

# Executive Branch Personnel

## Public Financial Disclosure Report (OGE Form 278e)

### Filer's Information

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**Esper, Mark Thomas**

Secretary of the Army, Department of the Army

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Other Federal Government Positions Held During the Preceding 12 Months:

None

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Names of Congressional Committees Considering Nomination:

- **Committee on Armed Services**
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Electronic Signature - I certify that the statements I have made in this form are true, complete and correct to the best of my knowledge.

**/s/ Esper, Mark Thomas [electronically signed on 06/12/2017 by Esper, Mark Thomas in Integrity.gov]**

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Agency Ethics Official's Opinion - 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 below).

**/s/ Vetter, Ruth, Certifying Official [electronically signed on 07/26/2017 by Vetter, Ruth in Integrity.gov]**

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Other review conducted by

**/s/ Irvine, Dani, Ethics Official [electronically signed on 07/26/2017 by Irvine, Dani in Integrity.gov]**

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U.S. Office of Government Ethics Certification

**/s/ Apol, David, Certifying Official [electronically signed on 07/31/2017 by Apol, David in Integrity.gov]**

## 1. Filer's Positions Held Outside United States Government

#	ORGANIZATION NAME	CITY, STATE	ORGANIZATION TYPE	POSITION HELD	FROM	TO
1	Raytheon Company	Waltham, Massachusetts	Corporation	Vice President	7/2010	Present
2	Lake Braddock Athletic Boosters Club	Burke, Virginia	Non-Profit	At-Large Board Member	5/2017	6/2017

## 2. Filer's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Raytheon Company (Restricted Stock Awards - Unvested) See Endnote	N/A	\$500,001 - \$1,000,000	Dividends	\$15,001 - \$50,000
2	Raytheon Company	N/A		Salary/Bonus	\$1,524,018
3	Raytheon Company (Stock)	N/A	\$100,001 - \$250,000	Dividends	\$5,001 - \$15,000
4	Raytheon Company Deferred Compensation Plan - Non-Qualified: Tracks the Indexes & Funds listed below See Endnote	N/A	\$1,000,001 - \$5,000,000		None (or less than \$201)
4.1	NTGI Aggregate Bond Index	Yes			
4.2	PIMCO Total Return	Yes			
4.3	Janus Balanced Fund	Yes			
4.4	NTGI S&P 500 Equity Index Fund	Yes			
4.5	Vanguard Inst Total Stock Market Index Fund	Yes			
4.6	NTGI Russell 2000 Index Fund	Yes			
4.7	T. Rowe Price Inst Small Cap Stock Fund	Yes			
4.8	NTGI All Country World Index Fund	Yes			

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
4.9	Vanguard REIT Inst Index	Yes			
5	Raytheon Company 401k	No			
5.1	Vanguard Instl Total Stock Market Index Fund	Yes	\$100,001 - \$250,000		\$2,501 - \$5,000
5.2	Northern Trust S&P 500 Index Fund	Yes	\$50,001 - \$100,000		None (or less than \$201)
5.3	Janus Balanced Fund	Yes	\$50,001 - \$100,000		\$1,001 - \$2,500
5.4	Vanguard REIT Index Fund	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
5.5	T.Rowe Price Institutional Small Cap Stock Fund	Yes	\$15,001 - \$50,000		\$2,501 - \$5,000
5.6	Northern Trust All Country World Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
5.7	Northern Trust Aggregate Bond Index Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
5.8	PIMCO Total Return Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
6	Roth IRA	No			
6.1	Fidelity 500 Index Investor Class	Yes	\$1,001 - \$15,000		None (or less than \$201)
6.2	Fidelity Government Money Market Fund	Yes	\$1,001 - \$15,000		None (or less than \$201)
7	Rollover IRA	No			
7.1	Fidelity Contrafund	Yes	\$50,001 - \$100,000		\$2,501 - \$5,000
7.2	Fidelity Government Money Market Fund	Yes	\$1,001 - \$15,000		None (or less than \$201)

