

FROM: Kenneth Verheyen
Senior Advisor

TO: Staff of the Immediate Office of the Under Secretary for Natural Resources and Environment (NRE)

SUBJECT: Ethics Recusal

DATE: March 24, 2026

This memorandum confirms my continued adherence to Federal Ethics rules and requirements. On my first day as a USDA employee, I was provided with a comprehensive briefing on the Federal Ethics rules by USDA's Director of the Office of Ethics and USDA's Deputy Director of the Office of Ethics. I will contact them or other Ethics Advisors in the USDA Office of Ethics if I have any questions about the application of the Ethics rules to matters that arise during my appointment.

As required by the criminal conflicts of interest law at 18 U.S.C. § 208(a), I will not participate personally and substantially in any particular matter in which I know that I have a financial interest directly and predictably affected by the matter, or in which I know that a person whose interests are imputed to me has a financial interest directly and predictably affected by the particular matter, unless I first obtain a written waiver, pursuant to 18 U.S.C. § 208(b)(1), or qualify for a regulatory exemption, pursuant to 18 U.S.C. § 208(b)(2). I understand that the interests of the following persons are imputed to me:

- Any spouse or minor child of mine;
- Any general partner of a partnership in which I am a limited or general partner;
- Any organization in which I serve as an officer, director, trustee, general partner, or employee, even if uncompensated; and
- Any person or organization with which I am negotiating or have an arrangement concerning prospective employment.

In the event that an actual or potential conflict of interest arises during my appointment, I will consult with an agency ethics official in the USDA Office of Ethics and take the measures necessary to resolve the conflict, such as recusal from the particular matter or divestiture of an asset, if necessary.

Sincerely,



Kenneth Verheyen

CC: Michael Boren, Under Secretary for Natural Resources and Environment
Tom Schultz, Chief of the Forest Service
Stuart Bender, Director, USDA Office of Ethics