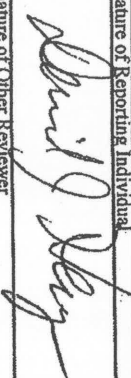
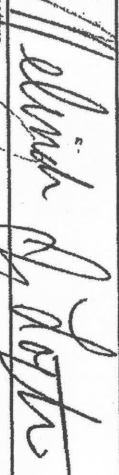



# EXECUTIVE BRANCH PERSONNEL PUBLIC FINANCIAL DISCLOSURE REPORT

| U.S. Office of Government Ethics  |  | Reporting Status  |           | Calendar Year   |                   | Termination Date (If Applicable) |  |
|---|--|---|-----------|---|-------------------|----------------------------------|--|
| Date of Appointment, Candidacy, Election or Nomination (Month, Day, Year)   |  | (Check appropriate boxes)   | Incumbent | New Entrant, Nominee, or Candidate                                  | Termination Filer | (Month, Day, Year)               |  |
| Reporting Individual's Name   |  | Last Name   |           | First Name and Middle Initial                                       |                   |                                  |  |
| David J. Hayes  |  |   |           | David J.  |                   |                                  |  |
| Position for Which Filing   |  | Title of Position   |           | Department or Agency (If Applicable)                                |                   |                                  |  |
| Deputy Secretary  |  |   |           | Department of the Interior  |                   |                                  |  |
| Location of Present Office (or forwarding address)  |  | Address (Number, Street, City, State, and ZIP Code)                               |           | Telephone No. (Include Area Code)                                   |                   |                                  |  |
| 1849 C Street, NW, Washington DC 20240  |  |   |           | 202 208 6291  |                   |                                  |  |
| Position(s) Held with the Federal Government During the Preceding 12 Months (If Not Same as Above)  |  | Title of Position(s) and Date(s) Held   |           |   |                   |                                  |  |
| Presidential Nominees Subject to Senate Confirmation  |  | Name of Congressional Committee Considering Nomination                            |           | Do You Intend to Create a Qualified Diversified Trust?              |                   |                                  |  |
| Senate Energy and Natural Resources   |  |   |           | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |                   |                                  |  |
| Certification   |  | Signature of Reporting Individual   |           | Date (Month, Day, Year)   |                   |                                  |  |
| I CERTIFY that the statements I have made on this form and all attached schedules are true, complete and correct to the best of my knowledge.                                     |  |  |           | MAR 03 2009   |                   |                                  |  |
| Other Review (If desired by agency)   |  | Signature of Other Reviewer   |           | Date (Month, Day, Year)   |                   |                                  |  |
|   |  |   |           |   |                   |                                  |  |
| Agency Ethics Official's Opinion  |  | Signature of Designated Agency Ethics Official/Reviewing Official                 |           | Date (Month, Day, Year)   |                   |                                  |  |
| 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 in the box below). |  |  |           | March 4, 2009   |                   |                                  |  |
| Office of Government Ethics Use Only  |  | Signature   |           | Date (Month, Day, Year)   |                   |                                  |  |
|   |  |  |           | 4 March 2009  |                   |                                  |  |
| Comments of Reviewing Officials (If additional space is required, use the reverse side of this sheet)   |  |   |           |   |                   |                                  |  |

(Check box if filing extension granted & indicate number of days \_\_\_\_\_) ☐

(Check box if comments are continued on the reverse side) ☐

| Fee for Late Filing  |  |
|--|--|
| Any individual who is required to file this report and does so more than 30 days after the date the report is required to be filed, or, if an extension is granted, more than 30 days after the last day of the filing extension period shall be subject to a \$200 fee. |  |
| <b>Reporting Periods</b>   |  |
| <b>Incumbents:</b> The reporting period is the preceding calendar year except Part II of Schedule C and Part I of Schedule D where you must also include the filing year up to the date you file. Part II of Schedule D is not applicable.                               |  |
| <b>Termination Filers:</b> The reporting period begins at the end of the period covered by your previous filing and ends at the date of termination. Part II of Schedule D is not applicable.  |  |
| <b>Nominees, New Entrants and Candidates for President and Vice President:</b>   |  |
| <b>Schedule A--</b> The reporting period for income (BLOCK C) is the preceding calendar year and the current calendar year up to the date of filing. Value assets as of any date you choose that is within 31 days of the date of filing.                                |  |
| <b>Schedule B--</b> Not applicable.  |  |
| <b>Schedule C, Part I (Liabilities)--</b> The reporting period is the preceding calendar year and the current calendar year up to any date you choose that is within 31 days of the date of filing.  |  |
| <b>Schedule C, Part II (Agreements or Arrangements)--</b> Show any agreements or arrangements as of the date of filing.  |  |
| <b>Schedule D--</b> The reporting period is the preceding two calendar years and the current calendar year up to the date of filing.   |  |
| Agency Use Only  |  |
| OGE Use Only   |  |
| MAR - 4 2009   |  |

**SCHEDULE A**

Hayes, David

2

**Assets and Income**

**Valuation of Assets**  
 at close of  
 reporting period

Income: type and amount. If "None (or less than \$201)" is checked, no other entry is needed in Block C for that item.

