

BEFORE THE
STATE OF FLORIDA
COMMISSION ON ETHICS

In re JAY BRENT PICHARD,)	Financial Disclosure Appeal
)	No. FD 24-020
Appellant.)	Final Order No. XXX
_____)	

FINAL ORDER

This matter came before the Commission on Ethics, meeting in public session on March 6, 2026, on the appeal of Appellant, pursuant to Section 112.3144(8)(f), Florida Statutes (2023). There are no matters in dispute. Appellant did not request a hearing before the Commission.

Financial disclosure in the form of an annual CE Form 1 Statement of Financial Interests is required of certain public officials and employees because it enables the public to evaluate potential conflicts of interest, deters corruption, and increases public confidence in government. Section 112.3144(8)(f) assesses an automatic fine of \$25 per day on a person who fails to timely file a required CE Form 1 Statement of Financial Interests. The Commission may waive the fine in whole or in part for good cause shown based on "unusual circumstances" contributing to the failure to file by the designated date. § 112.3145(8)(f)2.

Here, Appellant served as a member of the Governing Board of the Florida Commission on Human Relations, a position requiring the filing of a 2023 CE Form 1, Statement of Financial Interests, by the designated due date of July 1, 2024, with a grace period ending on September 3, 2024. §§ 112.3145(2)(b), (8)(c), Fla. Stat. (2024). Appellant filed his 2023 CE Form 1 on September 29, 2024, 26 days late, and has been assessed the fine amount of \$650 (\$25 a day for 26 days late).

Appellant alleges he failed to timely file his 2023 CE Form 1 because the e-mail address on file for him was spelled incorrectly, and he never received any of the notices sent to the incorrect e-mail address. The record supports Appellant's contention. Internal records indicate Appellant called the Commission before the courtesy extended deadline because he was unsure if he had filed his CE Form 1; he was informed he had not yet filed and that the Commission did not have an address on file for him. An employee of the Commission's call center vendor input an e-mail address for Appellant, but appears to have misspelled the word "Florida" in the e-mail address. All notices to Appellant were then sent to jay.pichard@fchr.myflorida.com, with the misspelled word "Florida"; Appellant never received them.

On September 24, 2024, Appellant once again called the Commission, discovered the mistake, changed his e-mail address to a personal e-mail address, and sent in his completed CE Form 1 five days later.

Section 112.3144(8)(f)2. specifically states that the "failure to monitor an e-mail account or failure to receive notice if the person has not notified the commission of a change in his or her e-mail address" does not amount to an "unusual circumstance" supportive of waiving the automatic fine. However, Appellant did not fail to monitor his e-mail account. Instead, it appears Appellant's e-mail address was inadvertently mis-typed when it was entered into the Electronic Financial Disclosure Monitoring System. These alleged facts amount to "unusual circumstances" that justify waiving the \$650 fine.

Based on the foregoing facts and conclusions of law, the Commission hereby finds that unusual circumstances for failure to timely file have been demonstrated. We therefore waive the assessed fine of \$650.

ORDERED by the State of Florida Commission on Ethics meeting in public session on
March 6, 2026.

Date Rendered

Jon M. Philipson
Chair, Florida Commission on Ethics

THIS ORDER CONSTITUTES FINAL AGENCY ACTION. ANY PARTY WHO IS ADVERSELY AFFECTED BY THIS ORDER HAS THE RIGHT TO SEEK JUDICIAL REVIEW UNDER SECTION 120.68, AND SECTION 112.3241, FLORIDA STATUTES, BY FILING A NOTICE OF ADMINISTRATIVE APPEAL PURSUANT TO RULE 9.110 FLORIDA RULES OF APPELLATE PROCEDURE, WITH THE CLERK OF THE COMMISSION ON ETHICS, AT EITHER 325 JOHN KNOX ROAD, BUILDING E, SUITE 200, TALLAHASSEE, FLORIDA 32303 OR P.O. DRAWER 15709, TALLAHASSEE, FLORIDA 32317-5709; AND BY FILING A COPY OF THE NOTICE OF APPEAL ATTACHED TO WHICH IS A CONFORMED COPY OF THE ORDER DESIGNATED IN THE NOTICE OF APPEAL ACCOMPANIED BY THE APPLICABLE FILING FEES WITH THE APPROPRIATE DISTRICT COURT OF APPEAL. THE NOTICE OF ADMINISTRATIVE APPEAL MUST BE FILED WITHIN 30 DAYS OF THE DATE THIS ORDER IS RENDERED.

JMP: sen

Jay Brent Pichard
2736 W. Hannon Hill Dr.
Tallahassee, FL 32309

258303

24-020

FLORIDA
COMMISSION ON ETHICS

DEC 05 2024

RECEIVED



STATE OF FLORIDA COMMISSION ON ETHICS

325 John Knox Road
Building E, Suite 200
Tallahassee, FL 32303
Telephone: (850) 488-7864
Fax: (850) 488-3077
Email: disclosure@leg.state.fl.us

APPEAL OF AUTOMATIC FINE FOR FORM YEAR 2023

DIRECTIONS: The information you provide in this form is critical for processing your appeal in a timely manner.

In Part A, please provide current contact information. If your contact information changes while your appeal is being processed, please notify us.

In Part B, please check any boxes that specify the general reason(s) for your appeal.

In Part C, please explain in detail the reason(s) for your appeal. In addition to your written explanation in Part C, you may attach any documents that support your appeal.

IMPORTANT: TO PRESERVE YOUR RIGHT TO APPEAL, THIS FORM OR OTHER WRITTEN APPEAL (AND ANY ATTACHMENTS) MUST BE FILED WITH (RECEIVED BY) THE COMMISSION ON ETHICS WITHIN THIRTY (30) DAYS OF THE DATE THE NOTICE OF ASSESSMENT OF AUTOMATIC FINE WAS MAILED TO YOU.

