



**U.S. Department
of Transportation**
**Federal Aviation
Administration**

Office of the Administrator

800 Independence Ave., S.W.
Washington, DC 20591

December 15, 2025

The Honorable Maria Cantwell
Ranking Member
Committee on Commerce, Science, and Transportation
United States Senate
Washington, D.C. 20510

Dear Ranking Member Cantwell:

Thank you for your letter concerning my financial interest in Republic Airways (Republic) and my Ethics Agreement (EA). Since my nomination to serve as the Administrator of the Federal Aviation Administration, I have been committed to transparency and accountability, and to adhering to my EA and my recusals. I have recused myself from participation in any particular matter that to my knowledge has a direct and predictable effect on the financial interests of Republic Airways. I will continue to do so until my Republic divestiture is complete. I have neither sought nor received any waivers related to Republic. I completed all other required divestitures within 90 days of my confirmation.

I have enclosed a copy of my EA amendment request to the Designated Agency Ethics Official (DAEO) of the U.S. Department of Transportation (DOT) and her letter to the Office of Government Ethics (OGE) supporting my request. At that time, DOT's DAEO told me that OGE would be unable to respond to my EA amendment request until after the lapse in appropriations ended. Therefore, DOT's DAEO and I both understood that my EA amendment request was still a live matter until December 1, 2025, when OGE emailed DOT's DAEO stating that OGE would not grant the request. I have enclosed the email exchange between DOT's DAEO and OGE.

Due to delays related to Republic's pending merger with Mesa Air Group and the nature of my financial interests in the company, and the delay in a response from OGE, my share certificates need to be issued before I am able to divest them. The share issuer is currently working to process these certificates, and at this time I do not have a means of further accelerating the timeline for divestiture beyond the steps I have already taken. It is my intent to ensure that the Republic divestiture occurs as quickly as possible, and I have instructed my account managers to ensure this happens as soon as reasonably practicable. I am committed to providing prompt and transparent communication regarding additional updates related to this divestiture.

Thank you for the opportunity to reiterate my commitment to accountability, transparency, and ethical conduct. I look forward to continuing to work with you and other members of the Senate Commerce Committee to continue strengthening the safety and efficiency of the National Airspace System.

Sincerely,

A handwritten signature in black ink that reads "Bryan Bedford". The signature is fluid and cursive, with "Bryan" on the first line and "Bedford" on the second line.

Bryan Bedford

Enclosures

cc: Acting Director, Office of Government Ethics
The Honorable Ted Cruz



U.S. Department
of Transportation
Office of the Secretary
of Transportation

GENERAL COUNSEL

1200 New Jersey Avenue, S.E.
Washington, D.C. 20590

October 7, 2025

Eric Ueland
Acting Director, Office of Government Ethics
250 E St. SW
Suite 750
Washington, D.C. 20024

Dear Mr. Ueland:

Pursuant to Office of Government Ethics (OGE) program advisory PA-19-09 (July 19, 2019) and after conferring with OGE staff, I have enclosed a request from Mr. Bryan Bedford, Administrator of the Federal Aviation Administration (FAA), seeking an amendment to his Ethics Agreement (EA) to provide for an additional 60-day period to complete his final divestiture under his EA. Exceptions to the three-month deadline can be made in cases of unusual hardship, as determined by OGE. 5 CFR § 2634.802(b). Based on the information provided by Mr. Bedford in his request letter and with an understanding of the extraordinary challenges facing him at this time, I encourage OGE to grant Administrator Bedford's amendment request. I understand that OGE is affected by the lapse in appropriations and is unable to process this request until after the lapse ends.

As indicated in his request letter, Administrator Bedford has taken steps to ensure substantial compliance with his EA, including completing his resignations from the positions identified in Sections 2, 3, and 4 of his EA upon confirmation. He completed all of the divestitures identified in Section 5 of his EA and received all payments from his former employer that he was required to receive prior to assuming the duties of his position. This final action will require his personal attention. The granting of a time extension by OGE would ensure that Administrator Bedford can devote the necessary time to his duties during a period of transformation and significant challenges for the agency while also upholding his commitment to comply with the terms of his EA.

Since his appointment, Administrator Bedford has recused himself from personal and substantial participation in any particular matter that to his knowledge has a direct and predictable effect on the financial interests of Republic. I trust he will continue to abide by this recusal obligation until he has completed his Republic Airways divestiture.

I find that no conflict of interest will arise as a result of granting the amendment request to Mr. Bryan Bedford. Should you have any questions, please feel free to contact me directly.

