebraska Avenue, N.W.
Washington, D.C. 20016**

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

**July 5, 1966
Silver Spring, Maryland**

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.

**John F. Kennedy School of Government, Harvard University, Cambridge, MA
Senior Executive Fellow: Oct. – Nov. 2008**

**Georgetown University Law Center, Washington, DC
J.D.: May, 1995**

**Columbia University, School of International and Public Affairs, New York, NY
M.I.A. (Master's in International Affairs): May, 1990**

**Massachusetts Institute of Technology, Cambridge, MA
B.S. in Physics: May, 1988
B.S. in Political Science: May, 1988**

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.

Feb. 2017 – present U.S. Department of Homeland Security (DHS), Office of Policy Director, Immigration Policy

- **Counsel the Office of the Secretary, Assistant Secretary for Policy, and the Deputy Assistant Secretary for Immigration Policy on all immigration-related matters, ensuring effective integration with the Department’s national and homeland security mission.**
- **Evaluate existing Administration immigration policy for integrity and efficacy.**
- **Manage and coordinate the development and implementation of new immigration policy, ensuring consistency with the Secretary’s and President’s agenda.**

Feb. 2015 – Feb. 2017 U.S. Department of Homeland Security Detailee to the Senate Judiciary Committee

Office of Sen. Chuck Grassley, Committee Chair

- **Worked with Committee staff on immigration-related legislation, hearings, and oversight.**
- **Assisted in drafting of the H-1B and L-1 Visa Reform Act of 2015 (S. 2266), American Job Creation and Investment Promotion Reform Act of 2015 (S. 1501), and many other immigration-related legislative provisions.**

Oct. 2006 – Feb. 2015 U.S. Department of Homeland Security (DHS), Office of Policy

Director, Immigration Policy

March 2009 – Feb. 2015

- **Counsel the Office of the Secretary, Assistant Secretary for Policy, and the Deputy Assistant Secretary for Immigration Policy on all immigration-related matters, ensuring effective integration with the Department’s national and homeland security mission.**
- **Evaluate existing Administration immigration policy for integrity and efficacy.**
- **Manage and coordinate the development and implementation of new immigration policy, ensuring consistency with the Secretary’s and President’s agenda.**
- **U.S. Delegate to and Chair of the Organisation of Economic Cooperation and Development’s Working Party on Migration.**

(Acting) Director, Immigration and Border Security Policy
Oct. 2008 – March 2009

Deputy Director, Immigration and Border Security Policy
Oct. 2006 - Oct. 2008

- **Counseled the Secretary, Deputy Secretary, Assistant Secretary for Policy, and the Director of Immigration and Border Security Policy on all immigration-related matters, ensuring effective integration with the Department’s national and homeland security mission.**
- **Advised the White House Domestic Policy Council (DPC), Homeland Security Council (HSC), and OMB, as well as House and Senate staff, regarding proposed immigration legislation and regulatory initiatives.**
- **DHS Policy representative to and manager of DHS legislative “war room” during 2007 Senate comprehensive immigration reform (CIR) debate.**
 - **Led DHS Policy consideration of all future-flow immigration reform proposed as part of potential CIR legislation.**
 - **Principal drafter of several substantial DHS legislative proposals, including Temporary Worker Program, legalization, and student and skilled worker provisions considered for inclusion in the 2007 Senate CIR bill.**
 - **Advised DPC and Senate staff regarding proposed legislative language; personally advised DHS Secretary Chertoff on immigration law and policy in preparation for and during his meetings with members of the Senate during the CIR negotiations.**
- **Led DHS Policy consideration of regulatory reform of skilled worker, H-2A temporary agricultural worker, and H-2B temporary non-agricultural worker visa programs announced as part of the Administration’s post-CIR immigration initiatives.**

Oct. 2005 – Oct. 2006 **U.S. Citizenship & Immigration Services (USCIS), Office of the Chief Counsel**

Associate Counsel, Adjudications Law Division (ALD)

- **Advised the Chief of the ALD, the USCIS Chief Counsel, other DHS component agencies, and the U.S. Department of State’s Visa Office on issues relating to all aspects of U.S. immigration benefits law, with an emphasis on business-related immigrant and nonimmigrant categories and student/exchange visitor issues.**
- **Provided litigation support to the U.S. Department of Justice in federal lawsuits involving USCIS regulations,**

- adjudications, practices, and/or policies.
- Reviewed regulations, policy memoranda, and field guidance.
- Involved extensively in USCIS and DHS-wide planning for potential CIR legislation. Selected as USCIS legal representative to DHS legislative “war room” during 2006 Senate CIR debate (S.2611).