**BLOCK A**

For you, your spouse, and dependent children, report each asset held for investment or the production of income which had a fair market value exceeding \$1,000 at the close of the reporting period, or which generated more than \$200 in income during the reporting period, together with such income.

For yourself, also report the source and actual amount of earned income exceeding \$200 (other than from the U.S. Government). For your spouse, report the source but not the amount of earned income of more than \$1,000 (except report the actual amount of any honoraria over \$200 of your spouse).

None ☐

**BLOCK B**

**Type**

**Amount**

|                                     | None (or less than \$1,001) | \$1,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$250,000 | \$250,001 - \$500,000 | \$500,001 - \$1,000,000 | Over \$1,000,000 * | \$1,000,001 - \$ 5,000,000 | \$5,000,001 - \$25,000,000 | \$25,000,001 - \$50,000,000 | Over \$50,000,000 | Excepted Investment Fund | Excepted Trust | Qualified Trust | Dividends | Rent and Royalties | Interest | Capital Gains | None (or less than \$201) | \$201 - \$1,000 | \$1,001 - \$2,500 | \$2,501 - \$5,000 | \$5,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$1,000,000 | Over \$1,000,000* | \$1,000,001 - \$5,000,000 | Over \$5,000,000 | Other Income (Specify Type & Actual Amount) | Date (Mo., Day, Yr.) | Only if Honoraria |
|-------------------------------------|-----------------------------|--------------------|---------------------|----------------------|-----------------------|-----------------------|-------------------------|--------------------|----------------------------|----------------------------|-----------------------------|-------------------|--------------------------|----------------|-----------------|-----------|--------------------|----------|---------------|---------------------------|-----------------|-------------------|-------------------|--------------------|---------------------|----------------------|-------------------------|-------------------|---------------------------|------------------|---|----------------------|-------------------|
|                                     |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| 1                                   |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| Account 1:<br>Banco Popular NA Bond |                             |                    |                     |                      | X                     |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    | X        |               |                           |                 |                   |                   |                    | X                   |                      |                         |                   |                           |                  |   |                      |                   |
| 2                                   |                             |                    |                     |                      |                       | X                     |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    | X        |               |                           |                 |                   |                   | X                  |                     |                      |                         |                   |                           |                  |   |                      |                   |
| Capmark Bank NA Bond                |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    | X        |               |                           |                 |                   |                   | X                  |                     |                      |                         |                   |                           |                  |   |                      |                   |
| 3                                   |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| Cathay Bank NA Bond                 |                             |                    |                     |                      |                       | X                     |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    | X                   |                      |                         |                   |                           |                  |   |                      |                   |
| 4                                   |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               | X                         |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| Cisco Systems Inc Stock             |                             |                    |                     |                      |                       |                       | X                       |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| 5                                   |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| IBM Stock                           |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           | X                  |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| 6                                   |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| Schwab Small Cap Equity Fund        |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |
| Schwab Small Cap Index Fund         |                             |                    |                     |                      |                       |                       |                         |                    |                            |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |   |                      |                   |

\* This category applies only if the asset/income is solely that of the filer's spouse or dependent children. If the asset/income is either that of the filer or jointly held by the filer with the spouse or dependent children, mark the other higher categories of value, as appropriate.

(Use only if needed)

3

**Prior Editions Cannot be Used.**



(Use only if needed)

4

**Income:** type and amount. If "None (or less than \$201)" is checked, no other entry is needed in Block C for that item.

**Prior Editions Cannot be Used.**

**Prior Editions Cannot be Used.**



Hayes, David

# **SCHEDULE A continued** (Use only if needed)

## **Assets and Income**

## **Valuation of Assets** at close of reporting period

Income: type and amount. If "None (or less than \$201)" is checked, no other entry is needed in Block C for that item.

