

**UNITED STATES HOUSE OF REPRESENTATIVES
CALENDAR YEAR 2010 FINANCIAL DISCLOSURE STATEMENT**

FORM A
For use by Members, officers, and employees

Eleanor Holmes Norton

(Full Name)

202-225-8050

(Daytime Telephone)

HAND DELIVERED

LEGISLATIVE RESOURCE CENTER

2011 MAY -9 PM 3:01
(Office Use Only)

ME

Filer Status: Member of the U.S. House of Representatives
State: DC District: N/A

Officer Or Employee
Employing Office:

Report Type: Annual (May 15) Amendment Termination
Termination Date:

A \$200 penalty shall be assessed against anyone who files more than 30 days late.

PRELIMINARY INFORMATION -- ANSWER EACH OF THESE QUESTIONS

I. Did you or your spouse have "earned" income (e.g., salaries or fees) of \$200 or more from any source in the reporting period? If yes, complete and attach Schedule I.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	VI. Did you, your spouse, or a dependent child receive any reportable gift in the reporting period (i.e., aggregating more than \$335 and not otherwise exempt)? If yes, complete and attach Schedule VI.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
II. Did any individual or organization make a donation to charity in lieu of paying you for a speech, appearance, or article in the reporting period? If yes, complete and attach Schedule II.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	VII. Did you, your spouse, or a dependent child receive any reportable travel or reimbursements for travel in the reporting period (worth more than \$335 from one source)? If yes, complete and attach Schedule VII.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
III. Did you, your spouse, or a dependent child receive "unearned" income of more than \$200 in the reporting period or hold any reportable asset worth more than \$1,000 at the end of the period? If yes, complete and attach Schedule III.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	VIII. Did you hold any reportable positions on or before the date of filing in the current calendar year? If yes, complete and attach Schedule VIII.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
IV. Did you, your spouse, or dependent child purchase, sell, or exchange any reportable asset in a transaction exceeding \$1,000 during the reporting period? If yes, complete and attach Schedule IV.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	IX. Did you have any reportable agreement or arrangement with an outside entity? If yes, complete and attach Schedule IX.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
V. Did you, your spouse, or a dependent child have any reportable liability (more than \$10,000) during the reporting period? If yes, complete and attach Schedule V.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Each question in this part must be answered and the appropriate schedule attached for each "Yes" response.	

EXCLUSION OF SPOUSE, DEPENDENT, OR TRUST INFORMATION -- ANSWER EACH OF THESE QUESTIONS

Trusts-- Details regarding "Qualified Blind Trusts" approved by the Committee on Ethics and certain other "excepted trusts" need not be disclosed. Have you excluded from this report details of such a trust benefiting you, your spouse, or dependent child?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Exemptions-- Have you excluded from this report any other assets, "unearned" income, transactions, or liabilities of a spouse or dependent child because they meet all three tests for exemption? Do not answer "yes" unless you have first consulted with the Committee on Ethics.	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

SCHEDULE I - EARNED INCOME

Name Eleanor Holmes Norton

Page 2 of 10

List the source, type, and amount of earned income from any source (other than the filer's current employment by the U.S. Government) totaling \$200 or more during the preceding calendar year. For a spouse, list the source and amount of any honoraria; list only the source for other spouse earned income exceeding \$1,000.

Source	Type	Amount
Georgetown University Law Center	Approved Teaching Fee	\$10,200
Pitney Bowes	Retirement Fee	\$12,000
Allianz Annuity IRA	Required Minimum Distribution	\$8,163
Metlife Insurance Co IRA	Required Minimum Distribution	\$630