Jan. 2003 – Feb. 2005 Kaufman & Canoles, P.C., Richmond, VA
Associate Attorney, Immigration Practice Group

- Prepared full range of nonimmigrant and immigrant visa petitions for corporate, academic, and individual clients.
- Advised the Office of the Virginia Attorney General regarding text of immigration bills introduced in the Virginia legislature and defense of immigration-related litigation.
- Formally advised state universities regarding new F-1, J-1, and SEVIS regulations.
- Addressed local government agencies, civic groups, church groups, and employers with large immigrant workforces regarding developments in immigration law.

June 1999 – Sept. 2002 U.S. Department of State, Washington, DC, Port-au-Prince, Haiti, & Stockholm, Sweden
Foreign Service Officer

- Served as Chief of the Nonimmigrant Visa Section at the U.S. Embassy in Stockholm, Sweden; shared responsibility with the Consul for adjudication of all immigrant visa and passport cases.
- Assigned temporarily to the Immigrant Visa Section at the U.S. Consulate in Port-au-Prince, Haiti prior to assignment in Stockholm.

June 1997 – May 1999 Steptoe & Johnson LLP, Washington, DC
Associate Attorney, International Law Group

- Practice areas: international trade (i.e., antidumping and countervailing duties cases), trade disputes brought before WTO and NAFTA review panels, application for GSP status, issues in U.S. customs law, and the international arbitration of commercial disputes; extensive experience in U.S. business and family immigration law, including political asylum cases.

Sept 1995 - June 1997 Kirkpatrick & Lockhart LLP, Harrisburg, PA
Associate Attorney

- Practice areas: federal and state environmental law, federal

and state civil litigation and administrative procedure,
contract law, public utilities law, and immigration law.

**Jun. 1994 – Aug. 1994 Pennie & Edmonds, Washington, D.C.
Summer Associate**

- **Summer associate at intellectual property law firm.**

**Jun. 1993 – Aug. 1993 American Bar Association
Central and East European Law Initiative (CEELI),
Washington, D.C.**

- **Legal Intern**

July 1991 – Aug. 1992 JVC Consultants, Washington, DC

- **Computer Software Trainer**

**Sept 1990 - June 1991 Morristown-Beard School, Morristown, NJ
Junior-High and High School Science Teacher**

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.

- **No service in the U.S. Military.**
- **I 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.

- **Selected by the Department of Homeland Security to attend the Senior Executive Fellow program at the John F. Kennedy School of Government, Harvard University, Cambridge, MA (Oct. – Nov. 2008)**
- **Secretary's Award for Team DHS Excellence for work on Comprehensive Immigration Reform (2007)**
- **DHS Meritorious Professional Achievement Award (2007)**
- **USCIS Special Act Award for work on Comprehensive Immigration Reform (2006)**
- **Georgetown University Law Center: Dean's List 1994-1995.**

- **Massachusetts Institute of Technology: *Burchard Scholar*, 1987-88 (honor society for students outstanding in both sciences and humanities)**

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 Immigration Lawyers Association (2003-2005)**
- **Swedish-American Bar Association (association of Swedish-speaking attorneys practicing law in the U.S) (2003-2005)**

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.

- **Admitted to the District of Columbia Bar on January 6, 1997.**
- **Admitted to the Bar of the Commonwealth of Pennsylvania on May 15, 1996.**

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.

- **Admitted to Practice before the United States District Court for the Middle District of Pennsylvania on June 14, 1996.**

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.

None.

b. Indicate whether any of these organizations listed in response to 11a above currently discriminate or formerly discriminate 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.

N/A

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.

- ***Switching Sides: Is Party Affiliation a Tie That Binds?*, Arizona State Law Journal, Vol. 28, No. 3 (December, 1996).**

- 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.

N/A

- 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.

N/A

- 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.

