



**EXECUTIVE ORDER TO INSTITUTE AN IMMEDIATE HIRING AND PROMOTION
FREEZE**

WHEREAS: The Governor of the State of Arkansas has the responsibility to reduce government waste and ensure that tax dollars are spent wisely;

WHEREAS: Elected officials must eliminate unnecessary spending at every level of state government; and

WHEREAS: The Governor of the State of Arkansas will review current and prospective state payroll expenditures to ensure its government functions efficiently and responsibly.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

- (1) That Executive Order No. 15-01 is repealed in its entirety and replaced by this Executive Order.
- (2) That a moratorium on hiring and promotion is necessary to promote the fiscal efficiency and financial integrity of the State of Arkansas.
- (3) That this Executive Order applies to all vacant positions existing on or after January 10, 2023 at all state entities, as defined by Arkansas Code Annotated section 25-43-103, unless otherwise stated in this Order.

(a) That state entities shall terminate all ongoing hiring processes that have not yet resulted in a formal offer of employment being extended to a candidate.

(b) That state entities may only conclude hiring processes that have resulted in a formal offer of employment extended to a candidate, if the candidate has previously accepted the offer, has a start date within thirty days of the date of this Order, and the Secretary of the Department, or head of the state entity if there is no Secretary, approves.

(4) That all state entities shall refrain from filling vacant positions—including replacement positions and newly budgeted positions—unless it is determined that a legitimate business need requires the position to be filled.

(a) “Replacement position” is defined as backfilling a job at the same title and grade because of employee turnover, i.e., resignation, retirement, promotion, involuntary termination, and the like.

(b) “Newly budgeted” position is defined as a position that has been approved through the budgeting process but has not been filled.

(5) That any state entity, as defined in Arkansas Code Annotated section 25-43-103, shall submit requests to fill vacant positions to the Department of Transformation and Shared Services, to the attention of the Administrator, Office of Personnel Management, for final consideration by the Governor’s Executive Review on all requests to fill replacement positions or newly budgeted positions.

(6) That upon determination of legitimate business need and approval by the Governor, positions will be advertised in accordance with guidelines established in the Uniform Classification and Compensation Act (Arkansas Code Annotated section 21-5-210, et. Seq.) and notification of the vacancy submitted to the Department of Transformation and Shared Services, Office of Personnel Management. The Secretary of the Department, or head of the state entity if there is no Secretary, will be held accountable for adhering to these guidelines.

(7) That this hiring and promotion freeze is not applicable to:

- a) any positions authorized by federally funded public employment effort;
- b) any positions authorized for the Arkansas Department of Corrections; and

c) any positions authorized for the Arkansas Department of Public Safety.

(8) That the Department of Transformation and Shared Services, Office of Personnel Management shall promulgate rulemaking for the implementation and administration of this Order.

(9) The provisions of this Order shall not apply to the members of the Legislature, or to any employees of, or positions in the Legislative branch of Arkansas State government; the Justices of the Supreme Court, Judges of the Court of Appeals, Judges of the Circuit Courts, Judges of the Inferior Courts, or to any employee of, or position in the Judicial branch of Arkansas State government; officers, employees, and academic personnel of State institutions of higher education; elective officers of the State and any employee of the offices of Governor, Lieutenant Governor, Attorney General, Secretary of State, State Auditor, Land Commissioner, State Treasurer; and members and staff of multimember boards, commissions, or committees whether the members thereof are elected or appointed by the Governor or other authority, serve ex-officio, or are otherwise chosen; employees of the Arkansas Department of Transportation, and the Arkansas Game and Fish Commission; provided, however, that any agency, department, board, commission or office of State Government exempted as herein above stated may voluntarily agree to be covered by the provisions of this Executive Order.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.



EXECUTIVE ORDER TO REDUCE GOVERNMENT RULES AND REGULATIONS

WHEREAS: The purpose of Arkansas state government is to assist in the success of businesses in this state rather than to impose additional burdens and barriers to industries;

WHEREAS: Executive Order No. 15-02 was issued to prohibit the promulgation of unnecessary rules and regulations that burden businesses;

WHEREAS: Pursuant to Arkansas Code Annotated section 10-3-309, a “rule” means a state agency statement of general applicability and future effect that implements, interprets, or prescribes law or policy or describes the organization, procedure, or practice of a state agency and includes without limitation the amendment or repeal of a prior rule.

WHEREAS: Pursuant to Arkansas Code Annotated section 25-15-202, “rulemaking” means an agency process for the formulation, amendment, or repeal of a rule.