SCHEDULE III - ASSETS AND "UNEARNED" INCOME

Name Eleanor Holmes Norton

Page 3 of 10

BLOCK A	BLOCK B	BLOCK C	BLOCK D	BLOCK E
Asset and/or Income Source	Year-End Value of Asset	Type of Income	Amount of Income	Transaction
<p>Identify (a) each asset held for investment or production of income with a fair market value exceeding \$1,000 at the end of the reporting period, and (b) any other reportable asset or sources of income which generated more than \$200 in "unearned" income during the year. Provide complete names of stocks and mutual funds (do not use ticker symbols.)</p> <p>For all IRAs and other retirement plans (such as 401(k) plans) that are self-directed (i.e., plans in which you have the power, even if not exercised, to select the specific investments), provide the value for each asset held in the account that exceeds the reporting thresholds. For retirement accounts which are not self-directed, provide only the name of the institution holding the account and its value at the end of the reporting period.</p> <p>For rental or other real property held for investment, provide a complete address.</p> <p>For an ownership interest in a privately-held business that is not publicly traded, state the name of the business, the nature of its activities, and its geographic location in Block A.</p> <p>Exclude: Your personal residence, including second homes and vacation homes (unless there was rental income during the reporting period); any depreciable real estate used in a personal production or</p>	<p>at close of reporting year. If you use a valuation method other than fair market value, please specify the method used. If an asset was sold and is included only because it is generated income, the value should be "None."</p>	<p>Check all columns that apply. For retirement accounts that do not allow you to choose specific investments or that generate tax-deferred income (such as 401(k) plans or IRAs), you may check the "None" column. Dividends, interest, and capital gains, even if reinvested, must be disclosed as income. Check "None" if the asset generated no income during the reporting period.</p>	<p>For retirement accounts that do not allow you to choose specific investments or that generate tax-deferred income (such as 401(k) plans or IRAs), you may check the "None" column. For all other assets, indicate the category of income by checking the appropriate box below. Dividends, interest, and capital gains, even if reinvested, must be disclosed as income. Check "None" if no income was earned or generated.</p>	<p>Indicate if asset had purchases (P), sales (S), or exchanges (E) exceeding \$1,000 in reporting year.</p>
Allianz IRA Annuity	\$1,001 - \$15,000	None	NONE	S(part)
AZL BlackRock Cap Apprec	\$15,000	None	NONE	S(part)
Allianz IRA Annuity	\$1,001 - \$15,000	None	NONE	S(part)
AZL Fusion Growth	\$15,000	None	NONE	S(part)
Allianz IRA Annuity	\$1,001 - \$15,000	None	NONE	S(part)
AZL INV Intl Equity(Formerly AIM)	\$15,000	None	NONE	S(part)
Allianz IRA Annuity	\$1,001 - \$15,000	None	NONE	S(part)
AZL MS Mid Cap Growth(Formerly VK)	\$15,000	None	NONE	S(part)
Allianz IRA Annuity	\$100,001 - \$250,000	None	NONE	P
Fixed Period Account	\$250,000	None	NONE	S(part)
Allianz IRA Annuity	\$1,001 - \$15,000	None	NONE	S(part)
Mutual Global Discovery	\$15,000	None	NONE	S(part)

SCHEDULE III - ASSETS AND "UNEARNED" INCOME

Name Eleanor Holmes Norton

Page 4 of 10

Boston Cap Private Tax	\$1 - \$1,000	INTEREST	\$1 - \$200	
Congr Federal Credit Un	\$100,001 - \$250,000	INTEREST	\$201 - \$1,000	
ING IRA Annuity DFA WORLD EQ(Formerly Focus 5)	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Marsico Intl	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Retirement Growth	\$50,001 - \$100,000	None	NONE	P
ING IRA Annuity Russell Mid Cap Growth	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Amer Fds Bonds	\$15,001 - \$50,000	None	NONE	P
ING IRA Annuity Amer Fds Growth	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Amer Fds Intl	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Baron Small Cap Growth	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Global Resources	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Janus Contrarian	\$15,001 - \$50,000	None	NONE	
ING IRA Annuity Marsico Growth	\$50,001 - \$100,000	None	NONE	S(part)
ING IRA Annuity PIMCO Total Return Bond(Formerly Core Bond)	\$15,001 - \$50,000	None	NONE	P