PLEASE SEND YOUR COMPLETED FORM TO ONE OF THE FOLLOWING:

Mailing Address: Commission on Ethics
P.O. Drawer 15709
Tallahassee, FL 32317-5709

Physical Address: Commission on Ethics
325 John Knox Road
Building E, Suite 200
Tallahassee, FL 32303

Fax: (850) 488-3077

Email: disclosure@leg.state.fl.us

PART A: YOUR INFORMATION

Name: Jay Richard
Address: 2736 W. Hannon ^{Willard} City: Tallahassee State: FL Zip: 32309
Daytime Tel.: 850-523-0005 Cell: 850-933-9675
Email: Jay.R@comedystaff.com Filer ID# (if known): _____
Public Employer: FCIAA
Public Position: Commissioner

CONTINUED ON REVERSE SIDE

PART B: GENERAL REASON(S) FOR YOUR APPEAL

Please choose any/all reasons that apply to your appeal.

I hereby appeal the Notice of Assessment of Automatic Fine on the following basis:

- a. **Sickness or injury** (Explain in Part C and attach a statement from attending physician, including dates and nature of illness or injury)
- b. **Technological issue** (Explain in Part C and provide documentation that supports your assertion that an issue with technology, such as an unexpected lack of access to the Internet or a power outage, prevented timely filing)
- c. **Left public position prior to December 31, 2023** (Explain in Part C and provide confirmation from agency that your office-holding/employment ended before 12/31/2023)
- d. **Other unusual circumstance** (Explain in Part C and provide documentation explaining uncommon, rare, or sudden occurrence that prevented timely filing)
- e. **Not required to file** (Explain in Part C and provide documentation that supports reason for not required to file)

PART C: DETAILED EXPLANATION OF YOUR APPEAL

Please provide a detailed explanation of your appeal. You may use the space provided and/or attach additional pages.

I discovered that the email that was on record was incorrect and that is why I could not file the disclosure.
It is noted in my file folder.
It was a type A from PITH of Epics

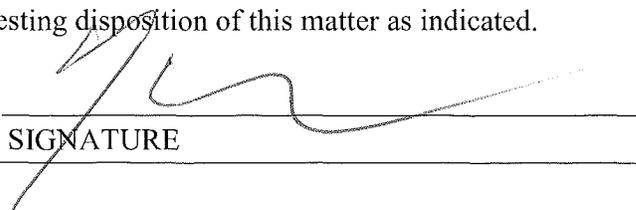
OPTIONAL REQUEST FOR HEARING

In addition to this written appeal, I specifically request to appear before the Commission in a hearing pursuant to Section 112.3144(8)(f)2 or Section 112.3145(8)(f)2, Florida Statutes. Commission meetings occur in Tallahassee.

SIGNATURE

I have received and read the Notice of Assessment of Automatic Fine and its instructions on How to Appeal and I understand my options. I am requesting disposition of this matter as indicated.

10/14/24
DATE


SIGNATURE

General Information

Name: Jay Brent Pichard

PID 258303

AGENCY INFORMATION

Organization

Suborganization

Title

Commission on Human Relations

Governing Board

FCHR Commissioner

Disclosure Period

THIS STATEMENT REFLECTS YOUR FINANCIAL INTERESTS FOR CALENDAR YEAR ENDING DECEMBER 31, 2023.

Primary Sources of Income

PRIMARY SOURCE OF INCOME (Over \$2,500) (Major sources of income to the reporting person)
 (If you have nothing to report, write "none" or "n/a")

Name of Source of Income	Source's Address	Description of the Source's Principal Business Activity
Pichard Holdings Inc. DBA Remedy Staffing	1550 Village Sq Blvd Ste 2 Tallahassee, FL 32309	Temp Staffing

Secondary Sources of Income

SECONDARY SOURCES OF INCOME (Major customers, clients, and other sources of income to businesses owned by the reporting person) (If you have nothing to report, write "none" or "n/a")

Name of Business Entity	Name of Major Sources of Business' Income	Address of Source	Principal Business Activity of Source
Pichard Holdings inc. DBA Remedy Staffing	staffing	1550 Village Sq Blvd	staffing

Real Property

REAL PROPERTY (Land, buildings owned by the reporting person) (If you have nothing to report, write "none" or "n/a")

Location/Description
N/A

Intangible Personal Property

INTANGIBLE PERSONAL PROPERTY (Stocks, bonds, certificates of deposit, etc. over \$10,000) (If you have nothing to report, write "none" or "n/a")

Type of Intangible	Business Entity to Which the Property Relates
N/A	

Liabilities

LIABILITIES (Major debts valued over \$10,000):
(If you have nothing to report, write "none" or "n/a")

Name of Creditor	Address of Creditor
N/A	

Interests in Specified Businesses

INTERESTS IN SPECIFIED BUSINESSES (Ownership or positions in certain types of businesses)
(If you have nothing to report, write "none" or "n/a")

Business Entity # 1
N/A

Training

Based on the office or position you hold, the certification of training required under Section 112.3142, F.S., is not applicable to you for this form year.