### 3. Filer's Employment Agreements and Arrangements

#	EMPLOYER OR PARTY	CITY, STATE	STATUS AND TERMS	DATE
1	Raytheon Company (Restricted Stock Awards)	Waltham, Massachusetts	My participation will cease upon my separation from the company. I will forfeit my unvested restricted stock awards upon separation.	7/2010
2	Raytheon Company Deferred Compensation Plan - Non-Qualified	Waltham, Massachusetts	The funds in my deferred compensation plan will begin paying out five years after my separation or retirement from Raytheon, beginning in the January following that separation or retirement, and in equal increments over a 10-year period.	8/2011
3	Raytheon Company 401k	Waltham, Massachusetts	I will continue to participate in this defined contribution plan. The plan sponsor will not make further contributions after my separation.	7/2010

### 4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

#	SOURCE NAME	CITY, STATE	BRIEF DESCRIPTION OF DUTIES
1	Raytheon Company	Waltham, Massachusetts	Responsible for company interactions with members of Congress and their staff at the Federal level and with all state and local elected officials and their staff.

### 5. Spouse's Employment Assets & Income and Retirement Accounts

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Design-Build Institute of America (The organization promotes the value of design-build project delivery.) - No	N/A		salary, bonus	
2	SEP IRA	No			
2.1	Parnassus Core Equity Investor Class	Yes	\$15,001 - \$50,000		\$201 - \$1,000
2.2	iShares Select Dividend ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
2.3	iShares Core U.S. REIT ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
2.4	U.S. brokerage money market account (cash)	N/A	\$1,001 - \$15,000		None (or less than \$201)
3	Roth IRA	No			
3.1	iShares U.S. Consumer Goods ETF	Yes	\$1,001 - \$15,000		\$201 - \$1,000
3.2	iShares Core High Dividend ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000
3.3	Powershares Dynamic Biotech & Genome ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
3.4	SPDR Series Trust S&P Oil and Gas Exploration and Production ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)

## 6. Other Assets and Income

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
1	Residential Real Estate, Davis, WV	N/A	\$100,001 - \$250,000	Rent or Royalties	\$5,001 - \$15,000
2	U.S. bank accounts #1 (cash) - J	N/A	\$15,001 - \$50,000		None (or less than \$201)
3	U.S. bank accounts #2 (cash) - DC1	N/A	\$1,001 - \$15,000		None (or less than \$201)
4	U.S. bank accounts #3 (cash) -DC2	N/A	\$1,001 - \$15,000		None (or less than \$201)
5	U.S. credit union accounts (cash) - J	N/A	\$1,001 - \$15,000		None (or less than \$201)
6	U.S. brokerage account #1 (F)	No			
6.1	Fidelity Government Money Market	Yes	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
6.2	American Tax Exempt Bonds Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
6.3	Fidelity Select Biotechnology Fund	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
6.4	Fidelity Four In One Index	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
6.5	Fidelity Select Software & IT Services Fund	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
6.6	Fidelity Select Retail Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.7	Fidelity Municipal Money Market Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.8	Fidelity 500 Index Premium Class	Yes	\$50,001 - \$100,000		\$1,001 - \$2,500
6.9	BMO Intermediate Tax Free Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
6.10	Schwab Total Stock Market Index Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
6.11	Vanguard Small Cap Index Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
6.12	Vanguard 500 Index Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
7	U.S. brokerage account #2 (A)	No			
7.1	Invesco High Yield Municipal Fund	Yes	\$1,001 - \$15,000		\$201 - \$1,000
7.2	Columbia Dividend Opportunity Fund	Yes	\$1,001 - \$15,000		\$201 - \$1,000
7.3	Delaware Value Fund	Yes	\$50,001 - \$100,000		\$201 - \$1,000
7.4	Delaware National High Yield Muni Bond Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
7.5	Fidelity Advisor Total Bond A	Yes	\$15,001 - \$50,000		\$201 - \$1,000