SCHEDULE III - ASSETS AND "UNEARNED" INCOME

Name Eleanor Holmes Norton

Page 5 of 10

	Metlife Bank NA-CD	\$15,001 - \$50,000	INTEREST	\$201 - \$1,000	
	Metlife Common Stock	\$1,001 - \$15,000	DIVIDENDS	\$1 - \$200	
	Metlife IRA Annuity	\$15,001 - \$50,000	None	NONE	
	ML - Cohen & Steers Intl Realty Fd	\$1,001 - \$15,000	DIVIDENDS	\$201 - \$1,000	
	ML - Davis NY Venture Fd	\$100,001 - \$250,000	DIVIDENDS	\$1,001 - \$2,500	P
	ML - Du Page Cty,IL 1st	\$50,001 - \$100,000	OID	\$2,501 - \$5,000	
	ML - FPA Perennial Fund	\$15,001 - \$50,000	DIVIDENDS	\$1 - \$200	
	ML - General Electric	\$1,001 - \$15,000	DIVIDENDS	\$1 - \$200	
	ML - Miami Beach FL	\$15,001 - \$50,000	INTEREST	\$1,001 - \$2,500	
	ML - Palatine IL Corp Purp	\$15,001 - \$50,000	OID	\$1,001 - \$2,500	
	ML - San Diego Cty CA CTFS	\$1,001 - \$15,000	INTEREST	\$201 - \$1,000	
	ML - Seminole Cty FL Sch Brd	\$50,001 - \$100,000	INTEREST	\$1,001 - \$2,500	
	ML - So IL Univ RVS Hsg	None	OID	\$201 - \$1,000	S
	ML - Tax Exempt Fund	\$1 - \$1,000	INTEREST	\$1 - \$200	

SCHEDULE III - ASSETS AND "UNEARNED" INCOME

Name Eleanor Holmes Norton

ML - Victor Vy CA Jt Un High	\$50,001 - \$100,000	OID	\$2,501 - \$5,000	
ML John Hancock Variable Annuity Davis Fundamental Value	\$1,001 - \$15,000	None	NONE	
ML John Hancock Variable Annuity Deutsche Real Estate Securities	\$1,001 - \$15,000	None	NONE	
ML John Hancock Variable Annuity MFC Global Lifestyle Moderate	\$15,001 - \$50,000	None	NONE	
ML John Hancock Variable Annuity MFC Global Total Stock Market Index	\$1,001 - \$15,000	None	NONE	
ML John Hancock Variable Annuity PIMCO Total Return	\$1,001 - \$15,000	None	NONE	
ML-Hartford Cap Apprec Fund	\$15,001 - \$50,000	None	NONE	P
ML-Leander Tex Indpt Sch	\$15,001 - \$50,000	INTEREST	\$1,001 - \$2,500	P
ML-WASH DC CCA DEDICATED	\$15,001 - \$50,000	INTEREST	\$1,001 - \$2,500	
TIAA CREF Retirement TIAA TRADITIONAL	\$50,001 - \$100,000	None	NONE	S(part)

SCHEDULE IV - TRANSACTIONS

Name Eleanor Holmes Norton

Page 7 of 10

Report any purchase, sale, or exchange by you, your spouse, or dependent child during the reporting year of any real property, stocks, bonds, commodities futures, or other securities when the amount of the transaction exceeded \$1,000. Include transactions that resulted in a loss. Provide a brief description of any exchange transaction. Do not report a transaction between you, your spouse, or your dependent child, or the purchase or sale of your personal residence, unless it is rented out. If only a portion of an asset is sold, please so indicate (i.e., "partial sale"). See example below.

SP, DC, JT	Asset	Type of Transaction	Capital Gain in Excess of \$200?	Date	Amount of Transaction
	Allianz IRA Annuity AZL Blackrock Cap Appreciation	S(part)	N/A	var	\$1,001 - \$15,000
	Allianz IRA Annuity AZL MS Mid Cap Growth	S(part)	N/A	var	\$1,001 - \$15,000
	Allianz IRA Annuity Fixed Period Account	P	N/A	6-20-10	\$1,001 - \$15,000
	Allianz IRA Annuity AZL Fusion Growth	S(part)	N/A	var	\$1,001 - \$15,000
	Allianz IRA Annuity Mutual Global Discovery	S(part)	N/A	var	\$1,001 - \$15,000
	Allianz IRA Annuity AZL INV Intl Equity	S(part)	N/A	var	\$1,001 - \$15,000
	ING IRA Annuity Marsico Growth	S(part)	N/A	5-14-10	\$1,001 - \$15,000
	ING IRA Annuity Amer Funds Bond Portfolio	P	N/A	5-14-10	\$1,001 - \$15,000
	ING IRA Annuity PIMCO Total Return Bond	P	N/A	5-10-10	\$1,001 - \$15,000
	ING IRA Annuity Retirement Growth	P	N/A	5-10-10	\$15,001 - \$50,000
	ML-Davis NY Venture Fd	P	N/A	12-3-10	\$1,001 - \$15,000

SCHEDULE IV - TRANSACTIONS

Name Eleanor Holmes Norton

Page 8 of 10

Report any purchase, sale, or exchange by you, your spouse, or dependent child during the reporting year of any real property, stocks, bonds, commodities futures, or other securities when the amount of the transaction exceeded \$1,000. Include transactions that resulted in a loss. Provide a brief description of any exchange transaction. Do not report a transaction between you, your spouse, or your dependent child, or the purchase or sale of your personal residence, unless it is rented out. If only a portion of an asset is sold, please so indicate (i.e., "partial sale"). See example below.