Signature of Filer

Jay Brent Pichard

Digitally signed: 09/29/2024

Filed with COE: 09/29/2024

Form Year 2023 Filed Forms

FORM TYPE	DATE SUBMITTED	FORM SIGNED	FILED BY EMAIL?	UPDATED BY	COMMENTS
Form 1	09/29/2024	Yes	No	Jay Pichard	

Fine Year 2024 Fine Information

FINE BALANCE	STATUS	FINE DATE	ORIGINAL FINE AMOUNT	ADJUSTED FINE AMOUNT	LAST PAYMENT DATE	PAYMENT PLAN START DATE	PAYMENT PLAN AMOUNT	TOTAL PAYMENT PLAN AMOUNT DUE
\$650.00	Appeal	05/30/2025	\$650.00	\$650.00				

Fine Address: 1550-2 Village Square Blvd, Tallahassee, FL 32309
 Email: jay.pichard@remedystaff.com
 Org/Suborg: Commission on Human Relations - Governing Board

Fine Year 2024 Appeal Information

2024 FINE APPEAL - FD 24-020	No Hearing Scheduled
APPEAL STATUS	Active
APPEAL RECEIPT DATE	12/05/2024
APPEAL TIMELY FILED	No
PRINT APPEAL LETTER	
HEARING REQUESTED	No
APPEAL REASON	Technological Issue
APPEAL NOTES	
APPEAL NUMBER	FD 24-020
APPEAL ANALYST ASSIGNED	
FINAL ORDER NUMBER	
FINAL ORDER DATE	

Fine Year 2024 Payment Information

DATE POSTED	DESCRIPTION	AMOUNT	METHOD	PAYMENT ID	COMMENT
05/30/2025	Fine Levied	+\$650.00			Fined \$650.00
Current Balance: \$650.00					

Fine Year 2024 Event Chronology

DATE	TYPE	DESCRIPTION	ADDRESS/EMAIL	REFERENCE
07/24/2024	Filer Communication: Phone	Called because he was unsure if he had filed. Confirm no email address on file. Updated email address		Angelena Anderson
09/06/2024	System Email	Notice of Fine Accruing	jay.pichard@fchr.myflorida.com	
09/13/2024	System Email	Notice of Fine Accruing	jay.pichard@fchr.myflorida.com	
09/20/2024	System Email	Notice of Fine Accruing	jay.pichard@fchr.myflorida.com	
09/24/2024	Filer Communication: Phone	Changed email to private email, never received the resent. jay.pichard@remedystaff.com Morning,		Emily Prine
09/24/2024	Filer Communication: Email	Attached is the appeal form for completion. Please send as PDF to disclosure@leg.state.f		Emily Prine
09/27/2024	System Email	Notice of Fine Accruing	jay.pichard@remedystaff.com	
05/30/2025	Fine Levied	Fined \$650.00	1550-2 Village Square Blvd, Tallahassee, FL 32309 jay.pichard@remedystaff.com	Journal: <u>Fine COE 2025-05-30-18:12</u>
05/30/2025	Filer Correspondence: System Email	Notice of Assessed Fine	jay.pichard@remedystaff.com	Correspondence <u>Queue: 2025-05-30-18:12:26</u> Correspondence Sent: 2025-05-30-18:12:26.4853494
05/30/2025	Notice of Assessed Fine		1550-2 Village Square Blvd, Tallahassee, FL 32309 jay.pichard@remedystaff.com	Journal: <u>Fine1st COE 2025-05-30-18:12</u>

Vendor
Center

05/30/2025	Fine Appeal	FD 24-020	1550-2 Village Square Blvd, Tallahassee, FL 32309 jay.pichard@remedystaff.com	Journal: <u>Appeal 2025-05</u>
05/30/2025	Filer Correspondence: System Email	Fine Appeal Received	jay.pichard@remedystaff.com	Correspondence Queue: <u>2025-05-30</u> <u>18:13:50</u> Correspondence Sent: 2025-05-30 18:13:50.3755418

From: EthicsFDMSInfo@mail.disclosure.floridaethics.gov
Sent: 5/30/2025 6:13:50 PM
To: jay.pichard@remedystaff.com
Subject: Fine Appeal Received

Luis M. FustØ
Chair
Tina Descovich
Vice Chair
Paul D. Bain
Dr. James Bush, III
Freddie Figgers
Laird A. Lile
Ashley Lukis
Linda Stewart



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 323 03

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director /
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

"A Public Office is a Public Trust "

May 30, 2025

RE: In re Jay Brent Pichard 258303, Financial Disclosure Appeal No.: FD 24-020

The Commission has received your appeal. We will send all subsequent correspondence in this matter to you at the email address on record and/or mailing address unless you notify us of a change in your address.

The following information is to help you understand the process your appeal will follow. Please note: If you are currently being investigated for willfully failing to file financial disclosure, your appeal may not be heard until that process is complete. If we received your appeal more than 30 days after we sent you the notice of your right to appeal, it may be denied on that basis. Otherwise, the following will apply:

Initially, Commission staff will review your appeal and any documentation you submitted. We may contact you for more information. A draft order will then be prepared and agendaed for a Commission meeting. The Commission meets approximately every six weeks. How soon your

appeal will be heard depends on a number of things, including when it was received and the Commission's workload. If you requested a hearing before the Commission when you filed your appeal, you will be provided with a copy of the draft order and will be notified of the date and time at which your appeal will be heard. At this meeting, the Commission will rule on your appeal. A final order will be entered and provided to you, usually within a week of the Commission meeting. If the fine is not waived, we will consider flexible payment options.

If you have any questions about this appeal or the appeal process, please feel free to contact Kimberly R Holmes, Program Administrator, at (850) 488-7864.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road Building E, Suite 200 Tallahassee, FL 32303

From: EthicsFDMSInfo@mail.disclosure.floridaethics.gov
Sent: 5/30/2025 6:12:26 PM
To: jay.pichard@remedystaff.com
Subject: Notice of Assessed Fine

- Luis M. FustØ
Chair
- Tina Descovich
Vice Chair
- Paul D. Bain
- Dr. James Bush, III
- Freddie Figgers
- Laird A. Lile
- Ashley Lukis
- Linda Stewart



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 323 03

"A Public Office is a Public Trust "

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
Deputy Executive Director /
General Counsel

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

BEFORE THE
STATE OF FLORIDA
COMMISSION ON ETHICS

In Jay Brent Pichard PID#: 258303
re
FCHR Commissioner
Commission on Human Relations
Governing Board

NOTICE OF ASSESSMENT OF AUTOMATIC FINE

The Commission on Ethics hereby gives notice of an assessment of a fine against you pursuant to Section 112.3145(8)(f), Florida Statute, due to your failure to timely file your 2023 CE Form 1, Statement of Financial Interests. Under the law, your 2023 CE Form 1, Statement of Financial Interests, was due by July 01, 2024. The law provided for a penalty-free grace period extending the due date to September 03, 2024.

