

**HSGAC BIOGRAPHICAL QUESTIONS FOR  
EXECUTIVE NOMINEES**

**1. Basic Biographical Information**

Please provide the following information.

<i>Position to Which You Have Been Nominated</i>	
<u>Name of Position</u>	<u>Date of Nomination</u>
Administrator, Office of Information and Regulatory Affairs, Office of Management and Budget	October 15, 2019

<i>Current Legal Name</i>			
<u>First Name</u>	<u>Middle Name</u>	<u>Last Name</u>	<u>Suffix</u>
Paul	Joseph	Ray	

<i>Addresses</i>					
<u>Residential Address</u> (do not include street address)			<u>Office Address</u> (include street address)		
			Street: 1650 Pennsylvania Ave., NW		
<u>City:</u> Washington	<u>State:</u> DC	<u>Zip:</u> 20002	<u>City:</u> Washington	<u>State:</u> DC	<u>Zip:</u> 20504

<i>Other Names Used</i>						
<u>First Name</u>	<u>Middle Name</u>	<u>Last Name</u>	<u>Suffix</u>	<u>Check if Maiden Name</u>	<u>Name Used From</u> (Month/Year) (Check box if estimate)	<u>Name Used To</u> (Month/Year) (Check box if estimate)
					Est. <input type="checkbox"/>	Est. <input type="checkbox"/>
					Est. <input type="checkbox"/>	Est. <input type="checkbox"/>

<i>Birth Year and Place</i>	
Year of Birth (Do not include month and day.)	Place of Birth
1986	Chattanooga, TN

<i>Marital Status</i>						
Check All That Describe Your Current Situation:						
Never Married	Married	Separated	Annulled	Divorced	Widowed	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<i>Spouse's Name (current spouse only)</i>			
<u>Spouse's First Name</u>	<u>Spouse's Middle Name</u>	<u>Spouse's Last Name</u>	<u>Spouse's Suffix</u>

<i>Spouse's Other Names Used (current spouse only)</i>						
<u>First Name</u>	<u>Middle Name</u>	<u>Last Name</u>	<u>Suffix</u>	<u>Check if Maiden Name</u>	<u>Name Used From</u> (Month/Year) (Check box if estimate)	<u>Name Used To</u> (Month/Year) (Check box if estimate)
					Est <input type="checkbox"/>	Est <input type="checkbox"/>
					Est <input type="checkbox"/>	Est <input type="checkbox"/>

<i>Children's Names (if over 18)</i>			
First Name	Middle Name	Last Name	Suffix

## 2. Education

List all post-secondary schools attended.

<u>Name of School</u>	<u>Type of School</u> (vocational/technical/trade school, college/university/military college, correspondence/distance/extension/online school)	<u>Date Began School</u> (month/year) (check box if estimate)	<u>Date Ended School</u> (month/year) (check box if estimate) (check "present" box if still in school)	<u>Degree</u>	<u>Date Awarded</u>
Hillsdale College	College	August 2004 <input type="checkbox"/> Est	May 2008 <input type="checkbox"/> Est <input type="checkbox"/> Present	B.A.	May 2008
Harvard Law School	Professional school	August 2008 <input checked="" type="checkbox"/> Est	May 2011 <input type="checkbox"/> Est <input type="checkbox"/> Present	J.D.	May 2011
		<input type="checkbox"/> Est	<input type="checkbox"/> Est <input type="checkbox"/> Present		
		<input type="checkbox"/> Est	<input type="checkbox"/> Est <input type="checkbox"/> Present		

### 3. Employment

(A) List all of your employment activities, including unemployment and self-employment. If the employment activity was military duty, list separate employment activity periods to show each change of military duty station. Do not list employment before your 18th birthday unless to provide a minimum of two years of employment history.