| BLOCK A   | BLOCK B |                    |                     |                      |                       |                       |                         |                    |                                |                            | BLOCK C                     |                   |                          |                |                 |           |                    |          |               |                           | Other Income (Specify Type & Actual Amount) | Date (Mo., Day, Yr.)<br>Only if Honorary |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
|---|---------|--------------------|---------------------|----------------------|-----------------------|-----------------------|-------------------------|--------------------|--------------------------------|----------------------------|-----------------------------|-------------------|--------------------------|----------------|-----------------|-----------|--------------------|----------|---------------|---------------------------|---|--|-------------------|--------------------|---------------------|----------------------|-------------------------|-------------------|---------------------------|------------------|--|--|
|   | Type    |                    |                     |                      |                       |                       |                         |                    |                                |                            | Amount                      |                   |                          |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
|   | None    | \$1,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$250,000 | \$250,001 - \$500,000 | \$500,001 - \$1,000,000 | Over \$1,000,000 * | Over \$1,000,001 - \$5,000,000 | \$5,000,001 - \$25,000,000 | \$25,000,001 - \$50,000,000 | Over \$50,000,000 | Excepted Investment Fund | Excepted Trust | Qualified Trust | Dividends | Rent and Royalties | Interest | Capital Gains | None (or less than \$201) | \$201 - \$1,000                             | \$1,001 - \$2,500                        | \$2,501 - \$5,000 | \$5,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$1,000,000 | Over \$1,000,000* | \$1,000,001 - \$5,000,000 | Over \$5,000,000 |  |  |
| 1<br>None <input type="checkbox"/>  |         |                    |                     |                      |                       |                       |                         |                    |                                |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 2<br>T. Rowe Price Equity Income Fund   |         |                    |                     | X                    |                       |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 3<br>Account 6: (SEP)<br>Schwab 1000 Fund   |         | X                  |                     |                      |                       |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 4<br>Account 7: (IRA)<br>Janus Orion Fund   |         |                    |                     | X                    |                       |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 5<br>Janus Research Fund  |         |                    | X                   |                      |                       |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 6<br>Account 8: 401(k) Latham & Watkins<br>American Funds Growth Fund<br>of America |         |                    |                     |                      | X                     |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 7<br>Vanguard Instit. Index Fund  |         |                    |                     |                      |                       | X                     |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 8<br>Dodge and Cox Stock Fund   |         |                    |                     |                      | X                     |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 9<br>Goldman Sachs Midcap Value Fund  |         |                    |                     |                      |                       | X                     |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| Managers Spec. Equity Fund  |         |                    |                     |                      | X                     |                       |                         |                    |                                |                            |                             |                   | X                        |                |                 |           |                    |          |               |                           |   |  |                   |                    |                     |                      |                         |                   |                           |                  |  |  |

\* This category applies only if the asset/income is solely that of the filer's spouse or dependent children. If the asset/income is either that of the filer or jointly held by the filer with the spouse or dependent children, mark the other higher categories of value, as appropriate.

Prior Editions Cannot be Used.

(Use only if needed)

Hayes, David

| Assets and Income   |   | Valuation of Assets<br>at close of reporting period |                    |                     |                      |                       |                       |                         |                    | Income: type and amount. If "None (or less than \$201)" is checked, no other entry is needed in Block C for that item. |                            |                             |                   |                          |                |                 |           |                    |          |                                      |  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
|---|---|---|--------------------|---------------------|----------------------|-----------------------|-----------------------|-------------------------|--------------------|--|----------------------------|-----------------------------|-------------------|--------------------------|----------------|-----------------|-----------|--------------------|----------|--------------------------------------|--|-----------------|-------------------|-------------------|--------------------|---------------------|----------------------|-------------------------|-------------------|---------------------------|------------------|--|--|--|
| BLOCK A   |   | BLOCK B   |                    |                     |                      |                       |                       |                         |                    | BLOCK C  |                            |                             |                   |                          |                |                 |           |                    |          |                                      |  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
|   |   |   |                    |                     |                      |                       |                       |                         |                    | Type   | Amount                     |                             |                   |                          |                |                 |           |                    |          | Other Income (Specify Type & Amount) | Date (Mo., Day, Yr.)<br>Only if Honorary |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| 1   | 2 | None (or less than \$1,001)                         | \$1,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$250,000 | \$250,001 - \$500,000 | \$500,001 - \$1,000,000 | Over \$1,000,000 * | \$1,000,001 - \$5,000,000  | \$5,000,001 - \$25,000,000 | \$25,000,001 - \$50,000,000 | Over \$50,000,000 | Excepted Investment Fund | Excepted Trust | Qualified Trust | Dividends | Rent and Royalties | Interest | Capital Gains                        | None (or less than \$201)                | \$201 - \$1,000 | \$1,001 - \$2,500 | \$2,501 - \$5,000 | \$5,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$1,000,000 | Over \$1,000,000* | \$1,000,001 - \$5,000,000 | Over \$5,000,000 |  |  |  |
| <input type="checkbox"/> None                             |   |   |                    |                     |                      |                       |                       |                         |                    |  |                            |                             |                   |                          |                |                 |           |                    |          |                                      |  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Harbor International Fund                                 |   |   |                    |                     |                      |                       | X                     |                         |                    |  |                            |                             |                   | X                        |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Vanguard Total Stock Mkt Index Fund                       |   |   |                    |                     | X                    |                       |                       |                         |                    |  |                            |                             |                   | X                        |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Vanguard Developed Mkts Index Fund                        |   |   | X                  |                     |                      |                       |                       |                         |                    |  |                            |                             |                   | X                        |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Account 9:<br>Schwab 1000 Fund                            |   |   |                    |                     |                      | X                     |                       |                         |                    |  |                            |                             |                   | X                        |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Account 10:<br>Bank of America Cash Savings               |   |   | X                  |                     |                      |                       |                       |                         |                    |  |                            |                             |                   |                          |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Account 11: 529 Plan<br>Virginia 529 Prepaid Tuition Plan |   |   |                    | X                   |                      |                       |                       |                         |                    |  |                            |                             |                   |                          |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Account 12: 529 Plan<br>Virginia 529 Prepaid Tuition Plan |   |   |                    |                     |                      | X                     |                       |                         |                    |  |                            |                             |                   |                          |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Account 13: 529 Plan<br>Virginia 529 Prepaid Tuition Plan |   |   |                    |                     |                      |                       | X                     |                         |                    |  |                            |                             |                   |                          |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |
| Account 14:<br>Wachovia Cash Savings Acct                 |   | X   |                    |                     |                      |                       |                       |                         |                    |  |                            |                             |                   |                          |                |                 |           |                    |          |                                      | X  |                 |                   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |  |

\* This category applies only if the asset/income is solely that of the filer's spouse or dependent children. If the asset/income is either that of the filer or jointly held by the filer with the spouse or dependent child, mark the other higher categories of value, as appropriate.

