

UNITED STATES SENATE  
COMMITTEE ON THE JUDICIARY

QUESTIONNAIRE FOR EXECUTIVE NOMINEES  
PUBLIC

1. **Name:** State full name (include any former names used).

Ur Mendoza Jaddou

2. **Position:** State the position for which you have been nominated.

Director of U.S. Citizenship and Immigration Services (USCIS)

3. **Address:** List current office address. If city and state of residence differs from your place of employment, please list the city and state where you currently reside.

Washington, DC.

4. **Birthplace:** State date and place of birth.

1974; Chula Vista, CA

5. **Education:** List in reverse chronological order each college, law school, or any other institution of higher education attended and indicate for each the dates of attendance, whether a degree was received, and the date each degree was received.

UCLA School of Law, Los Angeles, CA (1998-2001)  
J.D., May 2001

Stanford University, Stanford, CA (1992-1997)  
M.A., Philosophy, June 1997  
B.A., with Honors, Philosophy, June 1997

6. **Employment Record:** List in reverse chronological order all governmental agencies, business or professional corporations, companies, firms, or other enterprises, partnerships, institutions or organizations, non-profit or otherwise, with which you have been affiliated as an officer, director, partner, proprietor, or employee since graduation from college, whether or not you received payment for your services. Include the name and address of the employer and job title or description.

Potomac Law Group, PLLC  
1300 Pennsylvania Avenue NW, Ste. 700, Washington, DC 20004  
*Counsel* (August 2020 – Present (currently on leave))

Department of Homeland Security Agency Review Team  
Biden-Harris Transition  
1401 Constitution Avenue, NW, Washington, DC 20230  
*Lead (volunteer; not for compensation) (December 2020 – February 2021)*

America's Voice  
1440 G Street NW, Washington, DC, 20005  
*Director, DHS Watch (April 2018 – December 2020)*

American University Washington College of Law  
4300 Nebraska Avenue NW, Washington, DC 20016  
*Adjunct Professor (January – June 2017, 2018, 2019)*

U.S. Citizenship and Immigration Services  
20 Massachusetts Avenue NW, Washington, DC 20529 (now 5900 Capital Gateway  
Drive, Camp Springs, MD 20588)  
*Chief Counsel (June 2014 – January 2017)*

U.S. Department of State, Bureau of Legislative Affairs  
2201 C Street NW, Washington, DC 20520  
*Deputy Assistant Secretary for Regional, Global, and Functional Affairs (April 2012  
– May 2014)*

U.S. House of Representatives, Subcommittee on Immigration, Citizenship,  
Refugees, Border Security, and International Law  
2138 Rayburn House Office Building, Washington, DC 20515  
*Majority Chief Counsel (January 2007 – January 2011)*

Office of Representative Zoe Lofgren  
1401 Longworth House Office Building, Washington, DC 20515  
*Senior Counsel (August 2002 – January 2007)*

Politemps  
2000 P Street NW, Washington, DC 20036  
*Temporary employee (January 2002 – July 2002)*

American Federation of Teachers, Office of the General Counsel  
555 New Jersey Avenue NW, Washington, DC 20001  
*Law Clerk (January 2002 – May 2002)*

Woodside Temporaries  
1050 Connecticut Avenue NW, #10, Washington, DC 20036  
*Temporary employee (January 2002 – January 2002)*

Sparks Personnel Services, Inc.  
910 17th Street NW, #950, Washington, DC 20006  
*Temporary employee (November 2001 – January 2002)*

The Choice Inc.  
1767 P Street NW, #1, Washington, DC 20036  
*Temporary employee* (November 2001 – January 2002)

Reed & Davidson, LLP  
515 S. Figueroa Street, Ste. 1110, Los Angeles, CA 90071  
*Summer Associate/Law Clerk* (June 2000 – May 2001)

United States Attorney's Office, Southern District of California  
Federal Office Building, 880 Front Street, Room 6293, San Diego, CA 92101  
*Law Clerk* (June 1999 – August 1999)

Office of Representative Bob Filner  
2463 Rayburn House Office Building, Washington, DC 20515; 333 F Street, Chula Vista, CA 91910  
*Executive Assistant* (October 1997 – August 1998)

Bob Filner for Congress  
240 Woodlawn Avenue, #7, Chula Vista, CA 91910  
*Assistant* (September 1997 – October 1997)

Talent Tree Temporary Staffing  
9444 Balboa Avenue, Ste. 175, San Diego, CA 92123  
*Temporary employee* (July 1997 – September 1997)

Remedy Intelligent Staffing  
311 F Street, Chula Vista, CA 91910  
*Temporary employee* (July 1997 – September 1997)

7. **Military Service and Draft Status:** Identify any service in the U.S. Military, including dates of service, branch of service, rank or rate, serial number (if different from social security number) and type of discharge received, and whether you have registered for selective service.