<u>Type of Employment</u> (Active Military Duty Station, National Guard/Reserve, USPS Commissioned Corps, Other Federal employment, State Government (Non-Federal Employment), Self-employment, Unemployment, Federal Contractor, Non-Government Employment (excluding self-employment), Other	<u>Name of Your Employer/Assigned Duty Station</u>	<u>Most Recent Position Title/Rank</u>	<u>Location</u> (City and State only)	<u>Date Employment Began</u> (month/year) (check box if estimate)	<u>Date Employment Ended</u> (month/year) (check box if estimate) (check "present" box if still employed)
Other Federal employment	Office of Management and Budget	Senior Advisor to the Director for Regulatory Affairs	Washington, DC	October 2019 Est <input type="checkbox"/>	Present Est <input type="checkbox"/>
Other Federal employment	Office of Management and Budget	Acting Administrator, Office of Information and Regulatory Affairs	Washington, DC	March 2019 Est <input type="checkbox"/>	October 2019 Est <input type="checkbox"/>
Other Federal employment	Office of Management and Budget	Associate Administrator, Office of Information and Regulatory Affairs	Washington, DC	June 2018 Est <input type="checkbox"/>	October 2019 Est <input type="checkbox"/>
Other Federal employment	U.S. Department of Labor	Counselor to the Secretary	Washington, DC	April 2017 Est <input type="checkbox"/>	June 2018 Est <input type="checkbox"/>
Non-government employment	Sidley Austin LLP	Associate	Washington, DC	October 2014 Est <input type="checkbox"/>	April 2017 Est <input type="checkbox"/>
Unemployment	Post-clerkship holiday		Washington, DC	July 2014 Est X	October 2014 Est <input type="checkbox"/>
Other Federal employment	U.S. Supreme Court	Law clerk	Washington, DC	July 2013 Est <input type="checkbox"/>	July 2014 Est X
Non-government employment	Sidley Austin LLP	Associate	Washington, DC	September 2012 Est X	July 2013 Est X

Other Federal employment	U.S. Court of Appeals for the Second Circuit	Law clerk	New York, New York	August 2011 Est 0	August 2012 Est X
Unemployment	Law school		Cambridge, MA	December 2010 Est X	August 2011 Est 0
Other Federal employment	U.S. Attorney's Office, Boston	Intern	Boston, MA	September 2010 Est X	December 2010 Est X
Non-government employment	Sidley Austin LLP	Summer associate	Washington, DC	June 2010 Est X	August 2010 Est X
Non-government employment	Harvard Law School	Teaching and research assistant	Cambridge, MA	September 2009 Est X	May 2010 Est X
Non-government employment	Harvard Law School	Intern	Cambridge, MA	January 2010 Est X	May 2010 Est X
Non-government employment	Massachusetts Citizens for Life	Intern	Boston, MA	June 2009 Est X	August 2009 Est X
Unemployment	Law school		Cambridge, MA	August 2008 Est 0	May 2009 Est 0
Non-government employment	Hillsdale College	Research Assistant	Hillsdale, MI	May 2008 Est X	August 2008 Est X
Non-government employment	Hillsdale Academy	Tutor	Hillsdale, MI	August 2007 Est X	May 2008 Est X
Non-government employment	Chattanooga Times-Free Press	Sales representative	Chattanooga, TN	June 2007 Est X	August 2007 Est X
Unemployment	College		Hillsdale, MI	July 2006 Est X	June 2007 Est X
Non-government employment	Tennessee Temple University	Library staffer	Chattanooga, TN	June 2006 Est X	July 2006 Est X
Unemployment	College		Hillsdale, MI	August 2005 Est X	May 2006 Est X
Non-government employment	Chattanooga Times-Free Press	Sales Representative	Chattanooga, TN	May 2005 Est X	August 2005 Est X
Unemployment	High school and college		Chattanooga, TN, and Hillsdale, MI	February 2004 Est 0	May 2005 Est X

(B) List any advisory, consultative, honorary or other part-time service or positions with federal, state, or local governments, not listed elsewhere.

<u>Name of Government Entity</u>	<u>Name of Position</u>	<u>Date Service Began</u> (month/year) (check box if estimate)	<u>Date Service Ended</u> (month/year) (check box if estimate) (check "present" box if still serving)
		Est <input type="checkbox"/>	Est Present <input type="checkbox"/> <input type="checkbox"/>
		Est <input type="checkbox"/>	Est Present <input type="checkbox"/> <input type="checkbox"/>
		Est <input type="checkbox"/>	Est Present <input type="checkbox"/> <input type="checkbox"/>

#### 4. Potential Conflict of Interest

(A) Describe any business relationship, dealing or financial transaction which you have had during the last 10 years, whether for yourself, on behalf of a client, or acting as an agent, that could in any way constitute or result in a possible conflict of interest in the position to which you have been nominated.

Answer: Please see answer to Question 4(B). None of the relationships or transactions described therein create a conflict of interest or possible conflict of interest with respect to the position to which I have been nominated.

(B) Describe any activity during the past 10 years in which you have engaged for the purpose of directly or indirectly influencing the passage, defeat or modification of any legislation or affecting the administration or execution of law or public policy, other than while in a federal government capacity.