- **Meeting with the Board of the Council for Global Immigration (CGI)
Roundtable Discussion of Recent Developments in Immigration Law
Washington, DC
March 9, 2017**
 - **Council for Global Immigration
1800 Duke Street
Alexandria, VA 22314**

Phone: (703) 535-6365

- **“The Council for Global Immigration is a nonprofit trade association comprised of leading corporations, universities and research institutions committed to advancing the employment-based immigration of high-skilled professionals.”** -- <https://www.cfgi.org/>

- **“The Betrayal of America’s Best and Brightest”**
The Center for Immigration Studies hosted a panel discussion focusing on guest worker abuse and the impact on American high-skilled labor. I made comments as an audience member.
National Press Club, Washington, DC
Nov. 12, 2015
<http://cis.org/PanelTranscripts/Betrayal-Best-Brightest>

- **“Spring Exercise” Panel on Possible Reforms of the U.S. Immigration System**
Co-Panelists: Prof. Richard Freeman (Harvard University) and Prof. Lant Pritchett (Harvard University).
John F. Kennedy School of Government
79 John F. Kennedy Street
Cambridge, MA
April 15, 2015

- **Conference on High-Skilled Immigration and the Global Competition for Talent**
Panel: Comparative System Design & Effects: Canada and Europe (panel comparing U.S., Canadian, and European immigration systems)
The National Academies of Sciences, Engineering, Medicine
Washington, DC
Sep. 22-23, 2014
http://sites.nationalacademies.org/PGA/step/PGA_146763

- **EU-OECD Dialogue on International Migration and Mobility : *Matching Economic Migration With Labour Market Needs***
Conference organized by the Organization for Economic Cooperation and Development (OECD) and the European Commission (DG Employment, Social Affairs and Inclusion)
Chair, Session on *“Migrants’ skills use and return”*
(I participated in this conference in my capacity as the U.S. delegate to and Chair of the OECD Working Party on Migration.)
Brussels, Belgium
Feb. 24-25, 2014
<http://www.oecd.org/migration/mig/eu-oecdconfbrusselsfeb2014.htm>

- **The 3rd ADBI-ILO-OECD Roundtable on Labor Migration in Asia: Assessing Labor Market Requirements for Foreign Workers and Developing Policies for Regional Skill Mobility**
Conference organized by the Organization for Economic Cooperation & Development (OECD), International Labour Organization (ILO), and Asian Development Bank Institute (ADBI).
Panel: “Gaining from Skills portability and Links Between Education & Migration”
(I participated in this conference in my capacity as the U.S. delegate to and Acting Chair of the OECD Working Party on Migration.)
Bangkok, Thailand
Jan. 23-25, 2013

- **Fairness & Freedom Summit on High Skilled Immigration**
Conference organized by ImmigrationVoice
Panel discussing high-skill immigration to the U.S. and possible reforms of the system to improve U.S. competitiveness
San Jose, CA
Sept. 8, 2012

 - **ImmigrationVoice**
1177 Branham Lane #321
San Jose, CA 95118
(202) 386-6250
 - **ImmigrationVoice “is a national non-profit organization working to alleviate the problems faced by legal high-skilled future Americans in the United States” -- <https://immigrationvoice.org/>.**

- **Dynamics of the S&E Labor Market: Projections, Regulations, and Employment Patterns**
Institute for the Study of International Migration, Georgetown University
Roundtable on “Regulating the Admission of Foreign S&E Workers: OPT, H-1B, PERM”
July 11-12, 2012

 - **Institute for the Study of International Migration**
Georgetown University
Harris Building
3300 Whitehaven Street, N.W., Washington D.C. 20007
Phone: (202) 687-2258

- **The Foreign Policy Association of Harrisburg**
Panel on “Immigration Reform” with Edward Alden (Council on Foreign Relations) and Prof. Shoba Wadhia (Penn State)
Camp Hill, PA
May 24, 2012

 - **The Foreign Policy Association of Harrisburg**
PO Box 60665

Harrisburg, PA 17106-0665
<http://fpa-harrisburg.org/>

- **Conrad State 30 J-1 Visa Waiver Program Meeting**
Panel on issues relating to the “Conrad 30” visa program for foreign doctors working in medically underserved areas.
(The Conrad 30 program administrators from the various state departments of public health from around the country gather once each year to discuss program administration issues and to hear updates from DHS, HHS, and Congressional staff about changes to the program)
Rockville, MD
Nov. 30, 2011

- **“U.S. Engineering in the Global Economy”**
National Bureau of Economic Research (NBER)
Roundtable (discuss immigration policy relating to labor in Science, Technology, Engineering & Mathematics (STEM) occupations)
Cambridge, MA
Sept. 27, 2011
 - National Bureau of Economic Research (NBER)
1050 Massachusetts Avenue
Cambridge MA 02138-5398
(617) 868 3900
 - The NBER is a private, non-profit, non-partisan organization dedicated to conducting economic research and to disseminating research findings among academics, public policy makers, and business professionals - <http://www.nber.org/info.html>.