After that date, you accrued fines of \$25.00 per day for each day your financial disclosure was late, pursuant to Section 112.3145(8)(f), Florida Statutes.

Inasmuch as your 2023 CE Form 1 was filed on September 29, 2024, you are fined the amount of \$650.00 (\$25.00 per day for 26 day(s) late). This fine must be paid to the Commission on Ethics within 30 days of the date of this notice unless you appeal the fine to the Commission. The Commission has the authority to consider the appeal and waive the fine in whole or in part if your failure to file on time was due to "unusual circumstances" surrounding the failure to file.

HOW TO APPEAL

1. Read these instructions carefully before submitting your appeal.
2. **LEGAL AUTHORITY:** Appeals are governed by Section 112.3145(8)(f)2, Florida Statutes, and Commission Rule 34-8.215, Florida Administrative Code.
3. **FORMAT:** Your appeal must be in writing and mailed to Florida Commission on Ethics, P.O. Drawer 15709 Tallahassee, FL 32317-5709, or delivered to Florida Commission on Ethics, 325 John Knox Road Building E, Suite 200 Tallahassee, FL 32303. The appeal may take the form of a letter or you may use the appeal form available at the Commission's website: www.ethics.state.fl.us. Click on "Financial Disclosure" and then the link to the sample appeal form.
4. **DUE DATE:** Your appeal must be received by the Commission on Ethics on or before **June 29, 2025**. **NOTE:** Failure to timely file an appeal will constitute a waiver of your right to appeal and will result in the entry of a default order against you.
5. **UNUSUAL CIRCUMSTANCES:** An appeal must demonstrate that you submitted your CE Form 1 after the extended due date because of "unusual circumstances." "Unusual circumstances" is defined in Commission Rule 34-8.215(4), Florida Administrative Code, as "uncommon, rare, or sudden events over which the reporting individual had no control and which directly result in the failure to act in accordance with the filing requirements." Therefore, circumstances that allowed for time to take steps necessary to file on time do not constitute "unusual circumstances" that will allow the Commission to waive the fine. You have the burden to establish "unusual circumstances." Your appeal must specifically state the circumstances that led to your not filing by September 03, 2024, and must include any documentation or evidence supporting your appeal, such as:
 - SICKNESS/INJURY:** a statement from attending physician, including dates and nature of the illness or injury;
 - TECHNOLOGICAL ISSUE:** provide documentation that supports your assertion that an issue with technology, such as an unexpected lack of access to the Internet or a power outage, prevented timely filing;
 - CLAIM OF TIMELY FILING OF FINANCIAL DISCLOSURE:** (1) an affidavit from you attesting under oath or affirmation that you filed your financial disclosure and your recollection of when and how you filed and (2) a copy of the completed form which was electronically filed. If you have witnesses to your filing, we also will need an affidavit from each witness. **NOTE:** A claim of having filed the CE Form 1F for the current year does not satisfy the CE Form 1 filing requirement or excuse a late filing;
 - LEFT PUBLIC POSITION BEFORE DECEMBER 31, 2023 :** confirmation of your last date of office or employment by your former agency, showing the last date to be before December 31, 2023 ;
 - NOT REQUIRED TO FILE:** provide documentation that supports the reason you are not required to file financial disclosure; or
 - OTHER UNUSUAL CIRCUMSTANCE :** provide documentation explaining uncommon, rare, or sudden occurrence that prevented timely filing .
6. **YOUR RIGHT TO A HEARING:** You have the right to have your appeal heard by the Commission and to appear before the Commission at the hearing, but, to exercise this right, you must specifically request a hearing in your appeal. If you do not request a hearing, you will waive your right to a hearing, the Commission will determine the outcome of your appeal based upon the written record (including the documentation you provide and any documentation in your case file), and you will receive no further notice until after the Commission decides your appeal.

FAILURE TO PAY FINE OR FILE APPEAL WITHIN 30 DAYS

If you do not timely file an appeal or pay the assessed fine within 30 days of this Notice, a default order will be entered against you and the Commission will take the steps provided by law to collect the fine, including:

- Referral to the Chief Financial Officer of the Department of Financial Services, if you are a salaried state officer or employee, for withholding of a portion of your salary until the fine is satisfied; or
- Referral to your agency's governing body for withholding of a portion of your salary until the fine is satisfied;
- Referral to a collection agency, which can seek garnishment of your wages; and/or

- An additional civil penalty, not limited by this automatic fine, may be imposed if your disclosure statement is filed more than 60 days late and a complaint is filed against you pursuant to Section 112.324, Florida Statutes.

Please contact our office if you have any questions about this matter at (850) 488-7864 .

Notice of Assessment of Automatic Fine was furnished to:

Jay Brent Pichard on May 30, 2025 .

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road Building E, Suite 200 Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/29/2024 1:02:57 PM
To: jay.pichard@remedystaff.com
Subject: EFDMS Submission Received

Luis M. FustØ
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Laird A. Lile
Ashley Lukis
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Success! The Florida Commission on Ethics received your Form 1 - Statement of Financial Interests on September 29, 2024 submitted through the EFDMS system. Submitted disclosures are public record and viewable on the Commission's website.
can be used to qualify for office.

