

# EXHIBIT 4

**Conflict of Interest URID-0000142369 submitted  
by Crockett Oaks**

**Entry Details**

Submitted by Crockett Oaks

Unique Request ID URID-0000142369

Date of Submission Sep 28, 2016

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Business Human Resources & Corporate  
Class of Business Corporate Security  
Type of Conflict Family or personal interest or relationship

**COI Description**

James - Based on recent discussion regarding the US Security Advisor Role, specifically potential perceptions of a conflict of interest that have been shared with you regarding the nature of my relationship with the selected candidate, Michael Oliveri, I would like to address the matter via these means, to promote a transparent and proactive approach. I have known Michael Oliveri, via the US Army Reserve (USAR) for a number of years (approximately 15). Throughout the years we have served in a number of capacities that have required us to work together. It is for this reason that I have acquired historic knowledge of Michael's personal effectiveness as a follower, leader and Team member. Michael currently maintains a more senior rank than I within the USAR, he is a Colonel (O-6) and I am a Lieutenant Colonel (O-5). There is not a reporting relationship between us, nor do we enjoy a social relationship whereby our families are encouraged to interact, i.e. we do not visit each other's home for social engagements. The extent of our historical relationship can best be summed up as "good colleagues".

Over the past year, Michael has worked within CS as the Special Events security contractor. This period of time represents the most consecutive opportunity that I have been exposed to Michael. As I explained to you, Michael has availed himself to be a consummate professional that has consistently demonstrated the ability to perform at a high level for the CS organization. The feedback which has come to my attention as well as other CS colleagues has always reflected a high degree of knowledge and professionalism in Michael's actions. He has proactively filled a needed gap within our department, primarily due to vacancies.

The hiring process has been concluded for the U.S. Security Advisor role and as you are aware, Michael was recommended and ultimately selected to fill this vacancy. We do believe that he is the right person for this role, due primarily to the yearlong opportunity that the Team had to observe Michael's behavioral attributes. His professional competencies were sufficient and will only be enhanced with each new opportunity afforded to him. I am particularly keen to address this matter, via these transparent means, as I would hope and trust that should future perceptions



come to your attention regarding Michael Oliver's hiring and my direct or indirect involvement in the same, this will serve as a clear step in mitigating any perceptions of a conflict of interest. I sincerely do appreciate you bringing this type of issue to my attention. This type of clear dialog only serves to 1) strengthen relationships; and 2) alleviate areas of doubt, i.e. quash the old rumor mill!! Do advise if more information is needed, I do want to ensure that both you and I have exactly what is needed to aggressively address such perceptions, should they continue to persist.

Current  
Status Pending Acknowledgement

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