Answer: While in private practice, I assisted in the preparation of public comments to be filed with the U.S. Department of Agriculture's Grain Inspection, Packers, and Stockyards Administration, and in the preparation of a brief to be filed in an administrative adjudicatory proceeding before the FCC. I also prepared and filed numerous briefs with respect to Executive action in federal courts, which I understand to fall outside the scope of this question.

#### 5. Honors and Awards

List all scholarships, fellowships, honorary degrees, civilian service citations, military medals, academic or professional honors, honorary society memberships and any other special recognition for outstanding service or achievement.

Graduation *magna cum laude* from Harvard Law School  
 Editor and Notes Editor, Harvard Law Review  
 Class Marshal, Harvard Law School  
 Hillsdale College Graduate of the Last Decade Award  
 Graduation *magna cum laude* from Hillsdale College  
 Hillsdale College Honors Program (now Collegiate Scholars Program)

### 6. Memberships

List all memberships that you have held in professional, social, business, fraternal, scholarly, civic, or charitable organizations in the last 10 years.

Unless relevant to your nomination, you do NOT need to include memberships in charitable organizations available to the public as a result of a tax deductible donation of \$1,000 or less, Parent-Teacher Associations or other organizations connected to schools attended by your children, athletic clubs or teams, automobile support organizations (such as AAA), discounts clubs (such as Groupon or Sam's Club), or affinity memberships/consumer clubs (such as frequent flyer memberships).

<u>Name of Organization</u>	<u>Dates of Your Membership</u> (You may approximate.)	<u>Position(s) Held</u>
Federalist Society	Periodically from appx. September 2008 to present	Member
Knights of Columbus	From appx. April 2016 to present	Member
American Bar Association	From appx. 2012 to Sept. 2017	Member
New York State Bar Association	2013	Member

### 7. Political Activity

(A) Have you ever been a candidate for or been elected or appointed to a political office?

<u>Name of Office</u>	<u>Elected/Appointed/ Candidate Only</u>	<u>Year(s) Election Held or Appointment Made</u>	<u>Term of Service (if applicable)</u>
Senior Advisor to the Director for Regulatory Affairs, Office of Management and Budget	Appointed	2019	
Acting Administrator, Office of Information and Regulatory Affairs, Office of Management and Budget	Appointed	2019	
Associate Administrator, Office of Information and Regulatory Affairs, Office of Management and Budget	Appointed	2018	
Counselor to the Secretary, United States Department of Labor	Appointed	2017	

(B) List any offices held in or services rendered to a political party or election committee during the last ten years that you have not listed elsewhere.

<u>Name of Party/Election Committee</u>	<u>Office/Services Rendered</u>	<u>Responsibilities</u>	<u>Dates of Service</u>

(C) Itemize all individual political contributions of \$200 or more that you have made in the past five years to any individual, campaign organization, political party, political action



committee, or similar entity. Please list each individual contribution and not the total amount contributed to the person or entity during the year.

<u>Name of Recipient</u>	<u>Amount</u>	<u>Year of Contribution</u>
Marco Rubio for President	\$500	2016

**8. Publications and Speeches**

(A) List the titles, publishers and dates of books, articles, reports or other published materials that you have written, including articles published on the Internet. Please provide the Committee with copies of all listed publications. In lieu of hard copies, electronic copies can be provided via e-mail or other digital format.

Title	Publisher	Date(s) of Publication
A Friendship that Spans the Ages and Seas	Hillsdale College Alumni Magazine	August 2019
Constitutional Law – <i>Bivens</i> Actions – Second Circuit Holds that Alleged Victim of Extraordinary Rendition Did not State a <i>Bivens</i> Claim. – <i>Arar v. Ashcroft</i> , 585 F.3d 559 (2d Cir. 2009) (en banc).	Harvard Law Review	May 2010

(B) List any formal speeches you have delivered during the last five years and provide the Committee with copies of those speeches relevant to the position for which you have been nominated. Include any testimony to Congress or any other legislative or administrative body. These items can be provided electronically via e-mail or other digital format.

Title/Topic	Place/Audience	Date(s) of Speech
U.S.-Canadian regulatory cooperation	Canadian embassy	September 24, 2019
The OIRA review process	Conference on the Future of White House Regulatory Oversight and Cost-Benefit Analysis, Scalia Law School, George Mason University, Arlington, VA	September 13, 2019
The OIRA review process	Guest lecture at administrative law class, George Washington University Law School, Washington, DC	June 2019
A Friendship that Spans the Ages and Seas	Hillsdale College, Hillsdale, MI	May 2019
The OIRA review process	Conference of Brazilian government officials on good regulatory practices in Brasilia, Brazil	December 2018
Lessons from Swiss apprenticeship system for America	Swiss Embassy, Washington, DC	Appx. February 2018
The Administration's apprenticeship initiative	Asian American Hotel Owners Association	Appx. April 2018


(C) List all speeches and testimony you have delivered in the past ten years, except for those the text of which you are providing to the Committee.