I have not served in the military and was not required to register for selective service.

8. **Honors and Awards:** List any scholarships, fellowships, honorary degrees, academic or professional honors, honorary society memberships, military awards, and any other special recognition for outstanding service or achievement.

Hispanic National Bar Association "Top Lawyers Under 40" (2009)

NAFSA Congressional Staff Champion Award (2011)

U.N. High Commissioner for Refugees "Appreciation of Support for Refugees" on World Refugee Day (2004)

UCLA School of Law Public Service Award (2000 and 2001)

Stanford University Haas Center for Public Service Senior Standout (1996)

9. **Bar Associations:** List all bar associations or legal or judicial-related committees, selection panels or conferences of which you are or have been a member, and give the titles and dates of any offices which you have held in such groups.

Civil Detention Standards Advisory Task Force  
American Bar Association, Commission on Immigration  
*Member* (November 2011 – April 2012)

10. **Bar and Court Admission:**

- a. List the date(s) you were admitted to the bar of any state and any lapses in membership. Please explain the reason for any lapse in membership.

District of Columbia Bar (July 8, 2002). I have had no lapses in membership.

- b. List all courts in which you have been admitted to practice, including dates of admission and any lapses in membership. Please explain the reason for any lapse in membership. Give the same information for administrative bodies that require special admission to practice.

District of Columbia Court of Appeals (July 8, 2002). I have had no lapses in membership.

U.S. Supreme Court (April 18, 2016). I have had no lapses in membership.

11. **Memberships:**

- a. List all professional, business, fraternal, scholarly, civic, charitable, or other organizations, other than those listed in response to Questions 9 or 10 to which you belong, or to which you have belonged, since graduation from law school. Provide dates of membership or participation, and indicate any office you held. Include clubs, working groups, advisory or editorial boards, panels, committees, conferences, or publications.

Legal Advisory Council  
Presidents' Alliance on Higher Education and Immigration  
*Member* (January 2019 – Present)

- b. Indicate whether any of these organizations listed in response to 11a above currently discriminate or formerly discriminated on the basis of race, sex, religion or national origin either through formal membership requirements or the practical implementation of membership policies. If so, describe any action you have taken to change these policies and practices.

Not that I am aware of.

**12. Published Writings and Public Statements:**

- a. List the titles, publishers, and dates of books, articles, reports, letters to the editor, editorial pieces, or other published material you have written or edited, including material published only on the Internet. Supply four (4) copies of all published material to the Committee.

Please see Appendix 12(a).

- b. Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of on behalf of any bar association, committee, conference, or organization of which you were or are a member. If you do not have a copy of a report, memorandum or policy statement, give the name and address of the organization that issued it, the date of the document, and a summary of its subject matter.

Please see Appendix 12(b).

- c. Supply four (4) copies of any testimony, official statements or other communications relating, in whole or in part, to matters of public policy or legal interpretation, that you have issued or provided or that others presented on your behalf to public bodies or public officials.

Please see Appendix 12(c).

- d. Supply four (4) copies, transcripts or recordings of all speeches or talks delivered by you, including commencement speeches, remarks, lectures, panel discussions, conferences, political speeches, and question-and-answer sessions. Include the date and place where they were delivered, and readily available press reports about the speech or talk. If you do not have a copy of the speech or a transcript or recording of your remarks, give the name and address of the group before whom the speech was given, the date of the speech, and a summary of its subject matter. If you did not speak from a prepared text, furnish a copy of any outline or notes from which you spoke.

Please see Appendix 12(d).

- e. List all interviews you have given to newspapers, magazines or other publications, or radio or television stations, providing the dates of these interviews and four (4) copies of the clips or transcripts of these interviews where they are available to you.

Please see Appendix 12(e).

- f. If applicable, list all published judicial opinions that you have written, including concurrences and dissents. Supply the citations for all published judicial

opinions to the Committee.

