



REQUEST FOR APPROVAL OF OUTSIDE ACTIVITY

USDA Supplemental Standards of Conduct
 (5 CFR 8301.101-102)

Initial Request	Revised Request	Renewal	DATE
Part I - EMPLOYEE INFORMATION			
1. EMPLOYEE'S NAME (Last, First, MI)			
2. AGENCY/PROGRAM (Address)		TELEPHONE, FAX & E-MAIL Phone: _____ Fax: _____ E-Mail: _____	
3. TITLE OF POSITION		4. GRADE/STEP	5. SALARY \$
6. FINANCIAL DISCLOSURE FILING STATUS Public (OGE 278) Confidential (OGE 450) Other			
7. NAME OF IMMEDIATE SUPERVISOR		SUPERVISOR'S TELEPHONE, FAX & E-MAIL Phone: _____ Fax: _____ E-Mail: _____	
Part II - OUTSIDE ACTIVITY INFORMATION			
1. Nature of Outside Activity - Indicate the type of activity for which you request prior approval, and describe the specific duties or services to be performed:			
<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;">Professional or Consultative Activity</div> <div style="width: 30%;">Teaching, Speaking, Writing or Editing</div> <div style="width: 30%;">Board Service</div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 30%;">Expert Witness</div> <div style="width: 30%;">Other (e.g. Fellowship)</div> </div>			
Describe in detail specific duties or services to be performed:			
<p>If you will provide personal services directly to multiple clients, customers, or others, as a self-employed individual or as an independent contractor, alone or jointly with others, check the box below and specify the type of activity or business in which you propose to be engaged. Identify any partners or others with whom you will provide services to. Estimate the total number of clients, customers, or others, to whom you would provide services during the activity period.</p> <p style="margin-left: 20px;">Self-Employed Activity/Sole Proprietor Activity</p> <p>Type of Activity/Business:</p>			

Teaching, Speaking, or Writing-

If a written invitation was received for this activity, attach a copy. For activities involving teaching, speaking, or writing, provide a syllabus, outline, summary, synopsis, draft, or similar description of the content and subject matter involved in the course, speech, or written product (including, if available, a copy of the text of any speech) and the proposed text of any disclaimer that indicates *the views expressed do not necessarily represent the views of USDA or the United States*. **Check the applicable boxes indicating that these materials are attached.** If you are unable to provide this information or will be delayed in submitting the attachments, please explain below.

Written Invitation (includes e-mail)

Subject Matter of Activity

Text of Disclaimer

Explain:

2. Outside Employer or Other Entity - Identify the outside employer or entity and the nature of the entity's business for which the proposed activity will be performed. Provide the name and title of a contact person. In Items 3 and 4, provide address and contact information for the outside employer or entity.

OUTSIDE EMPLOYER OR ENTITY NAME AND NATURE OF BUSINESS

CONTACT PERSON

TITLE

3. Outside Employer or Entity Address and Phone Number

STREET ADDRESS

STATE

ZIP CODE

TELEPHONE NUMBER

4. Location - Indicate the location(s) where the activity or service will be performed.

5. Travel - Indicate whether travel is involved, and if so, whether the transportation, lodging, meals, or per diem will be at your own expense or provided by the outside employer or entity in-kind or through reimbursement. Describe arrangements and provide estimated costs of items to be furnished or reimbursed by the outside employer or entity.

Yes: At Own Expense In-Kind or Reimbursed Estimated Amount: \$ _____

No

Describe:

6. Time - Provide details with respect to the duration of the activity. This request must be resubmitted for approval upon a significant change in the nature of the outside activity or in your official position.

a. Period Covered (*Duration of Activity*)

From (mm/dd/yy):

To (mm/dd/yy):

b. Estimated Time Devoted to the Proposed Activity

Hours per day

Days Per Week

Weeks Per Year

c. Will work be performed entirely outside of your normal tour of duty?

Yes No (If "no," estimate the number of hours or days that you will be absent from work and indicate the type of leave to be requested.)

7. Compensation

Indicate whether the activity is compensated, and if so, answer the questions below.

Yes No

a. Method or Basis of Compensation (Check all boxes that apply)

Fee Honorarium Retainer Salary Advance Royalty Stock Stock Options
Other (describe) Non-Travel Related Expenses (describe)

Description:

b. Compensation Amount

Indicate the total amount of compensation to be received for the proposed activity for the period covered by this request. Do not include the amount of any travel expenses to be provided by the outside entity that were reported in Part II, Item 5.

\$ _____

c. Payor

If any compensation will be received from a payor other than the employer or entity to which personal services will be provided, identify the payor and explain.

Explain:

d. Funding Source

Indicate whether any compensation is derived from a USDA grant, contract, cooperative agreement, or other source of federal funding or if the services to be performed are related to an activity funded by USDA regardless of the specific source of the compensation.

Yes (If "yes," describe) No

Description:

e. Grantee, Contractor or Other Status

For activities involving the provision of consultative or professional services (including teaching), indicate whether the client, employer, or other person on whose behalf the services are performed is receiving, or intends to seek, a USDA grant, contract, cooperative agreement, or other funding relationship.

Yes (If "yes," describe) No

Description:

Part III - OFFICIAL DUTY INFORMATION

1. Nature of Official Duties

Describe the principle duties and responsibilities of your current position. *Attach a copy of your current position description.*

Position Description Attached

2. Relationship of Official Duties to Outside Activity

Do any of your official duties relate in any way to the proposed activity?

No, none of my official duties relate in any way to the proposed outside activity.

Yes, my official duties relate to the proposed activity in the following manner:

Explain:

3. Effect of Official Duties on Outside Employer or Entity

In performing your official duties, could either your actions or the matters upon which you may be called upon to work affect the interests of the employer or entity for which the proposed activity will be performed?