This email is not the official verification that

To obtain a verification and receipt of filing to submit to a qualifying officer, log into the EFDMS system:
<https://disclosure.floridaethics.gov/Account/Login> and print the verification from the Filer dashboard.

You can also file amendments and update your contact information by logging into EFDMS.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/27/2024 6:00:38 AM
To: jay.pichard@remedystaff.com
Subject: Notice of Fine Accruing

Luis M. FustØ
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Laird A. Lile
Ashley Lukis
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Our records show that you have not electronically filed your 2023 Form 1 Statement of Financial Interests, with our office by the July 1, 2024 deadline. The grace period for filing expired on September 3, 2024 and pursuant to State law an automatic fine of \$25.00 per day for each day late (\$1,500 maximum fine) is being assessed against you for your failure to timely file Form 1. Please e-file the form via the Electronic Financial Disclosure Management System (EFDMS) as soon as possible. **If you believe that you are not required to file, please contact our office immediately.**

Visit the EFDMS website at <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your disclosure. All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard.

In addition, State law provides that the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. This can result in your being removed from your public office or employment. See Section 112.3145(9)(c), Florida Statutes. You may also be subject to a complaint being filed, resulting in penalties as outlined in Section 112.317, Florida Statutes.

If you left your position in 2024:

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023. If you left your position during 2024, you may also need to file a Form 1F Final Statement of Financial Interests, covering a portion of the year 2024.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/24/2024 11:28:54 AM
To: jay.pichard@remedystaff.com
Subject: Second Registration Access Attempt-Florida E-Filing System

Luis M. FustØ
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Laird A. Lile
Ashley Lukis
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Our records indicate you requested another opportunity to access to the Florida Commission on Ethics' Financial Disclosure Electronic Filing System. Your new access code is:

PRK3KK

You must use this code to log into the system within fifteen (15) minutes of receipt of this email. If you do not log into the system within fifteen minutes of receipt of this email, you must request and obtain a new code from the Financial Disclosure Electronic Filing System homepage: <https://disclosure.floridaethics.gov/Account/Login>.

Should you have any questions regarding access to the Financial Disclosure Electronic Filing System or if the above code does not work, please contact the Financial Disclosure Division of the Commission on Ethics at (850) 488-7864 for further assistance.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/24/2024 11:28:31 AM
To: jay.pichard@remedystaff.com
Subject: Registration Access Granted-Florida E-Filing System

Luis M. FustØ
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Laird A. Lile
Ashley Lukis
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

You have been granted access to the Florida Commission on Ethics' Financial Disclosure Electronic Filing System. Your access code is:

9QLFWM

You must enter this code on the website to log into the system within fifteen (15) minutes of receipt of this email. Navigate back to your internet screen to enter the code. If you do not log into the system within fifteen minutes of receipt of this email, you must request and obtain a new code from the Financial Disclosure Electronic Filing System homepage.

Should you have any questions regarding access to the Financial Disclosure Electronic Filing System or if the above code does not work, please contact the Financial Disclosure Division of the Commission on Ethics at (850) 488-7864 for further assistance.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/24/2024 11:27:08 AM
To: jay.pichard@remedystaff.com
Subject: Registration Access Granted-Florida E-Filing System

Luis M. FustØ
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Laird A. Lile
Ashley Lukis
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
 P.O. Drawer 15709
 Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
 General Counsel*

(850) 488-7864 Phone
 (850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
 Building E, Suite 200
 Tallahassee, Florida 32303

A Public Office is a Public Trust

You have been granted access to the Florida Commission on Ethics' Financial Disclosure Electronic Filing System. Your access code is:

QEFXK7

You must enter this code on the website to log into the system within fifteen (15) minutes of receipt of this email. Navigate back to your internet screen to enter the code. If you do not log into the system within fifteen minutes of receipt of this email, you must request and obtain a new code from the Financial Disclosure Electronic Filing System homepage.

Should you have any questions regarding access to the Financial Disclosure Electronic Filing System or if the above code does not work, please contact the Financial Disclosure Division of the Commission on Ethics at (850) 488-7864 for further assistance.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
 325 John Knox Road, Building E, Suite 200
 Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/24/2024 11:27:05 AM
To: jay.pichard@remedystaff.com
Subject: Registration Access Granted-Florida E-Filing System

Luis M. FustØ
Chair
 Michelle Anchors
Vice Chair
 Paul D. Bain
 Tina Descovich
 Freddie Figgers
 Laird A. Lile
 Ashley Lukis
 Wengay M. Newton, Sr.



State of Florida
 COMMISSION ON ETHICS
 P.O. Drawer 15709
 Tallahassee, Florida 32317-5709

325 John Knox Road
 Building E, Suite 200
 Tallahassee, Florida 32303

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
 General Counsel*

(850) 488-7864 Phone
 (850) 488-3077 (FAX)
www.ethics.state.fl.us

A Public Office is a Public Trust

You have been granted access to the Florida Commission on Ethics' Financial Disclosure Electronic Filing System. Your access code is:

NPMFRJ

You must enter this code on the website to log into the system within fifteen (15) minutes of receipt of this email. Navigate back to your internet screen to enter the code. If you do not log into the system within fifteen minutes of receipt of this email, you must request and obtain a new code from the Financial Disclosure Electronic Filing System homepage.

Should you have any questions regarding access to the Financial Disclosure Electronic Filing System or if the above code does not work, please contact the Financial Disclosure Division of the Commission on Ethics at (850) 488-7864 for further assistance.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
 325 John Knox Road, Building E, Suite 200
 Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/24/2024 11:25:57 AM
To: jay.pichard@remedystaff.com
Subject: Florida Commission on Ethics Official Invitation to Register Account

Luis M. FustØ
Chair
 Michelle Anchors
Vice Chair
 Paul D. Bain
 Tina Descovich
 Freddie Figgers
 Laird A. Lile
 Ashley Lukis
 Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
 P.O. Drawer 15709
 Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
 General Counsel*

(850) 488-7864 Phone
 (850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
 Building E, Suite 200
 Tallahassee, Florida 32303

A Public Office is a Public Trust

Hello,

You have received this invitation to register in the Electronic Financial Disclosure Management System (EFDMS) of the Florida Commission on Ethics e-filing system. Your name and contact information was provided to the Commission by your agency coordinator identifying you as a public officer or public employee with an annual requirement to file a financial disclosure form.