**Prior Editions Cannot be Used**

U.S. Office of Government Ethics  
Reporting Individual's Name

Hayes, David

# SCHEDULE A continued

(Use only if needed)

Page Number

7

## Assets and Income

### Valuation of Assets at close of reporting period

Income: type and amount. If "None (or less than \$201)" is checked, no other entry is needed in Block C for that item.

| BLOCK A  | BLOCK B                     |                    |                     |                      |                       |                       |                         |                    |                           |                            | BLOCK C                     |                   |                          |                |                 |           |                    |          |               |                           | Other Income (Specify Type & Actual Amount) | Date (Mo., Day, Yr.)<br>Only if Honoraria |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
|--|-----------------------------|--------------------|---------------------|----------------------|-----------------------|-----------------------|-------------------------|--------------------|---------------------------|----------------------------|-----------------------------|-------------------|--------------------------|----------------|-----------------|-----------|--------------------|----------|---------------|---------------------------|---|---|-------------------|--------------------|---------------------|----------------------|-------------------------|-------------------|---------------------------|------------------|--|--|
|  | BLOCK B                     |                    |                     |                      |                       |                       |                         |                    |                           |                            | Type                        | Amount            |                          |                |                 |           |                    |          |               |                           |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
|  | None (or less than \$1,001) | \$1,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$250,000 | \$250,001 - \$500,000 | \$500,001 - \$1,000,000 | Over \$1,000,000 * | \$1,000,001 - \$5,000,000 | \$5,000,001 - \$25,000,000 | \$25,000,001 - \$50,000,000 | Over \$50,000,000 | Excepted Investment Fund | Excepted Trust | Qualified Trust | Dividends | Rent and Royalties | Interest | Capital Gains | None (or less than \$201) | \$201 - \$1,000                             | \$1,001 - \$2,500                         | \$2,501 - \$5,000 | \$5,001 - \$15,000 | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$1,000,000 | Over \$1,000,000* | \$1,000,001 - \$5,000,000 | Over \$5,000,000 |  |  |
| 1<br>Account 15: IRA<br>Bank of America Cash Savings |                             | X                  |                     |                      |                       |                       |                         |                    |                           |                            |                             |                   |                          |                |                 |           |                    |          |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 2<br>Account 16: IRA<br>Berkshire Hathaway Stock     |                             | X                  |                     |                      |                       |                       |                         |                    |                           |                            |                             |                   |                          |                |                 |           |                    |          |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 3<br>Account 17: IRA<br>Schwab 1000 fund             |                             |                    | X                   |                      |                       |                       |                         |                    |                           |                            |                             |                   | X                        |                |                 |           |                    |          |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 4<br>Account 18:<br>United Bank, Checking Acct       |                             |                    |                     |                      |                       |                       | X                       |                    |                           |                            |                             |                   |                          |                |                 |           |                    | X        |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 5<br>Rental Property<br>Arlington Va                 |                             |                    |                     |                      |                       |                       |                         |                    |                           |                            | X                           |                   |                          |                |                 |           | X                  |          |               |                           |   |   |                   |                    | X                   |                      |                         |                   |                           |                  |  |  |
| 6<br>Vacation Property<br>Wintergreen VA             |                             |                    |                     |                      |                       |                       |                         |                    |                           |                            | X                           |                   |                          |                |                 |           |                    |          |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 7<br>Vacation Property<br>Livonia, NY (1/3 interest) |                             |                    |                     |                      | X                     |                       |                         |                    |                           |                            |                             |                   |                          |                |                 |           |                    |          |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 8<br>Latham & Watkins<br>Earnings                    |                             |                    |                     |                      |                       |                       |                         |                    |                           |                            |                             |                   |                          |                |                 |           |                    |          |               | X                         |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| 9<br>Capital Account                                 |                             |                    |                     |                      |                       |                       |                         |                    | X                         |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |
| Retirement Benefit                                   |                             |                    |                     |                      |                       |                       |                         |                    | X                         |                            |                             |                   |                          |                |                 |           |                    |          |               |                           |   |   |                   |                    |                     |                      |                         |                   |                           |                  |  |  |

\* This category applies only if the asset/income is solely that of the filer's spouse or dependent children. If the asset/income is either that of the filer or jointly held by the filer with the spouse or dependent children, mark the other higher category.

Prior Editions Cannot be Used.