No, performance of my official duties will not have any effect upon the interests of the employer or entity.

Yes, performance of my official duties will have the following effect upon the interests of the employer or entity:

Explain:

4. Assignments Involving Outside Employer or Entity

Have you performed official duty assignments or had other official interactions that involved the employer or entity for which the proposed activity will be performed?

No, I have performed no such official duty assignments and have had no such other official interactions.

Yes, I have either performed such official duty assignments or have had such other official interactions. These assignments and interactions are as follows [indicate approximate dates of assignments and interactions]:

Explain:

5. Certification

I certify that I have read and understand the notice provided in Part VI and that the statements made and information provided on this form are complete and accurate to the best of my knowledge. I understand that I am performing this activity in my personal capacity and that my participation is not derived from my Federal position, title or authority; does not entail official positions or policies of USDA; and will not occur on official time nor involve the expenditure of appropriated funds.

I acknowledge that pursuant to 5 CFR 8301.102(c), I must resubmit a request for prior approval upon a significant change in the nature of the outside activity or in my official position. I will also provide written notification to my Immediate Supervisor and Agency Ethics Official if this activity is terminated prior to the period authorized.

EMPLOYEE SIGNATURE

DATE

Part IV - SUPERVISOR REVIEW/RECOMMENDATION

1. Summary of Applicable Law

As a supervisor, your obligation and the duty of the employee seeking the outside arrangement are first and foremost to USDA and the successful accomplishment of its mission. If the outside activity is approved, it is part of your supervisory responsibilities to monitor the employee's compliance with applicable ethics laws and regulations.

An outside activity conflicts with official duties if it is prohibited by statute or regulation; or it would require the employee's recusal from matters so central or critical to the performance of his or her official duties that the employee's ability to perform the duties of his or her position would be materially impaired. Such a recusal would likely be required where the outside activity involves an employer or entity that is regulated by, does business with, receives grants or other benefits from, or is otherwise substantially impacted by the programs, policies and operations of the employee's agency.

Consider the following when reviewing this request:

- Do the circumstances indicate that the invitation to engage in the activity was extended to the employee primarily because of their official position rather than inherent expertise on the particular subject matter? How was this expertise acquired?
- Was the invitation to engage in the activity extended to the employee, directly or indirectly, by a person or entity who has interests that may be affected substantially by the performance or nonperformance of the employee's official duties?
- Will the information conveyed through the activity draw substantially on ideas or official data that are nonpublic information?
- Does the subject matter relate to any matter(s) to which the employee is presently assigned or has been assigned during the previous one-year period; or to any ongoing or announced policy, program or operation of the agency?
- Is the employee being asked to apply previously published work to specific scenarios posed by a private entity? In this circumstance, it is important to consider whether the employee is continuing to conduct research in the same area as his or her published findings.

If you determine that the subject area of the activity is too closely related to the employee's official duty, and the activity is not appropriate as an outside activity, a separate analysis must be conducted before consideration should be given to whether or not the activity would be more appropriately performed as an official duty. You must conclude that the employee seeking approval to engage in the activity in their official capacity is the appropriate person to represent USDA with respect to that subject matter. It is part of USDA's mission to disseminate information; however, agencies must be careful not to give preferential treatment to one entity, allowing that entity to have an advantage because of the exclusive receipt of government information. Consult your Agency Ethics Official for additional guidance.

If you have determined that this activity would benefit the mission of your agency and more appropriately performed as an official duty, you should disapprove this outside activity request and require the employee to complete form SEB-106, Request for Approval of Official Duty Activity.

2. Immediate Supervisor's Statement (MANDATORY)

Describe the extent to which the employee's official duties are related to the proposed activity. If not related, explain:

3. Recommendation

The undersigned supervisor, identified in Part 1, Item 7, has reviewed the employee's responses, obtained additional information where appropriate, and recommends the following action:

Recommend Approval

If this box is checked, the supervisor understands that if the outside activity is approved, the employee may be disqualified from performing official duties that involve or affect any outside entity with which the employee has an outside employment, consulting, or similar relationship. If the activity constitutes employment or service as an officer, director, or trustee, or in another fiduciary role, the recusal obligation may extend not only to government matters that specifically involve or affect the outside entity, but to those matters that affect generally the industry or economic sector in which the outside entity operates. The supervisor understands that any work assignments involving specific or general matters from which the employee will be recused must be reassigned to another employee and are not so central or critical to the performance of the employee's official duties that the employee's ability to perform the duties of his or her position would be materially impaired.

Recommend Disapproval

If this box is checked, explain the reason(s) for disapproval in the space provided below.

Explain:

IMMEDIATE SUPERVISOR'S SIGNATURE

DATE

Part V – APPROVING AGENCY ETHICS OFFICIAL REVIEW

1. Name of Approving Agency Official

2. Title of Approving Agency Official

3. Ethics Review

Review the employee's answers and the supervisor's recommendation. Indicate whether the activity can be approved or permission must be denied. Explain your reason(s) in the space below and describe any actions deemed necessary to ensure compliance with applicable ethics laws.

Request as described may be approved

Request may be approved subject to conditions noted in Comments section

Request as described must be denied

Other disposition noted in Comments section

APPROVING AGENCY OFFICIAL'S SIGNATURE

DATE

4. Comments:

Part VI – USDA OFFICE OF ETHICS OFFICIAL REVIEW

1. Name of USDA Office of Ethics Official	2. Title of USDA Office of Ethics Official
3. Concurrence Concur Do Not Concur – provide reason below in Comments section	
USDA OFFICE OF ETHICS OFFICIAL'S SIGNATURE	DATE
4. Comments:	