Not applicable.

**13. Public Office, Political Activities and Affiliations:**

- a. List chronologically any public offices you have held, other than judicial offices, including the terms of service and whether such positions were elected or appointed. If appointed, please include the name of the individual who appointed you. Also, state chronologically any unsuccessful candidacies you have had for elective office or unsuccessful nominations for appointed office.

I have never held nor run for public office.

- b. List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities.

Democratic National Committee, Headquarters Call Center, Washington, DC  
*Voter Protection Attorney Volunteer* (November 2010)

Obama/Biden Campaign, Virginia Call Center, Richmond, VA  
*Voter Protection Attorney Volunteer* (November 2008)

Chris Carney for Congress, Clarks Summit, PA  
*Voter Protection Attorney Volunteer* (November 2006)

Kerry/Edwards Campaign, Wheeling, WV  
*Voter Protection Attorney Volunteer* (November 2004)

Dean Campaign for President, Des Moines, IA  
Organized neighborhood captains for Iowa Caucus, phone banked, and canvassed door-to-door.  
*Volunteer* (January 2004)

Democratic National Convention Committee, General Counsel, Los Angeles, CA  
Assisted general counsel with contracts, employment agreements, and FEC compliance.  
*Volunteer* (February 2000 – May 2000)

Bob Filner for Congress, Chula Vista, CA  
Assisted campaign manager with annual 500-person fundraising dinner, phone banking, and mailings.  
*Volunteer* (July 1997 – September 1997)

**14. Legal Career: Answer each part separately.**

a. Describe chronologically your law practice and legal experience after graduation from law school including:

i. whether you served as clerk to a judge, and if so, the name of the judge, the court and the dates of the period you were a clerk;

I have never served as a clerk to a judge.

ii. whether you practiced alone, and if so, the addresses and dates;

I have never practiced alone.

iii. the dates, names and addresses of law firms or offices, companies or governmental agencies with which you have been affiliated, and the nature of your affiliation with each.

Potomac Law Group, PLLC  
1300 Pennsylvania Avenue NW, Ste. 700, Washington, DC 20004  
*Counsel* (August 2020 – Present (currently on leave))

U.S. Citizenship and Immigration Services  
20 Massachusetts Avenue NW, Washington, DC 20529 (now 5900  
Capital Gateway Drive, Camp Springs, MD 20588)  
*Chief Counsel* (June 2014 – January 2017)

U.S. House of Representatives, Subcommittee on Immigration,  
Citizenship, Refugees, Border Security, and International Law  
2138 Rayburn House Office Building, Washington, DC 20515  
*Majority Chief Counsel* (January 2007 – January 2011)

Office of Representative Zoe Lofgren  
1401 Longworth House Office Building, Washington, DC 20515  
*Senior Counsel* (August 2002 – January 2007)

American Federation of Teachers, Office of the General Counsel  
555 New Jersey Avenue NW, Washington, DC 20001  
*Law Clerk* (January 2002 – May 2002)

iv. Whether you served as a mediator or arbitrator in alternative dispute resolution proceedings and, if so, a description of the 10 most significant matters with which you were involved in that capacity.

I have never served as a mediator or arbitrator.

v. Whether you have held any judicial office, including positions as an administrative law judge, on any U.S. federal, state, tribal, or local court and if so, please provide the name of the court, the jurisdiction of that

court, whether the position was appointed or elected, and the dates of your service.

I have never held judicial office.

b. Describe:

- i. the general character of your law practice and indicate by date when its character has changed over the years.

Early in my career, I served as counsel, and then senior counsel, to Representative Zoe Lofgren. When Representative Lofgren became chair of the House Judiciary Committee's immigration subcommittee in January 2007, I became the subcommittee's majority chief counsel. In that role, I provided legal analysis, advised on policy matters, and supported the Chairwoman with developing and moving legislation through the House and carrying out her immigration oversight agenda.

In June 2014, I became chief counsel for U.S. Citizenship and Immigration Services, the agency that administers the legal immigration system. I led an office of 270 attorneys around the country, provided legal opinions to senior leadership, and supported Department of Justice attorneys in litigation involving USCIS. As chief counsel, I worked closely with the DHS Office of the General Counsel and my counterparts at Immigration and Customs Enforcement, Customs and Border Protection, and other agencies. I remained chief counsel of USCIS until January 20, 2017.