WHEREAS: It is imperative for the Governor to remain in control of the rules and regulations proposed to a legislative committee of the General Assembly by her state departments, agencies, and offices;

WHEREAS: In efforts to protect the citizens of Arkansas from bureaucratic burdens, it is necessary for all state departments, agencies, and offices to seek approval from the Governor in proposing any new rule or regulation or to in amending any existing rule or regulation unless they are granted an exemption by the Governor or exempted under a specific provision of Arkansas law;

WHEREAS: It is the policy of this Governor and her administration that Arkansans and its businesses will not be burdened with unnecessary or overburdensome regulatory requirements.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

1. Executive Order No 15-02 is hereby repealed.

1. Unless granted an exemption by the Governor or exempted under a specific provision of Arkansas law, that all state departments, agencies, and offices shall submit to the Governor for her review and approval all proposed rule prior to appearing before a legislative committee of the General Assembly regarding rulemaking procedure.

1. Unless granted an exemption by the Governor or exempted under a specific provision of Arkansas law, that all state departments, agencies, and offices may not appear under any circumstances before a legislative committee of the General Assembly to regarding rulemaking procedure under the Arkansas Administrative Procedures Act without the Governor's permission for a proposed rule.

1. Unless granted an exemption by the Governor or exempted under a specific provision of Arkansas law, that all state departments, agencies, and offices must resubmit all rules to the Governor for her review and approval that were submitted prior to the execution of this Order and have not received final approval by the General Assembly.

1. Unless granted an exemption by the Governor or exempted under a specific provision of Arkansas law, that all state departments, agencies, and offices, must simultaneously submit two rules for repeal for every one rule presented for rulemaking to a legislative committee of the General Assembly.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.



EXECUTIVE ORDER TO LIMIT GOVERNMENT OVERREACH, REDUCE BUREAUCRACY AND REVIEW PREVIOUS EXECUTIVE ORDERS

WHEREAS: Government officials have an obligation to simplify and streamline government;

WHEREAS: Since the formation of Arkansas in 1836, the Governors of the State of Arkansas have issued numerous Executive Orders;

WHEREAS: The citizens of Arkansas and those who work for them in the Arkansas state government in the executive departments, agencies, offices, boards, and commissions need clarity regarding which Executive Orders are currently in effect to ensure compliance with Arkansas law;

WHEREAS: Article 6, Section 2 of the Arkansas Constitution vests supreme executive power in the Governor of the State of Arkansas; and

WHEREAS: A complete review and analysis of existing Executive Orders is necessary to assist this Administration as it conducts the official business for the people of Arkansas.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

- (1) The Inspector General of the State of Arkansas is hereby directed to conduct a complete and exhaustive review of all previously issued Executive Orders.
- (2) This review should include the following:
 - a) A listing of all Executive Orders held by the Secretary of State of the State of Arkansas.

- b) The date of issuance, Executive Order number, and name of the Governor issuing each Executive Order.
- c) A summary of the purpose and directive of each Executive Order, particularly relating to Executive Orders issued during the COVID-19 pandemic.
- d) A summary of which Executive Orders are still in effect and which Executive Orders are revoked.
- e) An analysis determining if any Executive Order still in effect conflicts with other Executive Orders, State rules or regulations, Legislative Acts, federal law, or pertinent court decisions.
- f) If any conflict exists, a recommendation on how to resolve the conflict, inconsistency, or dispute.
- g) Recommendations on updating, amending, or modifying any Executive Orders if necessary.
- h) An analysis considering how each Executive Order may impact the rights and liberties of Arkansans.
- i) An analysis determining the impact each Executive Order has on important businesses and industries that operate in the State of Arkansas.
 - 1. The Inspector General shall have this report submitted to the Office of the Governor within ninety days.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.



**EXECUTIVE ORDER TO PROTECT TAXPAYERS AND REDUCE WASTE IN THE
DEPARTMENT OF COMMERCE DIVISION OF WORKFORCE SERVICES
UNEMPLOYMENT INSURANCE PROGRAM**

WHEREAS: State government must protect hardworking taxpayers and tackle waste, fraud, and abuse at every level of government;

WHEREAS: According to the United States Department of Labor, the State of Arkansas spent more than \$53 million on improper unemployment benefits to ineligible applicants over the course of three years;

WHEREAS: The State of Arkansas disbursed a combined \$3.4 billion in unemployment benefits in 2020 and 2021 through its Unemployment Insurance Program, which is administered by the Department of Commerce, Division of Workforce Services; and

WHEREAS: It is the position of this administration that Arkansans deserve honesty, transparency, and accountability when it comes to state government spending, including in the Unemployment Insurance Program.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