Sincerely,



Judith S. Kaleta
Deputy General Counsel
Designated Agency Ethics Official

Enclosure

October 7, 2025

Judith S. Kaleta
Designated Agency Ethics Official and
Deputy General Counsel
U.S. Department of Transportation
1200 New Jersey Ave. SE
Washington, DC 20590

Dear Ms. Kaleta:

I am writing to seek an amendment to my Ethics Agreement (EA) dated June 4, 2025. I am requesting a 60-day extension of the 90-day Ethics Agreement compliance period to provide additional time for me to complete the divestiture of my financial interest in Republic Airways as identified in Section 4 of my EA.

Since I was sworn in as the Administrator of the Federal Aviation Administration (FAA) on July 10, 2025, I have led the FAA through a period of substantial challenges as the agency has worked to ensure the safety and reliability of our National Airspace System (NAS). As FAA Administrator, I have taken on a vast portfolio of responsibilities related to Air Traffic Control modernization, addressing chronic staffing issues related to our air traffic controllers, and other critical actions to secure the safety of the traveling public. At the same time, I am working with agency leaders to plan for a large-scale restructuring effort across the FAA to ensure that the agency can effectively and efficiently ensure the safety of the NAS. The last few weeks have involved a substantial time commitment on my part towards planning for a potential lapse in appropriations, which has since occurred and continued on for nearly a week. These demands on my time have created an unusual hardship for me to ensure full compliance with the 90-day timeframe identified in my EA.

I have already taken steps to ensure substantial compliance with my EA, including completing my resignations from the positions identified in Sections 2, 3, and 4 of my EA upon confirmation. I also completed all of the divestitures identified in Section 5 of my EA within the original 90-day time period, and received all payments from my former employer that I was required to receive prior to assuming the duties of my position. Due to delays related to Republic Airways' pending merger with Mesa Air Group and the nature of my financial interest in the company, my divestiture of my interest in Republic Airways Holdings is unique from the other divestitures that I have already completed and has involved a greater time commitment on my part to complete. Therefore, I am seeking a 60-day extension to provide for additional time for me to complete the divestiture of my financial interest in Republic Airways. This time extension would ensure that I can devote the necessary time to my duties as FAA Administrator during this period of transformation and significant challenge for the agency while also upholding my commitment to comply with the terms of my EA.

Since my appointment as FAA Administrator, I have recused myself from personal and substantial participation in any particular matter that to my knowledge has a direct and

predictable effect on the financial interests of Republic. I will continue to abide by this recusal obligation until I have completed my Republic Airways divestiture. I remain committed to upholding the Office of Government Ethics' Standards of Ethical Conduct. I appreciate your consideration of this request.

Sincerely,

A handwritten signature in black ink, appearing to read "Bryan Bedford".

Bryan Bedford

From: [Kaleta, Judy \(OST\)](#)
To: [EA Compliance](#)
Cc: [Constantine, Peter \(OST\)](#); [Cialeo, Christopher \(OST\)](#); [Deborah J. Bortot](#); [Heather A. Jones](#)
Subject: RE: [External] FW: Ethics Agreement Amendment Request (Contains CUI)
Date: Friday, December 5, 2025 12:52:00 PM

Good afternoon, Heather.

The misunderstanding is truly unfortunate. As I noted in my earlier email, the share issuer is currently working to process the certificates. Any action to divest at this time is beyond the Administrator's control. We will keep OGE apprised of the status of the Administrator's divestiture.

Regards,

Judy

From: EA Compliance [REDACTED]
Sent: Friday, December 5, 2025 9:50 AM
To: Kaleta, Judy (OST) [REDACTED]; EA Compliance [REDACTED]
Cc: Constantine, Peter (OST) [REDACTED]; Cialeo, Christopher (OST)
[REDACTED]; Deborah J. Bortot [REDACTED]; Heather A. Jones
[REDACTED]
Subject: RE: [External] FW: Ethics Agreement Amendment Request (Contains CUI)

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Judy –

We were not aware you believed the request for an amendment was still pending after October 7 call. We conveyed being busy with your position did not constitute an “unusual hardship” that is required by the regulation to grant more time and that we had denied such requests for other officials and there was no additional basis in the written request. I’m sorry that there was a misunderstanding.

I also am confused because we should be at resolution today even if there had been an amendment because the filer only requested 60 days. I am surprised that he waited to initiate the request until Monday. Even if the amendment had been granted his compliance is essentially due today because it is the last trading day of the week. If he is seeking a certificate of divestiture, he should also submit that request immediately.

Sincerely,
Heather

From: Kaleta, Judy (OST) [REDACTED]
Sent: Friday, December 5, 2025 8:57 AM
To: EA Compliance [REDACTED]
Cc: Constantine, Peter (OST) [REDACTED]; Cialeo, Christopher (OST)
[REDACTED]; Deborah J. Bortot [REDACTED] Heather A. Jones
[REDACTED]
Subject: [External] FW: Ethics Agreement Amendment Request

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Good morning, Heather.