Partnership  
Income and Bonus  
\$2,030,500  
will receive fixed  
payment over next 10 yrs



Do not Complete Schedule B if you are a new entrant, nominee, Vice Presidential or Presidential Candidate

Reporting Individual's Name

Hayes, David

SCHEDULE B

None

Part I: Transactions

Report any purchase, sale, or exchange by you, your spouse, or dependent children during the reporting period of any real property, stocks, bonds, commodity futures, and other securities when the amount of the transaction exceeded \$1,000. Include transactions that resulted in a loss. Do not

report a transaction involving property used solely as your personal residence, or a transaction solely between you, your spouse, or dependent child. Check the "Certificate of divestiture" block to indicate sales made pursuant to a certificate of divestiture from OGE.

|   | Identification of Assets         | Transaction Type (X) |      | Date (Mo., Day, Yr.) | Amount of Transaction (X) |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |                            |
|---|----------------------------------|----------------------|------|----------------------|---------------------------|---------------------|----------------------|-----------------------|-----------------------|-------------------------|-------------------|---------------------------|----------------------------|-----------------------------|-------------------|----------------------------|
|   |                                  | Purchase             | Sale |                      | \$1,001 - \$15,000        | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$250,000 | \$250,001 - \$500,000 | \$500,001 - \$1,000,000 | Over \$1,000,000* | \$1,000,001 - \$5,000,000 | \$5,000,001 - \$25,000,000 | \$25,000,001 - \$50,000,000 | Over \$50,000,000 | Certificate of divestiture |
| 1 | Example: Central Airlines Common | X                    |      | 2/1/99               |                           |                     | X                    |                       |                       |                         |                   |                           |                            |                             |                   |                            |
| 2 |                                  |                      |      |                      |                           |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |                            |
| 3 |                                  |                      |      |                      |                           |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |                            |
| 4 |                                  |                      |      |                      |                           |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |                            |
| 5 |                                  |                      |      |                      |                           |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |                            |

\* This category applies only if the underlying asset is solely that of the filer's spouse or dependent children. If the underlying asset is either held by the filer or jointly held by the filer with the spouse or dependent children, use the other higher categories of value, as appropriate.

Part II: Gifts, Reimbursements, and Travel Expenses

For you, your spouse and dependent children, report the source, a brief description, and the value of: (1) gifts (such as tangible items, transportation, lodging, food, or entertainment) received from one source totaling more than \$260; and (2) travel-related cash reimbursements received from one source totaling more than \$260. For conflicts analysis, it is helpful to indicate a basis for receipt, such as personal friend, agency approval under 5 U.S.C. § 4111 or other statutory authority, etc. For travel-related gifts and reimbursements, include travel itinerary, dates, and the nature of expenses provided. Exclude anything given to you by

the U.S. Government; given to your agency in connection with official travel; received from relatives; received by your spouse or dependent child totally independent of their relationship to you; or provided as personal hospitality at the donor's residence. Also, for purposes of aggregating gifts to determine the total value from one source, exclude items worth \$104 or less. See instructions for other exclusions.

None

|   | Source (Name and Address)   |  | Brief Description | Value |
|---|---|--|-------------------|-------|
|   | Examples:   |  |                   |       |
| 1 | Nett Assn. of Rock Collectors, NY, NY<br>Frank Jones, San Francisco, CA | Airline ticket, hotel room & meals incident to national conference 6/15/99 (personal activity unrelated to duty) |                   | \$500 |
| 2 |   | Leather briefcase (personal friend)  |                   | \$300 |
| 3 |   |  |                   |       |
| 4 |   |  |                   |       |
| 5 |   |  |                   |       |

Reporting Individual's Name

Hayes, David

**SCHEDULE C**

Page Number

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**Part I: Liabilities**

Report liabilities over \$10,000 owed to any one creditor at any time during the reporting period by you, your spouse, or dependent children. Check the highest amount owed during the reporting period. Exclude a mortgage on your

personal residence unless it is rented out; loans secured by automobiles, household furniture or appliances; and liabilities owed to certain relatives listed in instructions. See instructions for revolving charge accounts.

None ☒ X

Category of Amount or Value (x)

|   | Creditors (Name and Address)   | Type of Liability                                     | Date Incurred | Interest Rate | Term if applicable   | Category of Amount or Value (x) |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |
|---|--|---|---------------|---------------|----------------------|---------------------------------|---------------------|----------------------|-----------------------|-----------------------|-------------------------|-------------------|---------------------------|----------------------------|-----------------------------|-------------------|
|   |  |   |               |               |                      | \$10,001 - \$15,000             | \$15,001 - \$50,000 | \$50,001 - \$100,000 | \$100,001 - \$250,000 | \$250,001 - \$500,000 | \$500,001 - \$1,000,000 | Over \$1,000,000* | \$1,000,001 - \$5,000,000 | \$5,000,001 - \$25,000,000 | \$25,000,001 - \$50,000,000 | Over \$50,000,000 |
| 1 | Examples: First District Bank, Washington, DC.<br>John Jones, 123 J St., Washington, DC. | Mortgage on rental property, Delaware Promissory note | 1991<br>1999  | 8%<br>10%     | 25 yrs.<br>on demand |                                 |                     | X                    |                       |                       |                         |                   |                           |                            |                             |                   |
| 2 |  |   |               |               |                      |                                 |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |
| 3 |  |   |               |               |                      |                                 |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |
| 4 |  |   |               |               |                      |                                 |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |
| 5 |  |   |               |               |                      |                                 |                     |                      |                       |                       |                         |                   |                           |                            |                             |                   |

\* This category applies only if the liability is solely that of the filer's spouse or dependent children. If the liability is that of the filer or a joint liability of the filer with the spouse or dependent children, mark the other higher categories, as appropriate.