- **The Forum for Expatriate Management: “U.S. Global Mobility Summit”**
Panel on “Recent Changes and Challenges in U.S. Immigration”
Chicago, IL
Sept. 13, 2011
 - Eleanor Long
Events Manager
The Forum for Expatriate Management
E: eleanor.long@centaurmedia.com
T: +44 (0) 20 7970 4112
 - “Since establishment in 2008, The Forum for Expatriate Management (FEM) has grown into the premier worldwide community for Global Mobility professionals.” - <https://www.forum-expat-management.com/>

- **Sports Law Association Annual Conference 2011**
Co-Moderator, “Immigration & Sports – Current Legal Issues & What You Need To Know”
Washington, DC
May 20, 2011

https://www.sportslaw.org/events/past_conferences/2011_annualmtg_brochure.pdf

- **Sports Lawyers Association**
11130 Sunrise Valley Drive, Suite 350
Reston, VA 20191
Phone: 703-437-4377
- **“The Sports Lawyers Association is a non-profit, international, professional organization whose common goal is the understanding, advancement and ethical practice of sports law.” -**
<https://www.sportslaw.org/>

- **“Role of DHS in Comprehensive Immigration”**

The Johns Hopkins University
Zanvyl Krieger School of Arts & Sciences
Wednesday Night Symposia Series
Presentation on the history of DHS’s role in Comprehensive Immigration Reform (CIR) efforts since 2006.
Feb. 26, 2011

- **Johns Hopkins University**
Zanvyl Krieger School of Arts & Sciences
Advanced Academic Programs
1717 Massachusetts Avenue, NW
Washington, DC 20036
202-452-1940
<http://krieger.jhu.edu/> and <http://advanced.jhu.edu/>

- **USLAW Spring Conference**

Panel on “Recent Developments in Immigration Law”
Miami, FL
April 10, 2008

- **USLAW Network, Inc.**
3111 N. University Drive, Suite 400
Coral Springs, FL 33065
(800) 231-9110
“USLAW is an international organization composed of more than 60 independent, full practice firms with roots in civil litigation, including more than 6,000 attorneys across the U.S., Canada, Latin America and Asia, and with affiliations in Africa and with TELFA in Europe.”
- <https://web.uslaw.org/who-we-are/>

- 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.

N/A

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.

N/A

- 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.

Starting in September, 2016 I volunteered approximately once per week with the President's election campaign (Donald J. Trump for President, Inc.). I offered technical assistance to the campaign regarding immigration policy and operations. All time I spent volunteering with the campaign was when I was not on duty – i.e. either after working hours or while on annual leave – and off U.S. government premises.

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

**Oct. 2005 – Oct. 2006 U.S. Citizenship & Immigration Services
(USCIS), Office of the Chief Counsel
20 Massachusetts Avenue, N.W.
Washington, D.C. 20529**

Associate Counsel

Adjudications Law Division (ALD)

- Advised the Chief of the ALD, the USCIS Chief Counsel, other DHS component agencies, and the U.S. Department of State's Visa Office on issues relating to all aspects of U.S. immigration benefits law, with an emphasis on business-related immigrant and nonimmigrant categories and student/exchange visitor issues.
- Provided litigation support to the U.S. Department of Justice in federal lawsuits involving USCIS regulations, adjudications, practices, and/or policies.
- Reviewed regulations, policy memoranda, and field guidance.
- Involved extensively in USCIS and DHS-wide planning for potential CIR legislation. Selected as sole USCIS legal representative to DHS legislative "war room" during 2006 Senate CIR debate (S.2611).

Jan. 2003 – Feb. 2005 Kaufman & Canoles, P.C.

Two James Center

1021 East Cary Street, Suite 1400

Richmond, Virginia 23219

Associate Attorney, Immigration Practice Group

- Prepared full range of nonimmigrant and immigrant visa petitions for corporate, academic, and individual clients.
- Advised the Office of the Virginia Attorney General regarding text of immigration bills introduced in the Virginia legislature and defense of immigration-related litigation.
- Formally advised state universities regarding new F-1, J-1, and SEVIS regulations.
- Addressed local government agencies, civic groups, church groups, and employers with large immigrant workforces regarding developments in immigration law.

June 1997 – May 1999 Steptoe & Johnson LLP

1330 Connecticut Avenue, NW

Washington, DC 20036

Associate Attorney, International Law Group

- Practice areas: international trade (i.e.,

antidumping and countervailing duties cases), trade disputes brought before WTO and NAFTA review panels, application for GSP status, issues in U.S. customs law, and the international arbitration of commercial disputes; extensive experience in U.S. business and family immigration law, including political asylum cases.