SP, DC, JT	Asset	Type of Transaction	Capital Gain in Excess of \$200?	Date	Amount of Transaction
	ML-Hartford Cap Apprec Fund	P	N/A	4-28-10	\$15,001 - \$50,000
	ML-Leander Tex Indpt Sch	P	N/A	4-28-10	\$15,001 - \$50,000
	ML-So IL Univ Revs Hsg	S	No	4-1-10	\$15,001 - \$50,000
	TIAA CREF Retirement TIAA Traditional	S(part)	N/A	5-10-10	\$15,001 - \$50,000

SCHEDULE VIII - POSITIONS

Name Eleanor Holmes Norton

Page 9 of 10

Report all positions, compensated or uncompensated, held during the current calendar year as an officer, director, trustee of an organization, partner, proprietor, representative, employee, or consultant of any corporation, firm, partnership, or any business enterprise, any nonprofit organization, any labor organization, or any educational or other institution other than the United States. Exclude: Positions held in any religious, social, fraternal, or political entities; positions solely of an honorary nature; and positions listed on Schedule I.

Position	Name of Organization
SEE ATTACHED	SEE ATTACHED

**Congresswoman Eleanor Holmes Norton's
2010 Board Participation**

<u>Name of Organization</u>	<u>Position</u>
Georgetown University	Professor of Law*
Council on Foreign Relations	Member
Citizens Commission for Civil Rights	Member
Lawyers Committee for Civil Rights Under Law	Board of Trustees
Washington Symphony	Member of the Board
Women's Legal Advocates for Women (formerly the Women's Law and Public Policy Fellowship Program, Georgetown University)	Chair
<u>Advisory Boards</u>	
Sewall-Beumont House	Advisory Board Member
Women & Politics Institute, American University	Advisory Board Member
The National Council of the Shakespeare Theater Company	Advisory Board Member

SCHEDULE IX - AGREEMENTS

Name Eleanor Holmes Norton

Page 10 of 10

Identify the date, parties to, and general terms of any agreement or arrangement with respect to: future employment; a leave of absence during the period of government service; continuation or deferral of payments by a former or current employer other than the U.S. Government; or continuing participation in an employee welfare or benefit plan maintained by a former employer.

Date	Parties To	Terms of Agreement
	Georgetown University Law Center	See attached approval and agreement

ZOE LOFGREN, CALIFORNIA
CHAIR

BEN CHANDLER, KENTUCKY
G. K. BUTTERFIELD, NORTH CAROLINA
KATHY CASTOR, FLORIDA
PETER WELCH, VERMONT

DANIEL J. TAYLOR,
COUNSEL TO THE CHAIR

R. BLAKE CIIISAM,
CHIEF COUNSEL AND STAFF DIRECTOR

ONE HUNDRED ELEVENTH CONGRESS

U.S. House of Representatives

COMMITTEE ON STANDARDS OF
OFFICIAL CONDUCT

Washington, DC 20515-6328

JO BONNER, ALABAMA
RANKING REPUBLICAN MEMBER

K. MICHAEL CONAWAY, TEXAS
CHARLES W. DENT, PENNSYLVANIA
GREGG HARPER, MISSISSIPPI
MICHAEL T. MCCAUL, TEXAS

KELLE A. STRICKLAND,
COUNSEL TO THE RANKING
REPUBLICAN MEMBER

SUITE HT-2, THE CAPITOL
(202) 225 7103

July 6, 2010

The Honorable Eleanor Holmes Norton
U.S. House of Representatives
2136 Rayburn House Office Building
Washington, DC 20515

Dear Colleague:

This responds to your letter dated June 25, 2010, seeking Committee approval to teach for compensation at Georgetown University Law School (Georgetown Law) during the 2010-2011 academic year. Subject to the limitations discussed below, the Committee approves your request.