**Part II: Agreements or Arrangements**

Report your agreements or arrangements for: continuing participation in an employee benefit plan (e.g. 401k, deferred compensation); (2) continuation payment by a former employer (including severance payments); (3) leaves

of absence; and (4) future employment. See instructions regarding the reporting of negotiations for any of these arrangements or benefits

None ☐

| Status and Terms of any Agreement or Arrangement   |   |  | Parties                            |  | Date   |
|--|---|--|------------------------------------|--|--------|
| Example: Pursuant to partnership agreement, will receive lump sum payment of capital account & partnership share calculated on service performed through 1/00. |   |  | Doe Jones & Smith, Hometown, State |  | 7/85   |
| 1  | Pursuant to partnership agreement, I will receive a lump sum payment of capital account on services performed through December 31, 2008. I expect to receive this payment on February 28, 2009. |  | Latham & Watkins, Washington DC    |  | 3/2001 |
| 2  | As a retired partner, I will receive a fixed retirement benefit over a 10 year period based upon a formula computed from years of service, age of retirement, and level of salary.              |  | Latham & Watkins, Washington DC    |  | 1/2009 |
| 3  | I will retain my 401(k) account; however, neither I nor the firm will make any further contributions to this account.   |  | Latham & Watkins, Washington DC    |  | 3/1990 |
| 4  |   |  |                                    |  |        |
| 5  |   |  |                                    |  |        |
| 6  |   |  |                                    |  |        |

Reporting Individual's Name

Hayes, David

**SCHEDULE D**

Page Number

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**Part I: Positions Held Outside U.S. Government**

Report any positions held during the applicable reporting period, whether compensated or not. Positions include but are not limited to those of an officer, director, trustee, general partner, proprietor, representative, employee, or

consultant of any corporation, firm, partnership, or other business enterprise or any non-profit organization or educational institution. Exclude positions with religious, social, fraternal, or political entities and those solely of an honorary nature.

None ☐

| Organization (Name and Address)  |  | Type of Organization                 | Position Held              | From (Mo., Yr.) | To (Mo., Yr.)   |
|--|--|--------------------------------------|----------------------------|-----------------|-----------------|
| Examples: Nat'l Assn. of Rock Collectors, NY, NY<br>Doe Jones & Smith, Hometown, State |  | Non-profit education<br>Law firm     | President<br>Partner       | 6/92<br>7/85    | Present<br>1/00 |
| 1  | Latham & Watkins, Washington DC                    | Law Firm                             | Partner                    | 3/2001          | 12/2008         |
| 2  | World Wildlife Fund                                | Non-profit Conservation Organization | Senior Fellow              | 8/2007          | 1/2009          |
| 3  | Stanford Univ. Woods Institute for the Environment | Higher Education University          | Consulting Professor       | 8/2007          | 8/2008          |
| 4  | B. Hayes Trust (Trust for Sister)                  | Family Trust                         | Trustee                    | 1/1988          | Present         |
| 5  | American Rivers                                    | Conservation group                   | Board Member/Vice Chairman | 1/2001          | 1/2009          |
| 6  | Stanford Law School Board of Visitors              | Higher Education University          | Chairman                   | 9/2007          | present         |

**Part II: Compensation In Excess Of \$5,000 Paid by One Source**

Report sources of more than \$5,000 compensation received by you or your business affiliation for services provided directly by you during any one year of the reporting period. This includes the names of clients and customers of any

corporation, firm, partnership, or other business enterprise, or any other non-profit organization when you directly provided the services generating a fee or payment of more than \$5,000. You need not report the U.S. Government as a source.

Do not complete this part if you are an Incumbent, Termination Filer, or Vice Presidential or Presidential Candidate  
None ☐

| Source (Name and Address)  |  | Brief Description of Duties   |
|--|--|---|
| Examples: Doe Jones & Smith, Hometown, State<br>Metro University (client of Doe Jones & Smith), Moneytown, State |  | Legal services<br>Legal services in connection with university construction                       |
| 1  | Clients of Latham & Watkins:<br>World Wildlife Fund, Washington, DC      | Legal Services - counseling on climate change matters (pro bono)                                  |
| 2  | Iberdrola Renewables, Portland, Oregon<br>American Rivers, Washington DC | Legal Services - environmental permitting<br>Legal Services - environmental litigation (pro bono) |
| 4  | Lewis Operating Corp, Upland California                                  | Legal Services - environmental cost recovery  |
| 5  | Linden Trust for Conservations, New York, New York                       | Legal Services - counseling on climate changes matters  |
| 6  | Ford Motor Corp, Dearborn Michigan                                       | Legal Services - environmental remediation  |



Reporting Individual's Name  
 Hayes, David

## SCHEDULE D

### Part I: Positions Held Outside U.S. Government

Report any positions held during the applicable reporting period, whether compensated or not. Positions include but are not limited to those of an officer, director, trustee, general partner, proprietor, representative, employee, or

consultant of any corporation, firm, partnership, or other business enterprise or any non-profit organization or educational institution. Exclude positions with religious, social, fraternal, or political entities and those solely of an honorary nature.