<u>Title</u>	<u>Place/Audience</u>	<u>Date(s) of Speech</u>
Lectures on constitutional interpretation	Hillsdale College, Hillsdale, MI	September 2014

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## **9. Criminal History**

**Since (and including) your 18<sup>th</sup> birthday, has any of the following happened?**

Answer: No.

- Have you been issued a summons, citation, or ticket to appear in court in a criminal proceeding against you? (Exclude citations involving traffic infractions where the fine was less than \$300 and did not include alcohol or drugs.)
- Have you been arrested by any police officer, sheriff, marshal or any other type of law enforcement official?
- Have you been charged, convicted, or sentenced of a crime in any court?
- Have you been or are you currently on probation or parole?
- Are you currently on trial or awaiting a trial on criminal charges?
- To your knowledge, have you ever been the subject or target of a federal, state or local criminal investigation?

**If the answer to any of the questions above is yes, please answer the questions below for each criminal event (citation, arrest, investigation, etc.). If the event was an investigation, where the question below asks for information about the offense, please offer information about the offense under investigation (if known).**

A) Date of offense:

- a. Is this an estimate (Yes/No):

B) Description of the specific nature of the offense:

C) Did the offense involve any of the following?

- 1) Domestic violence or a crime of violence (such as battery or assault) against your child, dependent, cohabitant, spouse, former spouse, or someone with whom you share a child in common: Yes / No
- 2) Firearms or explosives: Yes / No
- 3) Alcohol or drugs: Yes / No

D) Location where the offense occurred (city, county, state, zip code, country):

E) Were you arrested, summoned, cited or did you receive a ticket to appear as a result of this offense by any police officer, sheriff, marshal or any other type of law enforcement official: Yes / No

- 1) Name of the law enforcement agency that arrested/cited/summoned you:

2) Location of the law enforcement agency (city, county, state, zip code, country):

F) As a result of this offense were you charged, convicted, currently awaiting trial, and/or ordered to appear in court in a criminal proceeding against you: Yes / No

1) If yes, provide the name of the court and the location of the court (city, county, state, zip code, country):

2) If yes, provide all the charges brought against you for this offense, and the outcome of each charged offense (such as found guilty, found not-guilty, charge dropped or "nolle pros," etc). If you were found guilty of or pleaded guilty to a lesser offense, list separately both the original charge and the lesser offense:

3) If no, provide explanation:

G) Were you sentenced as a result of this offense: Yes / No

H) Provide a description of the sentence:

I) Were you sentenced to imprisonment for a term exceeding one year: Yes / No

J) Were you incarcerated as a result of that sentence for not less than one year: Yes / No

K) If the conviction resulted in imprisonment, provide the dates that you actually were incarcerated:

L) If conviction resulted in probation or parole, provide the dates of probation or parole:

M) Are you currently on trial, awaiting a trial, or awaiting sentencing on criminal charges for this offense: Yes / No

N) Provide explanation:

**10. Civil Litigation and Administrative or Legislative Proceedings**

(A) Since (and including) your 18th birthday, have you been a party to any public record civil court action or administrative or legislative proceeding of any kind that resulted in (1) a finding of wrongdoing against you, or (2) a settlement agreement for you, or some other person or entity, to make a payment to settle allegations against you, or for you to take, or refrain from taking, some action. Do NOT include small claims proceedings.

Answer: No.

<u>Date Claim/Suit Was Filed or Legislative Proceedings Began</u>	<u>Court Name</u>	<u>Name(s) of Principal Parties Involved in Action/Proceeding</u>	<u>Nature of Action/Proceeding</u>	<u>Results of Action/Proceeding</u>

(B) In addition to those listed above, have you or any business of which you were an officer, director or owner ever been involved as a party of interest in any administrative agency proceeding or civil litigation? Please identify and provide details for any proceedings or civil litigation that involve actions taken or omitted by you, or alleged to have been taken or omitted by you, while serving in your official capacity.

On April 3, 2019, I was substituted as a named party in my official capacity as Acting Administrator of OIRA in *National Women's Law Center v. Office of Management and Budget* (Case No. 17-2458) (listed in the table below), under Rule 25(d) of the Federal Rules of Civil Procedure (providing for substitution of a succeeding federal officer when the original named defendant officer resigns). The administrative actions that form the basis of this lawsuit occurred before my employment at the Office of Management and Budget.