FACTUAL BACKGROUND

According to your letter and supporting documentation, and information available on the Georgetown Web site, the background on this matter is as follows. You have been asked to teach a seminar at Georgetown Law during the 2010-2011 academic year. You have taught a course at Georgetown almost every year that you have served in Congress. The Georgetown Law Web site indicates that during the upcoming school year, you would be teaching J.D. Seminar 297, a year-long, three-credit course entitled "Lawmaking and Statutory Interpretation Seminar." Your letter affirms that you would not use official House resources to complete your teaching duties, and that the teaching assignment would not interfere or present a conflict with your official duties.

You enclosed with your correspondence a letter from Judith Areen, Interim Dean of Georgetown Law. Dean Areen's letter affirms that you would be paid \$10,200 for your year of teaching duties. Dean Areen's further letter states that your salary "does not exceed the salary [Georgetown Law] pays to those whose professional qualifications are similar to yours and who provide a comparable level of instruction and amount of work," and that the funds will not come from government appropriations or earmarks. We note that you have been paid at this rate for the past several years you have taught at Georgetown Law. Dean Areen's letter further states that the course is part of the regular Georgetown Law curriculum and that students receive academic credit for successfully completing the course.

LEGAL BACKGROUND

House rules generally prohibit Members and staff of the House from receiving honoraria.¹ In addition, Members and covered employees of the House are prohibited by section 502 of the Ethics in Government Act,² as well as House Rule 25, clause 2(e), from receiving compensation for teaching "without the prior notification and approval" of this Committee.

In recommending these provisions in its report on the *Ethics Reform Act*, the House Bipartisan Task Force on Ethics referred to a "public perception that honoraria is a way for special interests to try to gain influence or buy access to Members of Congress."³ The Task Force intended that:

the prohibition on honoraria for speeches, articles, and appearances extends to payment or compensation for such activity in any form. The ban on honoraria could not be circumvented, for example, by arranging for a continuing series of talks, lectures, speeches, or appearances and re-characterizing the income as a "stipend" or "salary."⁴

The Committee scrutinizes each request to teach for compensation in light of the concerns expressed by the Task Force regarding acceptance of honoraria and favors from special interest groups. In order to receive approval, the individual wishing to teach must establish that:

1. The teaching is part of a regular course of instruction at an established academic institution;
2. All compensation comes from the funds of the institution and none is derived from federal grants or earmarked appropriations;
3. The payment is for services on an ongoing basis, not for individual presentations or lectures;
4. The teacher's responsibilities include class preparation and student evaluation (for example, grading papers, testing, and homework);
5. The students receive credit for the course taught;
6. The compensation does not exceed that normally received by others at the institution for a comparable level of instruction and amount of work;

¹ See House Rule 23, cl. 5; House Rule 25, cl. 1(a)(2), cl. 4(b).

² 5 U.S.C. app. 4 § 502(a)(5).

³ Report on H.R. 3660 at 13, 135 Cong. Rec. H9257 (daily ed. Nov. 21, 1989).

⁴ *Id.* at 14, 135 Cong. Rec. H9257 (emphasis added).

7. No official resources, including staff time, are used in connection with the teaching;
8. The teaching does not interfere with official responsibilities nor is it otherwise inconsistent with the performance of congressional duties; and
9. The employment or compensation does not present a significant potential for conflict of interest.⁵

Items 1 through 6 should be confirmed in writing by the institution at which the paid teaching will occur. Documentation might be in the form of an explanatory letter or copy of a teaching contract attached to the request for Committee approval. Items 7 through 9 should be affirmed in writing by the individual seeking to teach.

ANALYSIS

You have provided the required documentation for items 7 through 9 listed above. You have also submitted a statement from Dean Judith Areen of Georgetown Law that satisfies the documentation requirements listed in items 1 through 6 noted above. Based on this information, the Committee approves your teaching position with Georgetown Law. This approval pertains only to the course and school term that is the subject of your correspondence, namely teaching a year-long seminar during the 2010-2011 academic year. If you intend to teach for compensation in future academic years, including teaching the same course addressed in this letter, you must first obtain the Committee's advance written approval. The same criteria discussed above would be used to evaluate any future proposed teaching arrangements.