None ☐

| Examples: | Organization (Name and Address)   | Type of Organization | Position Held | From (Mo., Yr.) | To (Mo., Yr.) |
|-----------|---|----------------------|---------------|-----------------|---------------|
|           |   |                      |               |                 |               |
|           | Natl. Assn. of Rock Collectors, NY, NY  | Non-profit education | President     | 6/92            | Present       |
|           | Doe Jones & Smith, Hometown, State  | Law firm             | Partner       | 7/85            | 1/00          |
| 1         | RESOLVE, Washington DC  | Non-profit           | Board Member  | 1/2001          | 1/2009        |
| 2         | Natural Heritage Institute, San Francisco CA                                  | Non-profit           | Board Member  | 1/2001          | 9/2008        |
| 3         | Obama-Biden Transition Project's Agency Review Working Group<br>Washington DC | Non-profit           | Member        | 8/2008          | 1/2009        |
| 4         |   |                      |               |                 |               |
| 5         |   |                      |               |                 |               |
| 6         |   |                      |               |                 |               |

Do not complete this part if you are an incumbent, Termination Filer, or Vice Presidential or Presidential Candidate

None ☐

### Part II: Compensation In Excess Of \$5,000 Paid by One Source

Report sources of more than \$5,000 compensation received by you or your business affiliation for services provided directly by you during any one year of the reporting period. This includes the names of clients and customers of any

corporation, firm, partnership, or other business enterprise, or any other non-profit organization when you directly provided the services generating a fee or payment of more than \$5,000. You need not report the U.S. Government as a source.

| Source (Name and Address)  |   | Brief Description of Duties                               |  |
|--|---|---|--|
| Examples: Doe Jones & Smith, Hometown, State                     |   | Legal services  |  |
| Metro University (client of Doe Jones & Smith), Moneytown, State |   | Legal services in connection with university construction |  |
| 1  | Humane Society of the United States, Washington DC            | legal services - environmental litigation (pro bono)      |  |
| 2  | Duluth Metals, St. Paul, Minnesota                            | legal services - environmental permitting                 |  |
| 3  | General Dynamics Corp., St Petersburg Florida                 | legal services - environmental remediation                |  |
| 4  | Pacific Gas & Electric Co., San Francisco California          | legal services - environmental remediation                |  |
| 5  | Goldman Sachs/Cogentrix, Charlotte, North Carolina            | legal services - renewable energy facilities permitting   |  |
| 6  | Sempra Energy, San Diego Gas & Electric, San Diego California | legal services - transmission facilities permitting       |  |

# SCHEDULED

## Part I: Positions Held Outside U.S. Government

Report any positions held during the applicable reporting period, whether compensated or not. Positions include but are not limited to those of an officer, director, trustee, general partner, proprietor, representative, employee, or

consultant of any corporation, firm, partnership, or other business enterprise or any non-profit organization or educational institution. Exclude positions with religious, social, fraternal, or political entities and those solely of an honorary nature.

None ☐

|           | Organization (Name and Address)  | Type of Organization             | Position Held        | From (Mo., Yr.) | To (Mo., Yr.)   |
|-----------|--|----------------------------------|----------------------|-----------------|-----------------|
| Examples: | Natl. Assn. of Rock Collectors, NY, NY<br>Doe Jones & Smith, Hometown, State | Non-profit education<br>Law firm | President<br>Partner | 6/92<br>7/85    | Present<br>1/00 |
| 1         |  |                                  |                      |                 |                 |
| 2         |  |                                  |                      |                 |                 |
| 3         |  |                                  |                      |                 |                 |
| 4         |  |                                  |                      |                 |                 |
| 5         |  |                                  |                      |                 |                 |
| 6         |  |                                  |                      |                 |                 |

## Part II: Compensation In Excess Of \$5,000 Paid by One Source

Report sources of more than \$5,000 compensation received by you or your business affiliation for services provided directly by you during any one year of the reporting period. This includes the names of clients and customers of any

corporation, firm, partnership, or other business enterprise, or any other non-profit organization when you directly provided the services generating a fee or payment of more than \$5,000. You need not report the U.S. Government as a source.