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
7.6	Matthew 25	Yes	\$50,001 - \$100,000		\$2,501 - \$5,000
7.7	Metropolitan West Total Return Bond Fund	Yes	\$1,001 - \$15,000		\$201 - \$1,000
7.8	Nuveen High Yield Muni Bond Fund - No	Yes	\$15,001 - \$50,000		\$201 - \$1,000
7.9	Nuveen Limited Term Muni Bond Fund	Yes	\$1,001 - \$15,000		\$201 - \$1,000
7.10	iShares S&P 500 Growth ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.11	iShares Core S&P Small Cap ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000
7.12	iShares International Select Divident ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.13	iShares Core US REIT ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
7.14	iShares US Preferred Stock ETF	Yes	\$15,001 - \$50,000		\$1,001 - \$2,500
7.15	SPDR Nuveen S&P High Yield Muni Bond ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000
7.16	Wisdom Tree Intl Large Cap Dividend ETF	Yes	\$15,001 - \$50,000		None (or less than \$201)
8	IRA	No			
8.1	Yacktman Focused Fund	Yes	\$100,001 - \$250,000		\$5,001 - \$15,000
8.2	U.S. brokerage money market account (cash)	N/A	\$1,001 - \$15,000		None (or less than \$201)
8.3	FMI Large Cap Fund	Yes	\$15,001 - \$50,000		\$2,501 - \$5,000
8.4	Lord Abbett Short Duration Fund	Yes	\$50,001 - \$100,000		\$1,001 - \$2,500
8.5	MFS International Value	Yes	\$15,001 - \$50,000		None (or less than \$201)

#	DESCRIPTION	EIF	VALUE	INCOME TYPE	INCOME AMOUNT
8.6	Hodges Small Cap Retail Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
8.7	iShares Russell Mid Cap Value ETF	Yes	\$1,001 - \$15,000		\$201 - \$1,000
8.8	iShares Russell Mid Cap Growth ETF	Yes	\$1,001 - \$15,000		None (or less than \$201)
8.9	Wisdom Tree Intl Large Cap Dividend ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000
9	Roth IRA	No			
9.1	U.S. brokerage money market account (cash)	Yes	\$1,001 - \$15,000		None (or less than \$201)
9.2	Fidelity Low Priced Stock Fund	Yes	\$15,001 - \$50,000		\$201 - \$1,000
9.3	iShares Core High Dividend ETF	Yes	\$15,001 - \$50,000		\$201 - \$1,000
10	VA 529 Plan (DC1)	No			
10.1	Aggressive Growth Fund	Yes	\$1,001 - \$15,000		None (or less than \$201)
10.2	Conservative Income Fund	Yes	\$1,001 - \$15,000		None (or less than \$201)
11	VA 529 Plan (DC2)	No			
11.1	Stock Index Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
11.2	Moderate Growth Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
11.3	Conservative Income Fund	Yes	\$15,001 - \$50,000		None (or less than \$201)
12	U.S. brokerage health savings account	No			
12.1	Fidelity Total Bond Fund	Yes	\$1,001 - \$15,000		None (or less than \$201)
12.2	U.S. brokerage cash account	N/A	\$1,001 - \$15,000		None (or less than \$201)



## 7. Transactions

(N/A) - Not required for this type of report

## 8. Liabilities

#	CREDITOR NAME		TYPE	AMOUNT	YEAR INCURRED	RATE	TERM
1	SunTrust Mortgage 1	See Endnote	Mortgage on Personal Residence	\$100,001 - \$250,000	2005	4.99	30 Years
2	SunTrust Mortgage 2	See Endnote	Mortgage on Personal Residence	\$15,001 - \$50,000	2005	7.375	30 Years
3	Wells Fargo Home Mortgage		Mortgage on Personal Residence	\$250,001 - \$500,000	2012	2.875%	15yrs

## 9. Gifts and Travel Reimbursements

(N/A) - Not required for this type of report

## Endnotes

PART	#	ENDNOTE
2.	1	I have no vested RSAs. RSAs are settled via regular Raytheon stock upon vesting.
2.	4	Employees elect to allocate their deferred compensation among established investment choices, which are used to determine account earnings or losses that would have been received if the deferred compensation amounts had actually been invested in those assets. Employees do not actually hold these investments.

PART	#	ENDNOTE
8.	1	My wife and I co-own this residence with another couple.
8.	2	My wife and I co-own this residence with another couple.