All financial disclosure forms (Form 1, 1X, and 1F) must be filed electronically. The Commission will no longer promulgate paper forms.

You must use the following link to complete the registration process:

<https://disclosure.floridaethics.gov/Account/Registration?token=F3D3E3USHB0XCQW> (Please note the link will expire in 14 days.)

Once you are registered, always access e-filing from the I am a Filer link, even if you are a candidate for office.

By law, you must keep an up-to-date email address in the e-filing system. Your email address will be used to provide you with notifications about due dates and the filing process, as well as other important announcements for financial disclosure filers. If you wish to designate a different email address for communications regarding e-filing, you may do so in your User Profile which is accessible from your Dashboard in EFDMS.

Questions about why you are receiving this email should be directed to your agency coordinator whose name appears on your dashboard in EFDMS.

Questions about the financial disclosure requirement, as well as how to complete the disclosure form should be directed to the Florida Commission on Ethics (850) 488-7864 or 1-800-262-8824.

More information is available on our website, www.ethics.state.fl.us.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
 325 John Knox Road, Building E, Suite 200

Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/24/2024 11:23:47 AM
To: jay.pichard@fchr.myflorida.com
Subject: Florida Commission on Ethics Official Invitation to Register Account

Luis M. FustØ
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Laird A. Lile
Ashley Lukis
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
Deputy Executive Director/
General Counsel

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Hello,

You have received this invitation to register in the Electronic Financial Disclosure Management System (EFDMS) of the Florida Commission on Ethics e-filing system. Your name and contact information was provided to the Commission by your agency coordinator identifying you as a public officer or public employee with an annual requirement to file a financial disclosure form.

All financial disclosure forms (Form 1, 1X, and 1F) must be filed electronically. The Commission will no longer promulgate paper forms.

You must use the following link to complete the registration process:

<https://disclosure.floridaethics.gov/Account/Registration?token=F3D3E3USHB0XCQW> (Please note the link will expire in 14 days.)

Once you are registered, always access e-filing from the I am a Filer link, even if you are a candidate for office.

By law, you must keep an up-to-date email address in the e-filing system. Your email address will be used to provide you with notifications about due dates and the filing process, as well as other important announcements for financial disclosure filers. If you wish to designate a different email address for communications regarding e-filing, you may do so in your User Profile which is accessible from your Dashboard in EFDMS.

Questions about why you are receiving this email should be directed to your agency coordinator whose name appears on your dashboard in EFDMS.

Questions about the financial disclosure requirement, as well as how to complete the disclosure form should be directed to the Florida Commission on

Ethics (850) 488-7864 or 1-800-262-8824.

More information is available on our website, www.ethics.state.fl.us.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

*Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303*

Created Date: 9/24/2024

Type: Phone

Created By: Emily E Prine

Description: Returned call to filer, turns out email was incorrect, florida spelled wrong

Created Date: 9/24/2024

Type: Phone

Created By: Emily E Prine

Description: Changed email to private email, never received the resent. jay.pichard@remedystaff.com

Created Date: 9/24/2024

Type: Email

Created By: Emily E Prine

Description: Morning, Attached is the appeal form for completion. Please send as PDF to disclosure@leg.state.fl.us The appeal process takes several months before a determination is made. Thank you both, pleasure speaking with you!

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>

Sent: 9/20/2024 6:00:43 AM

To: jay.pichard@fchr.myflorida.com

Subject: Notice of Fine Accruing

Luis M. FustØ
Chair
 Michelle Anchors
Vice Chair
 Paul D. Bain
 Tina Descovich
 Freddie Figgers
 Laird A. Lile
 Ashley Lukis
 Wengay M. Newton, Sr.



State of Florida
 COMMISSION ON ETHICS
 P.O. Drawer 15709
 Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
 General Counsel*

(850) 488-7864 Phone
 (850) 488-3077 (FAX)
 www.ethics.state.fl.us

325 John Knox Road
 Building E, Suite 200
 Tallahassee, Florida 32303

A Public Office is a Public Trust

Our records show that you have not electronically filed your 2023 Form 1 Statement of Financial Interests, with our office by the July 1, 2024 deadline. The grace period for filing expired on September 3, 2024 and pursuant to State law an automatic fine of \$25.00 per day for each day late (\$1,500 maximum fine) is being assessed against you for your failure to timely file Form 1. Please e-file the form via the Electronic Financial Disclosure Management System (EFDMS) as soon as possible. **If you believe that you are not required to file, please contact our office immediately.**

Visit the EFDMS website at <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your disclosure. All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard.

In addition, State law provides that the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. This can result in your being removed from your public office or employment. See Section 112.3145(9)(c), Florida Statutes. You may also be subject to a complaint being filed, resulting in penalties as outlined in Section 112.317, Florida Statutes.

If you left your position in 2024:

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023. If you left your position during 2024, you may also need to file a Form 1F Final Statement of Financial Interests, covering a portion of the year 2024.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
 325 John Knox Road, Building E, Suite 200
 Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/13/2024 6:00:47 AM
To: jay.pichard@fchr.myflorida.com
Subject: Notice of Fine Accruing

Ashley Lukis
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Luis M. Fustø
Laird A. Lile
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Our records show that you have not electronically filed your 2023 Form 1 Statement of Financial Interests, with our office by the July 1, 2024 deadline. The grace period for filing expired on September 3, 2024 and pursuant to State law an automatic fine of \$25.00 per day for each day late (\$1,500 maximum fine) is being assessed against you for your failure to timely file Form 1. Please e-file the form via the Electronic Financial Disclosure Management System (EFDMS) as soon as possible. **If you believe that you are not required to file, please contact our office immediately.**

Visit the EFDMS website at <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your disclosure. All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard.