Do not complete this part if you are an Incumbent, Termination Filer, or Vice Presidential or Presidential Candidate  
None ☐

|           | Source (Name and Address)  | Brief Description of Duties   |
|-----------|--|---|
| Examples: | Doe Jones & Smith, Hometown, State<br>Metro University (client of Doe Jones & Smith), Moneytown, State | Legal services<br>Legal services in connection with university construction |
| 1         | General Electric, Fairfield Connecticut  | legal services - environmental remediation (New Jersey)                     |
| 2         | Mirant Corp, Atlanta Georgia   | legal services - environmental permitting/remediation                       |
| 3         | Public Services Energy Group, Newark New Jersey  | legal services - environmental permitting                                   |
| 4         | Harbinger Capital Markets, New York, New York  | legal services - environmental remediation                                  |
| 5         | SEED Foundation, Washington DC   | legal services - real estate matter (pro bono)                              |
| 6         | PHRMA and Novartis, Washington DC and East Hanover New Jersey  | legal services - counseling regarding product recycling                     |

Reporting Individual's Name  
 Hayes, David

# SCHEDULE D

Page Number

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## Part I: Positions Held Outside U.S. Government

Report any positions held during the applicable reporting period, whether compensated or not. Positions include but are not limited to those of an officer, director, trustee, general partner, proprietor, representative, employee, or

consultant of any corporation, firm, partnership, or other business enterprise or any non-profit organization or educational institution. Exclude positions with religious, social, fraternal, or political entities and those solely of an honorary nature.

None ☐

|           | Organization - (Name and Address)      | Type of Organization | Position Held | From (Mo., Yr.) | To (Mo., Yr.) |
|-----------|--|----------------------|---------------|-----------------|---------------|
| Examples: | Natl. Assn. of Rock Collectors, NY, NY | Non-profit education | President     | 6/92            | Present       |
|           | Doe Jones & Smith, Hometown, State     | Law firm             | Partner       | 7/85            | 1/00          |
| 1         |  |                      |               |                 |               |
| 2         |  |                      |               |                 |               |
| 3         |  |                      |               |                 |               |
| 4         |  |                      |               |                 |               |
| 5         |  |                      |               |                 |               |
| 6         |  |                      |               |                 |               |

## Part II: Compensation In Excess Of \$5,000 Paid by One Source

Report sources of more than \$5,000 compensation received by you or your business affiliation for services provided directly by you during any one year of the reporting period. This includes the names of clients and customers of any

corporation, firm, partnership, or other business enterprise, or any other non-profit organization when you directly provided the services generating a fee or payment of more than \$5,000. You need not report the U.S. Government as a source.

Do not complete this part if you are an Incumbent, Termination Filer, or Vice Presidential or Presidential Candidate

None ☐

|           | Source (Name and Address)  | Brief Description of Duties                                    |
|-----------|--|--|
| Examples: | Doe Jones & Smith, Hometown, State                               | Legal services   |
|           | Metro University (client of Doe Jones & Smith), Moneytown, State | Legal services in connection with university construction      |
| 1         | Entergy-Koch LLP, Houston Texas                                  | legal services - industrial accident investigation/remediation |
| 2         | PacificCorp, Portland Oregon                                     | legal services - environmental permitting                      |
| 3         | NVR Homes, Reston VA   | legal services - environmental compliance                      |
| 4         | DC Applesseed, Washington DC                                     | legal services - environmental remediation (pro bono)          |
| 5         | EwanTrust, Milwaukee, Wisconsin                                  | legal services - environmental remediation                     |
| 6         | Edison Electric Institute, Washington DC                         | legal services - statutory siting authority analysis           |



Reporting Individual's Name  
Hayes, David

Page Number

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## SCHEDULE D

### Part I: Positions Held Outside U.S. Government

Report any positions held during the applicable reporting period, whether compensated or not. Positions include but are not limited to those of an officer, director, trustee, general partner, proprietor, representative, employee, or

consultant of any corporation, firm, partnership, or other business enterprise or any non-profit organization or educational institution. Exclude positions with religious, social, fraternal, or political entities and those solely of an honorary nature.

None ☐

| Organization (Name and Address)  | Type of Organization             | Position Held        | From (Mo., Yr.) | To (Mo., Yr.)   |
|--|----------------------------------|----------------------|-----------------|-----------------|
| Examples: Nat'l Assn. of Rock Collectors, NY, NY<br>Doe Jones & Smith, Hometown, State | Non-profit education<br>Law firm | President<br>Partner | 6/92<br>7/85    | Present<br>1/00 |
| 1  |                                  |                      |                 |                 |
| 2  |                                  |                      |                 |                 |
| 3  |                                  |                      |                 |                 |
| 4  |                                  |                      |                 |                 |
| 5  |                                  |                      |                 |                 |
| 6  |                                  |                      |                 |                 |

### Part II: Compensation In Excess Of \$5,000 Paid by One Source

Report sources of more than \$5,000 compensation received by you or your business affiliation for services provided directly by you during any one year of the reporting period. This includes the names of clients and customers of any

corporation, firm, partnership, or other business enterprise, or any other non-profit organization when you directly provided the services generating a fee or payment of more than \$5,000. You need not report the U.S. Government as a source.

Do not complete this part if you are an Incumbent, Termination Filer, or Vice Presidential or Presidential Candidate  
None ☐

| Source (Name and Address)  | Brief Description of Duties   |
|--|---|
| Examples: Doe Jones & Smith, Hometown, State<br>Metro University (client of Doe Jones & Smith), Moneytown, State | Legal services<br>Legal services in connection with university construction |
| 1 Chevron Corp., San Ramon California  | legal services - environmental remediation (gas stations in N.J.)           |
| 2 Merck & Co, Whitehorse New Jersey  | legal services - environmental remediation                                  |
| 3  |   |
| 4  |   |
| 5  |   |
| 6  |   |