# Summary of Contents

## 1. Filer's Positions Held Outside United States Government

Part 1 discloses positions that the filer held at any time during the reporting period (excluding positions with the United States Government). Positions are reportable even if the filer did not receive compensation.

This section does not include the following: (1) positions with religious, social, fraternal, or political organizations; (2) positions solely of an honorary nature; (3) positions held as part of the filer's official duties with the United States Government; (4) mere membership in an organization; and (5) passive investment interests as a limited partner or non-managing member of a limited liability company.

## 2. Filer's Employment Assets & Income and Retirement Accounts

Part 2 discloses the following:

- Sources of earned and other non-investment income of the filer totaling more than \$200 during the reporting period (e.g., salary, fees, partnership share, honoraria, scholarships, and prizes)
- Assets related to the filer's business, employment, or other income-generating activities that (1) ended the reporting period with a value greater than \$1,000 or (2) produced more than \$200 in income during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

## 3. Filer's Employment Agreements and Arrangements

Part 3 discloses agreements or arrangements that the filer had during the reporting period with an employer or former employer (except the United States Government), such as the following:

- Future employment
- Leave of absence
- Continuing payments from an employer, including severance and payments not yet received for previous work (excluding ordinary salary from a current employer)
- Continuing participation in an employee welfare, retirement, or other benefit plan, such as pensions or a deferred compensation plan
- Retention or disposition of employer-awarded equity, sharing in profits or carried interests (e.g., vested and unvested stock options, restricted stock, future share of a company's profits, etc.)

## 4. Filer's Sources of Compensation Exceeding \$5,000 in a Year

Part 4 discloses sources (except the United States Government) that paid more than \$5,000 in a calendar year for the filer's services during any year of the reporting period.

The filer discloses payments both from employers and from any clients to whom the filer personally provided services. The filer discloses a source even if the source made its payment to the filer's employer and not to the filer. The filer does not disclose a client's payment to the filer's employer if the filer did not provide the services for which the client is paying.

## **5. Spouse's Employment Assets & Income and Retirement Accounts**

Part 5 discloses the following:

- Sources of earned income (excluding honoraria) for the filer's spouse totaling more than \$1,000 during the reporting period (e.g., salary, consulting fees, and partnership share)
- Sources of honoraria for the filer's spouse greater than \$200 during the reporting period
- Assets related to the filer's spouse's employment, business activities, other income-generating activities that (1) ended the reporting period with a value greater than \$1,000 or (2) produced more than \$200 in income during the reporting period (e.g., equity in business or partnership, stock options, retirement plans/accounts and their underlying holdings as appropriate, deferred compensation, and intellectual property, such as book deals and patents)

This section does not include assets or income from United States Government employment or assets that were acquired separately from the filer's spouse's business, employment, or other income-generating activities (e.g., assets purchased through a brokerage account). Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF). Amounts of income are not required for a spouse's earned income (excluding honoraria).

## **6. Other Assets and Income**

Part 6 discloses each asset, not already reported, that (1) ended the reporting period with a value greater than \$1,000 or (2) produced more than \$200 in investment income during the reporting period. For purposes of the value and income thresholds, the filer aggregates the filer's interests with those of the filer's spouse and dependent children.

This section does not include the following types of assets: (1) a personal residence (unless it was rented out during the reporting period); (2) income or retirement benefits associated with United States Government employment (e.g., Thrift Savings Plan); and (3) cash accounts (e.g., checking, savings, money market accounts) at a single financial institution with a value of \$5,000 or less (unless more than \$200 of income was produced). Additional exceptions apply. Note: The type of income is not required if the amount of income is \$0 - \$200 or if the asset qualifies as an excepted investment fund (EIF).

## **7. Transactions**

Part 7 discloses purchases, sales, or exchanges of real property or securities in excess of \$1,000 made on behalf of the filer, the filer's spouse or dependent child during reporting period.

This section does not include transactions that concern the following: (1) a personal residence, unless rented out; (2) cash accounts (e.g., checking, savings, CDs, money market accounts) and money market mutual funds; (3) Treasury bills, bonds, and notes; and (4) holdings within a federal Thrift Savings Plan account. Additional exceptions apply.

