Mr. James H. Thessin Deputy Legal Adviser and Designated Agency Ethics Official U.S. Department of State Washington, D.C. 20520-6310

Re: Ethics Undertakings

Dear Mr. Thessin:

I am committed to the highest standards of ethical conduct for government officials. If confirmed as Assistant Secretary of State for the Bureau of Legislative Affairs, as required by 18 U.S.C. §208(a), I will not participate personally and substantially in any particular matter that has a direct and predictable effect on my financial interests or those of any person whose interests are imputed to me, unless I first obtain a written waiver pursuant to § 208(b)(1) or qualify for a regulatory exemption, pursuant to § 208(b)(2). I understand that the interests of the following persons are imputed to me: any spouse or minor child of mine; any general partner of a partnership in which I am a limited or general partner; any organization in which I serve as officer, director, trustee, general partner or employee; and any person or organization with which I am negotiating or have an arrangement concerning prospective employment.

My spouse is an employee of Towers Watson & Company from which she receives a fixed annual salary. I will not participate personally and substantially in any particular matter involving specific parties in which Towers Watson & Company, is a party or represents a party, unless I am first authorized to participate, pursuant to 5 C.F.R. §2635.502(d).

I will provide the appropriate officials with the list of those interests I have retained or may acquire in order to support my efforts to avoid conflicts of interest. In addition, I will recuse myself from participation on a case-by-case basis in any particular matter involving specific parties in which I determine that a reasonable person with knowledge of the relevant facts would question my impartiality in that matter, unless I am first authorized to participate, pursuant to 5 C.F.R. Part 2635, Subpart E.

I understand that as an appointee I must continue to abide by the Ethics Pledge (Exec. Order No. 13490) and that I will be bound by the requirements and restrictions therein in addition to the commitments I have made in this and any other ethics agreement.

Sincerely,

David S. Adams