Because you are a Member of Congress, your teaching compensation is subject to the 15 percent outside earned income limit of House Rule 25, clauses 1-4. For 2010, that limit is \$26,550.⁶ The income also must be reported on Schedule I of the Financial Disclosure Statement required of all Members by title I of the Ethics in Government Act.

LIMITATIONS

The response above constitutes an advisory opinion concerning the application of House Rule 23, House Rule 25, and the Ethics in Government Act. The following limitations apply to this opinion:

- This advisory opinion is issued only to Representative Eleanor Holmes Norton, the requestor of this opinion. This advisory opinion cannot be relied upon by any other individual or entity.

⁵ See *2008 House Ethics Manual* at 223.

⁶ The teaching income you earn in 2011 will be subject to the earned income limit for that year. That limit will not be available until early 2011, but it should be at or above the 2010 level.

- This advisory opinion is limited to the provisions of the House rules and the Ethics in Government Act specifically noted above. No opinion is expressed or implied herein regarding the application of any other federal, state, or local statute, rule, regulation, ordinance, or other law that may be applicable to the proposed conduct described in this letter, including any provisions of the Internal Revenue Code.
- This advisory opinion will not bind or obligate any entity other than the Committee on Standards of Official Conduct of the United States House of Representatives.
- This advisory opinion is limited in scope to the specific proposed conduct described in this letter and does not apply to any other conduct, including that which appears similar in nature or scope to that described in this letter.

The Committee will take no adverse action against you in regard to any conduct that you undertake, or have undertaken, in good faith reliance upon this advisory opinion, so long as you have presented a complete and accurate statement of all material facts relied upon herein, and the proposed conduct in practice conforms with the information you provided, as addressed in this opinion.

Changes or other developments in the law (including, but not limited to, the Code of Official Conduct, House rules, Committee guidance, advisory opinions, statutes, regulations or case law) may affect the analysis or conclusions drawn in this advisory opinion. The Committee reserves the right to reconsider the questions and issues raised in this advisory opinion and to rescind, modify, or terminate this opinion if required by the interests of the House. However, the Committee will rescind an advisory opinion only if relevant and material facts were not completely and accurately disclosed to the Committee at the time the opinion was issued. In the event that this advisory opinion is modified or terminated, the Committee will not take any adverse action against you with respect to any action taken in good faith reliance upon this advisory opinion so long as such conduct or such action was promptly discontinued upon notification of the modification or termination of this advisory opinion.

If you have any further questions, please contact the Committee's Office of Advice and Education at extension 5-7103.



Zoe Lofgren
Chair

Sincerely,



Jo Bonner
Ranking Republican Member



GEORGETOWN LAW

Office of the Dean

June 24, 2010

The Honorable Eleanor Holmes Norton
U. S. House of Representatives
2136 Rayburn House Office Building
Washington D.C. 20515

Dear Eleanor:

I am delighted that you have agreed to teach a seminar at the Law Center during the 2010-2011 academic year. This letter confirms the terms of your faculty appointment.

Consistent with Georgetown University's faculty leave policy, your leave of absence from the full-time faculty has been extended through June 2011.

Your seminar will be offered as part of the regular J.D. program of instruction at the Law Center. Students will receive regular credit toward their law degrees for their attendance and participation in your seminar.

Your salary will be \$10,200, which will be paid out of Law Center operating funds. No federal funds will be devoted to your salary. The compensation you will receive does not exceed the salary the Law Center pays to those whose professional qualifications are similar to yours and who provide a comparable level of instruction and amount of work. Melvinia Towns, payroll manager in charge of Law Center payroll, will contact you regarding arrangements for payment.

If you have any questions about the scheduling of your seminar, please contact Sarah Hulsey, Assistant Dean, J.D. Academic Services at (202) 662-9041.

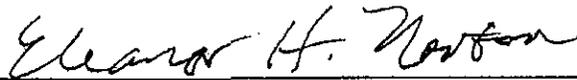
You are eligible to hire a student research assistant to assist in preparation of the seminar materials. The student will be paid out of Law Center operating funds.

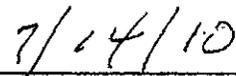
With all best wishes,



Judith Areen
Interim Dean and
Paul Regis Dean Professor of Law

Understood and accepted.



ELEANOR HOLMES NORTON

Date