## 8. Liabilities

Part 8 discloses liabilities over \$10,000 that the filer, the filer's spouse or dependent child owed at any time during the reporting period.

This section does not include the following types of liabilities: (1) mortgages on a personal residence, unless rented out (limitations apply for PAS filers); (2) loans secured by a personal motor vehicle, household furniture, or appliances, unless the loan exceeds the item's purchase price; and (3) revolving charge accounts, such as credit card balances, if the outstanding liability did not exceed \$10,000 at the end of the reporting period. Additional exceptions apply.

## 9. Gifts and Travel Reimbursements

This section discloses:

- Gifts totaling more than \$375 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.
- Travel reimbursements totaling more than \$375 that the filer, the filer's spouse, and dependent children received from any one source during the reporting period.

For purposes of this section, the filer need not aggregate any gift or travel reimbursement with a value of \$150 or less. Regardless of the value, this section does not include the following items: (1) anything received from relatives; (2) anything received from the United States Government or from the District of Columbia, state, or local governments; (3) bequests and other forms of inheritance; (4) gifts and travel reimbursements given to the filer's agency in connection with the filer's official travel; (5) gifts of hospitality (food, lodging, entertainment) at the donor's residence or personal premises; and (6) anything received by the filer's spouse or dependent children totally independent of their relationship to the filer. Additional exceptions apply.

## Privacy Act Statement

Title I of the Ethics in Government Act of 1978, as amended (the Act), 5 U.S.C. app. § 101 et seq., as amended by the Stop Trading on Congressional Knowledge Act of 2012 (Pub. L. 112-105) (STOCK Act), and 5 C.F.R. Part 2634 of the U. S. Office of Government Ethics regulations require the reporting of this information. The primary use of the information on this report is for review by Government officials to determine compliance with applicable Federal laws and regulations. This report may also be disclosed upon request to any requesting person in accordance with sections 105 and 402(b)(1) of the Act or as otherwise authorized by law. You may inspect applications for public access of your own form upon request. Additional disclosures of the information on this report may be made: (1) to any requesting person, subject to the limitation contained in section 208(d)(1) of title 18, any determination granting an exemption pursuant to sections 208(b)(1) and 208(b)(3) of title 18; (2) to a Federal, State, or local law enforcement agency if the disclosing agency becomes aware of violations or potential violations of law or regulation; (3) to another Federal agency, court or party in a court or Federal administrative proceeding when the Government is a party or in order to comply with a judge-issued subpoena; (4) to a source when necessary to obtain information relevant to a conflict of interest investigation or determination; (5) to the National Archives and Records Administration or the General Services Administration in records management inspections; (6) to the Office of Management and Budget during legislative coordination on private relief legislation; (7) to the Department of Justice or in certain legal proceedings when the disclosing agency, an employee of the disclosing agency, or the United States is a party to litigation or has an interest in the litigation and the use of such records is deemed relevant and necessary to the litigation; (8) to reviewing officials in a new office, department or agency when an employee transfers or is detailed from one covered position to another; (9) to a Member of Congress or a congressional office in response to an inquiry made on behalf of an individual who is the subject of the record; (10) to contractors and other non-Government employees working on a contract, service or assignment for the Federal Government when necessary to accomplish a function related to an OGE Government-wide system of records; and (11) on the OGE Website and to any person, department or agency, any written ethics agreement filed with OGE by an individual nominated by the President to a position requiring Senate confirmation. See also the OGE/GOVT-1 executive branch-wide Privacy Act system of records.

## Public Burden Information

This collection of information is estimated to take an average of three hours per response, including time for reviewing the instructions, gathering the data needed, and completing the form. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Program Counsel, U.S. Office of Government Ethics (OGE), Suite 500, 1201 New York Avenue, NW., Washington, DC 20005-3917.

Pursuant to the Paperwork Reduction Act, as amended, an agency may not conduct or sponsor, and no person is required to respond to, a collection of information unless it displays a currently valid OMB control number (that number, 3209-0001, is displayed here and at the top of the first page of this OGE Form 278e).

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