Thank you for following up on FAA Administrator Bryan Bedford's Ethics Agreement (EA) amendment request. As you know, on October 7, 2025, I submitted to OGE a request from Administrator Bedford to amend his EA to provide for an additional 60-days to complete his final divestiture of Republic Airways assets. In his request, Administrator Bedford shared that since he was sworn in as the FAA Administrator on July 10, 2025, he has led the FAA through a period of substantial challenges as the agency worked to ensure the safety and reliability of the country's National Airspace System. These significant demands on his time and personal commitments created an unusual hardship for him to comply fully with his EA. Based on the information provided by Administrator Bedford and with an understanding of the challenges facing him at this time, I encouraged OGE to grant his amendment request. I continue to hold the view that the Administrator's situation constitutes an unusual hardship. Since that time, Administrator Bedford has continued to devote significant time to ensure the safety of America's airspace. For example, under his leadership, the FAA addressed the impact of the Government shutdown air traffic safety and, just yesterday, announced the award for the Integrator for the brand new air traffic control system.

At the start of the shutdown, a couple of members of my ethics team and I had a conversation with you and other OGE staff regarding Administrator Bedford's request. Although OGE staff shared their views regarding the Administrator's request, the meeting did not include the Acting OGE Director and it was not clear to me that OGE had reached a formal decision on the request. Given that I did not receive a written response from OGE regarding the EA amendment request until December 1, I considered the amendment request a live matter until your December 1 email. Therefore, it has been less than five days since I informed the Administrator that OGE does not plan to grant his extension request. The Administrator followed up promptly and confirmed that he has taken immediate steps towards divesting his interest in Republic Airways. His account managers are working to ensure that this occurs as quickly as possible. Due to the Republic Airways merger, his share certificates need to be

issued before he is able to divest them. The share issuer is currently working to process these certificates. Any action to divest at this time is beyond his control. We will keep OGE apprised of the status of the Administrator's divestiture.

Since his appointment, Administrator Bedford has recused himself from personal and substantial participation in any particular matter that to his knowledge has a direct and predictable effect on the financial interests of Republic. He continues to abide by this recusal obligation.

Regards,

Judy

From: EA Compliance [REDACTED]
Sent: Thursday, December 4, 2025 7:23 AM
To: EA Compliance [REDACTED]; Kaleta, Judy (OST) [REDACTED]; EA Compliance [REDACTED]
Cc: Constantine, Peter (OST) [REDACTED]; Deborah J. Bortot [REDACTED]; Heather A. Jones [REDACTED]
Subject: RE: [External] Ethics Agreement Amendment Request (Contains CUI) (Contains CUI)

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Judy-

I am following up to see if the Administrator has sold his shares in Republic Airways. We will be sending the letter to the Senate Committee by the end of the week. We believe it would be helpful to the Administrator to be able to tell the Committee that he has divested.

Thank you,

Heather

From: EA Compliance [REDACTED]
Sent: Monday, December 1, 2025 11:29 AM
To: 'Kaleta, Judy (OST)' [REDACTED]; EA Compliance [REDACTED]
Cc: Constantine, Peter (OST) [REDACTED]; Deborah J. Bortot [REDACTED]; Heather A. Jones [REDACTED]
Subject: RE: [External] Ethics Agreement Amendment Request (Contains CUI)

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Judy-

As we discussed in October, OGE does not consider being busy with work to be either an unusual hardship or the basis to permit someone to amend their ethics agreement. Accordingly, OGE will not agree to this amendment. Has the Administrator divested his interest in Republic? OGE will send a letter to the Senate regarding his non-compliance as explained in PA-19-09. If he has divested, we would like to include that information in the letter.

Thank you,
Heather

From: Kaleta, Judy (OST) [REDACTED]
Sent: Tuesday, October 7, 2025 4:24 PM
To: EA Compliance [REDACTED]
Cc: Constantine, Peter (OST) [REDACTED]
Subject: [External] Ethics Agreement Amendment Request

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Good afternoon,

I have attached to this email my letter transmitting and supporting a request from Bryan Bedford, Administrator of the Federal Aviation Administration, U.S. Department of Transportation. Administrator Bedford's request seeks an amendment to his Ethics Agreement. I understand that due to a lapse in appropriations, the Office of Government Ethics may be unable to respond at this time. I am available to answer any questions you may have. Thank you for your consideration of this matter.

Judith S. Kaleta
Deputy General Counsel
Designated Agency Ethics Official
U.S. Department of Transportation
[REDACTED]

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