In addition, State law provides that the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. This can result in your being removed from your public office or employment. See Section 112.3145(9)(c), Florida Statutes. You may also be subject to a complaint being filed, resulting in penalties as outlined in Section 112.317, Florida Statutes.

If you left your position in 2024:

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023. If you left your position during 2024, you may also need to file a Form 1F Final Statement of Financial Interests, covering a portion of the year 2024.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 9/6/2024 6:00:49 AM
To: jay.pichard@fchr.myflorida.com
Subject: Notice of Fine Accruing

Ashley Lukis
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Luis M. FustØ
Laird A. Lile
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Terrie J. Stillman
Executive Director

Steven J. Zuilkowski
Deputy Executive Director/
General Counsel

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Our records show that you have not electronically filed your 2023 Form 1 Statement of Financial Interests, with our office by the July 1, 2024 deadline. The grace period for filing expired on September 3, 2024 and pursuant to State law an automatic fine of \$25.00 per day for each day late (\$1,500 maximum fine) is being assessed against you for your failure to timely file Form 1. Please e-file the form via the Electronic Financial Disclosure Management System (EFDMS) as soon as possible. **If you believe that you are not required to file, please contact our office immediately.**

Visit the EFDMS website at <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your disclosure. All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard.

In addition, State law provides that the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. This can result in your being removed from your public office or employment. See Section 112.3145(9)(c), Florida Statutes. You may also be subject to a complaint being filed, resulting in penalties as outlined in Section 112.317, Florida Statutes.

If you left your position in 2024:

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023. If you left your position during 2024, you may also need to file a Form 1F Final Statement of Financial Interests, covering a portion of the year 2024.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 8/26/2024 6:25:39 AM
To: jay.pichard@fchr.myflorida.com
Subject: Statement of Financial Interests (Form 1) Not Received

Ashley Lukis
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Luis M. FustØ
Laird A. Lile
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Your 2023 Form 1, Statement of Financial Interests, due July 1, 2024 has not been received by the Florida Commission on Ethics.

Persons serving as of December 31, 2023 are required to file this year. Failure to timely file may result in fines, removal from public office or employment, or an Ethics complaint. Do not delay. File your disclosure right away!

After September 3, 2024, a fine of \$25 for each day late will be assessed, up to a maximum penalty of \$1,500 (60 days late). In addition, pursuant to law, the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. *This can result in you being removed from your public office or employment.* See Section 112.3145(9)(c), F.S.

Log in to EFDMS <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your form **no later than September 3, 2024.** All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard. **If you have not already registered in EFDMS, visit <https://disclosure.floridaethics.gov>. Click the "I am a Filer" button, and then the "Request Registration Email" button. Enter your email address where this official notice was received.**

After you register and create a username and password, you can log into EFDMS to electronically complete and file your Form 1.

If you left your position in 2024 _____ :

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023 this year. If you left your position during 2024, you may also need to file a Form 1F, Final Statement of Financial Interests, covering a portion of the year 2024.

If you believe you are on the list in error: _____

If you believe your name was placed on the list in error, please contact the Commission.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 8/19/2024 6:25:44 AM
To: jay.pichard@fchr.myflorida.com
Subject: Statement of Financial Interests (Form 1) Not Received

Ashley Lukis
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Luis M. FustØ
Laird A. Lile
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Your 2023 Form 1, Statement of Financial Interests, due July 1, 2024 has not been received by the Florida Commission on Ethics.

Persons serving as of December 31, 2023 are required to file this year. Failure to timely file may result in fines, removal from public office or employment, or an Ethics complaint. Do not delay. File your disclosure right away!

After September 3, 2024, a fine of \$25 for each day late will be assessed, up to a maximum penalty of \$1,500 (60 days late). In addition, pursuant to law, the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. *This can result in you being removed from your public office or employment.* See Section 112.3145(9)(c), F.S.

Log in to EFDMS <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your form **no later than September 3, 2024.** All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard. **If you have not already registered in EFDMS, visit <https://disclosure.floridaethics.gov>. Click the "I am a Filer" button, and then the "Request Registration Email" button. Enter your email address where this official notice was received. After you register and create a username and password, you can log into EFDMS to electronically complete and file your Form 1.**

If you left your position in 2024 :

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023 this year. If you left your position during 2024, you may also need to file a Form 1F, Final Statement of Financial Interests, covering a portion of the year 2024.

If you believe you are on the list in error: _____

If you believe your name was placed on the list in error, please contact the Commission.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>

Sent: 8/12/2024 6:25:54 AM

To: jay.pichard@fchr.myflorida.com

Subject: Statement of Financial Interests (Form 1) Not Received

Ashley Lukis
Chair
 Michelle Anchors
Vice Chair
 Paul D. Bain
 Tina Descovich
 Freddie Figgers
 Luis M. Fustø
 Laird A. Lile
 Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
 P.O. Drawer 15709
 Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
 General Counsel*

(850) 488-7864 Phone
 (850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
 Building E, Suite 200
 Tallahassee, Florida 32303

A Public Office is a Public Trust

Your 2023 Form 1, Statement of Financial Interests, due July 1, 2024 has not been received by the Florida Commission on Ethics.

Persons serving as of December 31, 2023 are required to file this year. Failure to timely file may result in fines, removal from public office or employment, or an Ethics complaint. Do not delay. File your disclosure right away!

