

U.S. Department of Homeland Security
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Washington, DC 20536



U.S. Immigration
and Customs
Enforcement

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MEMORANDUM FOR: Career and Non-Career Senior Executive Service Members
and Schedule C Employees

FROM: Daniel H. Ragsdale *dm*
Deputy Director

SUBJECT: Ethics Exit Brief

U.S. Immigration and Customs Enforcement (ICE) is committed to the highest standards of professional conduct and expects all ICE employees to adhere to these standards. As the most senior and high-profile employees of this agency, we hold positions vested with the trust and confidence of the talented workforce that we lead and the American public whom we serve and protect. Consistent with these principles, it is the obligation of all federal employees to act in accordance with the Executive Branch Standards of Conduct and general post-government employment service restrictions, as codified in 18 U.S.C. §§ 208 and 207, 41 U.S.C §§ 2101-2107 and 5 CFR § 2635.

The rules regarding post-government employment (cited above) can be complex and difficult to navigate. In order to help employees understand how the rules apply to them and to ensure compliance, all career and non-career Senior Executive Service (SES) members and Schedule C employees must receive an ethics briefing by an ICE Ethics attorney prior to departing the agency for employment with a non-federal entity. Upon departure from federal service, the required exit clearance forms will be noted as having completed the requirement. Those SES and Schedule C employees transferring within the Federal Government do not need to be briefed but are required to check-out with an ICE Ethics attorney.

The ethics exit briefing will cover important and highly relevant topics, such as potential conflicts of interest while seeking future employment, post-government employment service restrictions, obligations under the Stop Trading on Congressional Knowledge (STOCK) Act, and financial disclosure filing requirements.

Please contact the ICE Ethics Office at (b)(7)(E)@ice.dhs.gov in the early stages of planning for post-government employment to take full advantage of their advice and assistance.