In August 2020, I joined the Potomac Law Group as counsel.

In September 2020, I accepted the opportunity to join the Biden-Harris Transition and consequently discontinued my work with the Potomac Law Group in November 2020.

- ii. Your typical clients and the areas at each period of your legal career, if any, in which you have specialized.

As chief counsel of USCIS, my client was the agency. I led the attorneys of the Office of the Chief Counsel in providing legal advice internally in matters involving immigration law, human resources, privacy, contracts, and other civil and administrative issues.

- c. Describe the percentage of your practice that has been in litigation and whether you appeared in court frequently, occasionally, or not at all. If the frequency of your appearances in court varied, describe such variance, providing dates.



I have not appeared in court with the exception of a single appearance in federal court for the defendant, the United States of America, in *Texas v. United States*, 14-cv-254 (S.D. Tex.).

I participated in litigation in support of Department of Justice litigators representing USCIS as a defendant in federal court, or in support of USCIS matters before the Executive Office for Immigration Review.

1. Indicate the percentage of your practice in:

1. federal courts: 75%
2. state courts of record: 0%
3. other courts: 0%
4. administrative agencies: 25%

11. Indicate the percentage of your practice in:

1. civil proceedings: 100%
2. criminal proceedings: 0%

d. State the number of cases in courts of record, including cases before administrative law judges, you tried to verdict, judgment or final decision (rather than settled), indicating whether you were sole counsel, chief counsel, or associate counsel.

I have not tried any cases to verdict, judgment, or final decision. As chief counsel of USCIS, my participation was in support of the Department of Justice.

L. What percentage of these trials were:

1. jury: 0%
2. non-jury: 0%

e. Describe your practice, if any, before the Supreme Court of the United States. Supply four (4) copies of any briefs, amicus or otherwise, and, if applicable, any oral argument transcripts before the Supreme Court in connection with your practice.

I have never practiced before the Supreme Court of the United States.

15. **Litigation:** Describe the ten (10) most significant litigated matters which you personally handled, whether or not you were the attorney of record. Give the citations, if the cases were reported, and the docket number and date if unreported. Give a capsule summary of the substance of each case. Identify the party or parties whom you represented; describe in detail the nature of your participation in the litigation and the final disposition of the case. Also state as to each case:

a. the date of representation;

- b. the name of the court and the name of the judge or judges before whom the case was litigated; and
- c. the individual name, addresses, and telephone numbers of co-counsel and of principal counsel for each of the other parties.

As chief counsel of USCIS, I worked with Department of Justice attorneys, who formally represent all agencies in federal court. However, on June 23, 2015, I joined DOJ attorneys in a hearing before Judge Andrew Hanen in the Southern District of Texas as an attorney for defendants (United States of America) in *Texas v. United States*, 14-cv-254 (S.D. Tex.) (filed December 3, 2014). In the hearing transcript, I was listed as “also present” and was not otherwise in the record.

Other significant cases involving USCIS during my tenure as chief counsel included *Arpaio v. Obama*, 14-cv-1966 (D.D.C.) (filed November 20, 2014); *Mendez Rojas v. Kelly*, 16-cv-1024 (W.D. WA.) (filed June 30, 2016); and *Rosario v. USCIS*, 15-cv-813 (W.D. WA) (filed May 22, 2015).

16. **Legal Activities:** Describe the most significant legal activities you have pursued including significant litigation which did not progress to trial or legal matters that did not involve litigation. Describe fully the nature of your participation in these activities. List any client(s) or organization(s) for whom you performed lobbying activities and describe the lobbying activities you performed on behalf of such client(s) or organizations(s). (Note: As to any facts requested in this question, please omit any information protected by the attorney-client privilege.)

As chief counsel of USCIS from 2014-2017, I led an office of 270 attorneys around the country in providing legal advice to the agency. My office provided counsel on policies and programs, changes in statute or regulation, and complex and novel legal issues.

As the director of DHS Watch, I provided a briefing and had phone calls with Congressional staff regarding the 2020 financial crisis at USCIS. I occasionally provided information to educate Congressional staff on new USCIS policies affecting its service mission and processing times. I also occasionally joined others to provide background information to Congressional staff on family separation, the Southwest border, detention, and accountability in immigration agencies.

