



THE LIBRARIAN OF CONGRESS

March 7, 2017

The Honorable Charles E. Grassley
Chairman
Committee on the Judiciary
United States Senate
224 Dirksen Senate Office Building
Washington, DC 20510

The Honorable Robert Goodlatte
Chairman
Committee on the Judiciary
U.S. House of Representatives
2138 Rayburn House Office Building
Washington, DC 20515

The Honorable Patrick J. Leahy
Committee on the Judiciary
United States Senate
152 Dirksen Senate Office Building
Washington, DC 20510

The Honorable John Conyers
Ranking Member
Committee on the Judiciary
U.S. House of Representatives
B-336 Rayburn House Office Building
Washington, DC 20515

Dear Chairmen Grassley and Goodlatte, Ranking Member Conyers, and Senator Leahy,

Thank you for your time on March 1 to have an in-depth conversation about the Library's process to hire the next Register of Copyrights. Like you, I recognize the importance of this position not only for the value of the Copyright Office to the Library, but also to Congress' deliberations on intellectual property and to the copyright industries and the billions of dollars they contribute to the nation's GDP.

I recognize and respect your desire to have a Presidential nominee and Senate confirmed appointee in this position and that you will be introducing bipartisan and bicameral legislation to accomplish this goal. In the interim, I feel it is my obligation to ensure an efficient and effective Copyright Office to serve Congress and the wide-variety of stakeholders. This office needs permanent leadership with the authority and responsibility to move forward on our shared objective of a modernized office with web-based on-demand registration and searchable recordation systems.

During our conversation I outlined for you the process I am using to fill the Register position. The Library has already sought input from Congress, from major Copyright Office stakeholders, and provided the opportunity through a survey for the public to suggest the qualities, knowledge and skills most important for a Register, and what the Register's top priorities should be. This information is being used to write the position description which is the next step in the process, in addition to the duties and responsibilities of this position described in Title 17 of the United States Code. I plan to share this description with you before the vacancy announcement is posted on usajobs.com at the end of this month. The position will be posted for 60 days. Continuing to keep you involved in the process, I will update each of you by phone at the end of that period concerning the number of applications for the position we received and the quality of the applicant pool.

A selection panel of subject matter experts will do the initial review of applications and conduct structured interviews around the knowledge, skills and abilities needed for this position. As the selecting official for the next Register I will confer with you on qualifications of the finalists.

I appreciate that you have reached out to me and thank you for your offers of assistance during the hiring process. I will be updating you and seeking your feedback before the final selection is made.

Again, thank you for your interest in ensuring the next Register of Copyrights can lead and manage the office at a critical time in its history, and can serve with a respect for copyright law, the public policy needs to Congress.

Sincerely yours,

A handwritten signature in cursive script that reads "Carla Hayden". The signature is written in dark ink and is positioned above the printed name.

Carla Hayden
Librarian of Congress