**Sept 1995 - June 1997 Kirkpatrick & Lockhart LLP
(now K&L Gates)
17 North Second Street, 18th Floor
Harrisburg, PA 17101-1507
*Associate Attorney***

- **Practice areas: federal and state environmental law, federal and state civil litigation and administrative procedure, contract law, public utilities law, and immigration law.**

- 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.

N/A

b. Describe:

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

Between 1995 and 1999 my law practice was as an associate at two large, national law firms. Between 2003 and 2005 my law practice was as an associate at a regional, general practice law firm (in Richmond, Virginia). Between October 2005 and October 2006 I served as an attorney with the federal government (U.S. Citizenship & Immigration Services).

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

During the time that I was in private law practice between 1995 and 1999 I was an associate at two law firms. I did not manage cases or have clients of my own (aside from 2 pro bono asylum cases). Typical matters I worked on were on behalf of large corporate clients; such matters included federal and state litigation, and representation before the U.S. Department of Commerce in countervailing duty and anti-dumping cases.

While working at Kaufman & Canoles (2003-2005) I represented numerous business entities, universities, as well as private individuals in immigration cases.

- 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.

i. Indicate the percentage of your practice in:

- | | |
|-----------------------------|-----|
| 1. federal courts: | 10% |
| 2. state courts of record: | 15% |
| 3. other courts: | 0% |
| 4. administrative agencies: | 75% |

The foregoing is, to the best of my recollection, the approximate percentage breakdown of my work at law firms between 1995 and 1999, and between 2003 and 2005. Except for two appearances in 1996 in immigration court representing asylum clients, I did not appear in federal or state court.

ii. Indicate the percentage of your practice in:

- | | |
|--------------------------|------|
| 1. civil proceedings: | 100% |
| 2. criminal proceedings: | 0% |

Throughout my legal career, my work has been entirely in the civil domain; I have never done work in criminal law. I was a litigation associate at the first law firm I worked at, Kirkpatrick and Lockhart (1995-1997), where, to the best of my recollection, approximately 50% of the cases I worked on involved matters before state courts, 25% before federal courts, and 25% before administrative agencies. I did not appear in federal or state court.

- 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. What percentage of these trials were:

- | | |
|--------------|----|
| 1. jury: | 0% |
| 2. non-jury: | 0% |

The only court cases I recall being involved with that were tried to verdict, judgment, or final decision were the two pro bono asylum cases I handled with a Kirkpatrick and Lockhart colleague in immigration court in, to the best of my recollection, 1996.

- 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.

N/A

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;

N/A

- b. the name of the court and the name of the judge or judges before whom the case was litigated; and

N/A

- c. the individual name, addresses, and telephone numbers of co-counsel and of principal counsel for each of the other parties.

N/A

I did not personally handle any litigation cases. At the time that I worked on litigation matters (1995-1997) I was a junior associate attorney working at the direction of senior associates and partners at the law firm (Kirkpatrick & Lockhart).

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.)

As I was a junior associate at the first two law firms I worked at (1995-1999), I was never in a position to pursue, on my own, any significant legal activities. When I was an attorney practicing immigration law exclusively (2003-2005), I handled innumerable cases ultimately relating to an individual seeking admission to the U.S. for family- or employment-related reasons; each such case, however small, was immeasurably significant to the alien or to the family member or employer

sponsoring him, and that's how I regarded those cases as well.

I have never lobbied on behalf of any entity.

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 been a guest lecturer on several occasions at a course on immigration law taught by a DHS colleague at George Mason University School of Law, but, aside from the one year I spent as a high school teacher in 1990-1991, I have never taught any courses myself.

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.

N/A

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.

No.

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 attached financial disclosure report.

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

See attached financial disclosure report.

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.

None.

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

In connection with the nomination process, I have consulted with the Office of Government Ethics and the Department of Homeland Security's Designated Agency Ethics Official to identify potential conflicts of interest. Any potential conflicts 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 and that has been provided to this Committee. I am not aware of any other potential conflicts of interest.

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.

I have, throughout my career, demonstrated a commitment to public service. In 1996, I and a law firm colleague handled two pro bono asylum cases in immigration court. In 1999 I left the practice of law to serve the U.S. Government overseas as a Foreign Service Officer. In 2005 I returned to public service as an attorney at USCIS and have remained a public servant to the present time. My family regularly donates time and money to our church.