After September 3, 2024, a fine of \$25 for each day late will be assessed, up to a maximum penalty of \$1,500 (60 days late). In addition, pursuant to law, the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. *This can result in you being removed from your public office or employment. See Section 112.3145(9)(c), F.S.*

Log in to EFDMS <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your form **no later than September 3, 2024**. All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard. **If you have not already registered in EFDMS, visit <https://disclosure.floridaethics.gov>. Click the "I am a Filer" button, and then the "Request Registration Email" button. Enter your email address where this official notice was received. After you register and create a username and password, you can log into EFDMS to electronically complete and file your Form 1.**

If you left your position in 2024 _____ :

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023 this year. If you left your position during 2024, you may also need to file a Form 1F, Final Statement of Financial Interests, covering a portion of the year 2024.

If you believe you are on the list in error: _____

If you believe your name was placed on the list in error, please contact the Commission.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 8/5/2024 6:25:58 AM
To: jay.pichard@fchr.myflorida.com
Subject: Statement of Financial Interests (Form 1) Not Received

Ashley Lukis
Chair
Michelle Anchors
Vice Chair
Paul D. Bain
Tina Descovich
Freddie Figgers
Luis M. FustØ
Laird A. Lile
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
Deputy Executive Director/
General Counsel

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Your 2023 Form 1, Statement of Financial Interests, due July 1, 2024 has not been received by the Florida Commission on Ethics.

Persons serving as of December 31, 2023 are required to file this year. Failure to timely file may result in fines, removal from public office or employment, or an Ethics complaint. Do not delay. File your disclosure right away!

After September 3, 2024, a fine of \$25 for each day late will be assessed, up to a maximum penalty of \$1,500 (60 days late). In addition, pursuant to law, the Commission on Ethics must initiate investigations of delinquent filers in certain circumstances. *This can result in you being removed from your public office or employment.* See Section 112.3145(9)(c), F.S.

Log in to EFDMS <https://disclosure.floridaethics.gov/Account/Login> to complete and submit your form **no later than September 3, 2024.** All notices and communications from the Florida Commission on Ethics regarding your filing requirement, due date(s), as well as FAQ's and tutorials are available from your filer dashboard. **If you have not already registered in EFDMS, visit <https://disclosure.floridaethics.gov>. Click the "I am a Filer" button, and then the "Request Registration Email" button. Enter your email address where this official notice was received. After you register and create a username and password, you can log into EFDMS to electronically complete and file your Form 1.**

If you left your position in 2024 :

Even if you left the position noted in the EFDMS filer dashboard during 2024, you are required to file for 2023 this year. If you left your position during 2024, you may also need to file a Form 1F, Final Statement of Financial Interests, covering a portion of the year 2024.

If you believe you are on the list in error: _____

If you believe your name was placed on the list in error, please contact the Commission.

QUESTIONS? Call the Florida Commission on Ethics, (850) 488-7864 or 1-800-262-8824.

Persons with disabilities or handicaps who need assistance or reasonable accommodation to complete this form should contact the Commission on Ethics at (850) 488-7864. If you are hearing or speech impaired, please contact us by using the Florida Relay Service, which can be reached at 1-800-955-8771 (TTY).

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303

From: "Ethics FDMS Info" <EthicsFDMSInfo@mail.disclosure.floridaethics.gov>
Sent: 7/24/2024 12:49:28 PM
To: jay.pichard@fchr.myflorida.com
Subject: Florida Commission on Ethics Official Invitation to Register Account

Ashley Lukis
Chair
Michelle Anchors
Vice Chair
William P. Cervone
Tina Descovich
Freddie Figgers
Luis M. FustØ
Laird A. Lile
Wengay M. Newton, Sr.



State of Florida
COMMISSION ON ETHICS
P.O. Drawer 15709
Tallahassee, Florida 32317-5709

Kerrie J. Stillman
Executive Director

Steven J. Zuilkowski
*Deputy Executive Director/
General Counsel*

(850) 488-7864 Phone
(850) 488-3077 (FAX)
www.ethics.state.fl.us

325 John Knox Road
Building E, Suite 200
Tallahassee, Florida 32303

A Public Office is a Public Trust

Hello,

You have received this invitation to register in the Electronic Financial Disclosure Management System (EFDMS) of the Florida Commission on Ethics e-filing system. Your name and contact information was provided to the Commission by your agency coordinator identifying you as a public officer or public employee with an annual requirement to file a financial disclosure form.

All financial disclosure forms (Form 1, 1X, and 1F) must be filed electronically. The Commission will no longer promulgate paper forms.

You must use the following link to complete the registration process:

<https://disclosure.floridaethics.gov/Account/Registration?token=F3D3E3USHB0XCQW> (Please note the link will expire in 14 days.)

Once you are registered, always access e-filing from the I am a Filer link, even if you are a candidate for office.

By law, you must keep an up-to-date email address in the e-filing system. Your email address will be used to provide you with notifications about due dates and the filing process, as well as other important announcements for financial disclosure filers. If you wish to designate a different email address for communications regarding e-filing, you may do so in your User Profile which is accessible from your Dashboard in EFDMS.

Questions about why you are receiving this email should be directed to your agency coordinator whose name appears on your dashboard in EFDMS.

Questions about the financial disclosure requirement, as well as how to complete the disclosure form should be directed to the Florida Commission on Ethics (850) 488-7864 or 1-800-262-8824.

More information is available on our website, www.ethics.state.fl.us.

Do not reply to this email as it is generated automatically and electronically and cannot accept electronic replies.

*Florida Commission on Ethics
325 John Knox Road, Building E, Suite 200
Tallahassee, FL 32303*

Created Date: 7/24/2024

Type: Phone

Created By: Angelena Anderson

Description: Called because he was unsure if he had filed. Confirm no email address on file. Updated email address and advised of how to get registered.