<u>Date Claim/Suit Was Filed</u>	<u>Court Name</u>	<u>Name(s) of Principal Parties Involved in Action/Proceeding</u>	<u>Nature of Action/Proceeding</u>	<u>Results of Action/Proceeding</u>

11/15/2017	U.S. District Court for the District of Columbia	National Women's Law Center, Equal Employment Opportunity Commission, Office of Management and Budget	Challenge to OMB's stay of EEO-1 component 2 form approval	Injunction against EEO and OMB, currently on appeal to the U.S. Court of Appeals for the D.C. Circuit

(C) For responses to the previous question, please identify and provide details for any proceedings or civil litigation that involve actions taken or omitted by you, or alleged to have been taken or omitted by you, while serving in your official capacity.

### 11. Breach of Professional Ethics

(A) Have you ever been disciplined or cited for a breach of ethics or unprofessional conduct by, or been the subject of a complaint to, any court, administrative agency, professional association, disciplinary committee, or other professional group? Exclude cases and proceedings already listed.

Answer: No.

<u>Name of Agency/Association/Committee/Group</u>	<u>Date Citation/Disciplinary Action/Complaint Issued/Initiated</u>	<u>Describe Citation/Disciplinary Action/Complaint</u>	<u>Results of Disciplinary Action/Complaint</u>



(B) Have you ever been fired from a job, quit a job after being told you would be fired, left a job by mutual agreement following charges or allegations of misconduct, left a job by mutual agreement following notice of unsatisfactory performance, or received a written warning, been officially reprimanded, suspended, or disciplined for misconduct in the workplace, such as violation of a security policy?

Answer: No.

## 12. Tax Compliance

(This information will not be published in the record of the hearing on your nomination, but it will be retained in the Committee's files and will be available for public inspection.)

**REDACTED**

**REDACTED**

**13. Lobbying**

In the past ten years, have you registered as a lobbyist? If so, please indicate the state, federal, or local bodies with which you have registered (e.g., House, Senate, California Secretary of State).

Answer: No.

**14. Outside Positions**

X See OGE Form 278. (If, for your nomination, you have completed an OGE Form 278 Executive Branch Personnel Public Financial Disclosure Report, you may check the box here to complete this section and then proceed to the next section.)

For the preceding ten calendar years and the current calendar year, report any positions held, 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.

<u>Name of Organization</u>	<u>Address of Organization</u>	<u>Type of Organization</u> (corporation, firm, partnership, other business enterprise, other non-profit organization, educational institution)	<u>Position Held</u>	<u>Position Held From</u> (month/year)	<u>Position Held To</u> (month/year)

**15. Agreements or Arrangements**

See OGE Form 278. (If, for your nomination, you have completed an OGE Form 278 Executive Branch Personnel Public Financial Disclosure Report, you may check the box here to complete this section and then proceed to the next section.)

As of the date of filing your OGE Form 278, report your agreements or arrangements for: (1) continuing participation in an employee benefit plan (e.g. pension, 401k, deferred compensation); (2) continuation of payment by a former employer (including severance payments); (3) leaves of absence; and (4) future employment.

Provide information regarding any agreements or arrangements you have concerning (1) future employment; (2) a leave of absence during your period of Government service; (3) continuation of payments by a former employer other than the United States Government; and (4) continuing participation in an employee welfare or benefit plan maintained by a former employer other than United States Government retirement benefits.

<u>Status and Terms of Any Agreement or Arrangement</u>	<u>Parties</u>	<u>Date</u> (month/year)

### **16. Additional Financial Data**

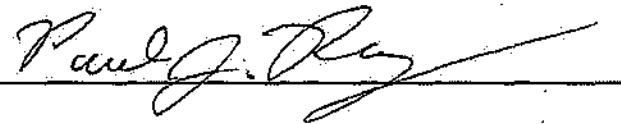
All information requested under this heading must be provided for yourself, your spouse, and your dependents. (This information will not be published in the record of the hearing on your nomination, but it will be retained in the Committee's files and will be available for public inspection.)

**REDACTED**

**REDACTED**

**SIGNATURE AND DATE**

I hereby state that I have read the foregoing Statement on Biographical and Financial Information and that the information provided therein is, to the best of my knowledge, current, accurate, and complete.

  
\_\_\_\_\_

This 22nd day of Oct. , 2019