17. **Teaching:** What courses have you taught? For each course, state the title, the institution at which you taught the course, the years in which you taught the course, and describe briefly the subject matter of the course and the major topics taught. If you have a syllabus of each course, provide four (4) copies to the committee.

Business Immigration Law, American University Washington College of Law: I taught this course as an adjunct professor in the spring semesters of 2017, 2018, and 2019. The course provided an in-depth review of the laws, regulations, and policies governing the entry of foreign nationals into the United States for employment and business-related purposes. Please see Appendix 17 for copies of the 2018 and 2019 syllabi. I was unable to locate a

copy of the 2017 syllabus, although it would have been similar to the others with some differences to reflect changes in law and policy.

18. **Deferred Income/ Future Benefits:** List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, former employers, clients or customers. Describe the arrangements you have made to be compensated in the future for any financial or business interest.

With the exception of a standard retirement plan for federal employees and a standard 401(k) plan from America's Voice, I have no anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which I expect to derive from previous business relationships, professional services, firm memberships, former employers, clients or customers. Since my departure from government service in 2017 and my departure from America's Voice in 2020, no employer contributions have been made to my retirement plans and none will be made in the future unless I re-establish an employer-employee relationship.

19. **Outside Commitments During Service:** Do you have any plans, commitments, or agreements to pursue outside employment, with or without compensation, during your service? If so, explain.

None. I will officially terminate all employment and volunteer positions if confirmed.

20. **Sources of Income:** List sources and amounts of all income received during the calendar year preceding your nomination and for the current calendar year, including all salaries, fees, dividends, interest, gifts, rents, royalties, licensing fees, honoraria, and other items exceeding \$500 or more (if you prefer to do so, copies of the financial disclosure report, required by the Ethics in Government Act of 1978, may be substituted here).

Please see my OGE 278 Public Financial Disclosure Report.

21. **Statement of Net Worth:** Please complete the attached financial net worth statement in detail (add schedules as called for).

Please see attached Statement of Net Worth.

22. **Potential Conflicts of Interest:**

- a. Identify the family members or other persons, parties, affiliations, pending and categories of litigation, financial arrangements or other factors that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to arise.

In connection with the nomination process, I have consulted with the Office of

Government Ethics and the Department of Homeland Security's Designated Agency Ethics Official to identify any potential conflicts of interest. Any potential conflicts of interest will be resolved in accordance with the terms of an ethics agreement that I signed and transmitted to the Department's Designated Agency Ethics Official, which will be provided to this Committee. I am not aware of any other potential conflicts of interest.

- b. Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

Please see response above.

23. **Pro Bono Work:** An ethical consideration under Canon 2 of the American Bar Association's Code of Professional Responsibility calls for "every lawyer, regardless of professional prominence or professional work load, to find some time to participate in serving the disadvantaged." Describe what you have done to fulfill these responsibilities, listing specific instances and the amount of time devoted to each. If you are not an attorney, please use this opportunity to report significant charitable and volunteer work you may have done.

By focusing on immigration law and policy, I have devoted most of my career to public service, often on behalf of underserved communities. I have also worked to advise and encourage the next generation of public servants.

During my years as a congressional staffer, my work regularly focused on underserved communities. For example, I served as staff co-lead for the Congressional Refugee Caucus, where I worked to strengthen protections for people fleeing persecution. Similarly, as staff co-lead for the Vietnam Caucus, I sought to raise attention to the plight of forgotten Amerasians – children born to U.S. military personnel during the Vietnam War. As chief counsel to the immigration subcommittee, I led a team of counsel through an oversight and legislative agenda on the burdens and stress that U.S. military families endure when our immigration laws fail them, on inhumane conditions in immigration detention centers, and on other issues.

I have also frequently mentored high school and college students. For example, in 2019, I worked with America's Voice to bring on a Stanford Gardner Fellow. I volunteered to supervise and coach her during her year-long fellowship to help further her goals in public service. In the summer of 2020, I volunteered to mentor and supervise a high school intern interested in possibly pursuing a career in immigration.

As an adjunct professor, I regularly met with students in my immigration law course to help them begin to chart their career paths.

During law school, I volunteered as a supervisor for the El Centro Legal Aid Tenant/Landlord Clinic in California. I organized fellow law students to participate in immigration law clinics around Los Angeles and co-founded UCLA's Immigration Law Society. Today that student organization continues to focus on placing volunteers with free or low-cost legal service providers for the immigrant community.