1. That the Secretary of the Department of Commerce shall review and implement measures to enhance the integrity of the Unemployment Insurance Program, reduce the rate of inappropriate payments to ineligible applicants, and reduce fraud, including:
 - a. Verifying applicant eligibility through the use of state and federal new hire directories;

- a. Cross-checking applicant eligibility through state and federal incarceration records, state death records, and the multi-state Integrity Data Hub;

 - a. Conducting additional review and investigation of claims filed from a single internet protocol address using a similar mailing address or bank account;

 - a. Ensuring that claims made from out-of-state applicants are strictly verified prior to approval and payment;

 - a. Any other measures or methods that the Secretary deems effective and efficient in carrying out this directive.
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- 1. At the time of the effective date of this Order, the Secretary of the Department of Commerce shall begin implementing measures to complete these directives herein.
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- 1. The Secretary of the Department of Commerce shall provide quarterly progress reports to the Governor until the directives herein have been fully implemented.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.



EXECUTIVE ORDER TO PROHIBIT INDOCTRINATION AND CRITICAL RACE THEORY IN SCHOOLS

WHEREAS: Schools must educate, not indoctrinate students; and their education policies must protect children and prepare them to enter the workforce;

WHEREAS: Teachers and school administrators should teach students how to think—not what to think;

WHEREAS: Critical Race Theory (CRT) is antithetical to the traditional American values of neutrality, equality, and fairness. It emphasizes skin color as a person's primary characteristic, thereby resurrecting segregationist values, which America has fought so hard to reject;

WHEREAS: It is the policy of this administration that CRT, discrimination, and indoctrination have no place in Arkansas classrooms;

WHEREAS: Government policies must empower parents to make decisions for their children and foster curriculum transparency in classrooms across the state; and

WHEREAS: The Constitution of the State of Arkansas and the Constitution of the United States of America recognize the equal value of every individual, and provide equal protection under the law, regardless of color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, and national origin.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

1. The Secretary of the Department of Education (the “Secretary”) shall take the following steps to ensure that the Department of Education, its employees, contractors, guest speakers, and lecturers are in compliance with Title IV and Title VI of the Civil Rights Act of 1964 (P.L. 88-352, 78 Stat. 241):
 - a. Review the rules, regulations, policies, materials, and communications of the Department of Education to identify any items that may, purposely or otherwise, promote teaching that would indoctrinate students with ideologies, such as CRT, that conflict with the principle of equal protection under the law or encourage students to discriminate against someone based on the individual's color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law.
 - a. The Secretary is further instructed that if any items are found to conflict with the principle of equal protection under the law, then the Secretary is instructed to amend, annul, or alter those rules, regulations, policies, materials, or communications to remove the prohibited indoctrination.
 - a. Prohibited Indoctrination Defined: No communication by a public-school employee, public school representative, or guest speaker shall compel a person to adopt, affirm or profess an idea in violation of Title IV and Title VI of the Civil Rights Act of 1964 (P.L. 88-352, 78 Stat. 241), including that:
 - i. People of one color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law are inherently superior or inferior to people of another color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law
 - i. An individual should be discriminated against or receive adverse treatment solely or partly because of the individual’s color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law.

- a. Nothing in this section shall be construed to prohibit the discussion of ideas and history of the concepts described in subsection (c) or shall be construed to prohibit the discussion of public policy issues of the day and related ideas that individuals may find unwelcome, disagreeable or offensive.

1. As it relates to employees, contractors, and guest speakers or lecturers of the Department of Education, the Secretary is directed to review and enhance the policies that prevent prohibited indoctrination, including CRT.

1. The Secretary shall ensure that no school employee or student shall be required to attend trainings or orientations based on prohibited indoctrination or CRT.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.



**EXECUTIVE ORDER TO PROTECT STATE INFORMATION AND
COMMUNICATIONS TECHNOLOGY FROM THE INFLUENCE OF THE
ADVERSARIAL FOREIGN GOVERNMENTS**

WHEREAS: The People’s Republic of China (“China”) is locked in economic, political, and military competition with the United States. It is a foreign adversary that presents serious challenges to our values, our security, and our economy;

WHEREAS: The challenges posed by China are particularly acute with respect to information and communications technologies. According to the Office of the Director of National Intelligence, China “presents the broadest, most active, and persistent cyber espionage threat to U.S. Government and private sector networks”;

WHEREAS: The United States Department of Commerce has decided to review certain transactions involving Chinese persons and entities because they may pose an unacceptable risk to the national security and interests of the United States;

WHEREAS: The Arkansas Department of Transformation and Shared Services oversees both the Office of State Procurement (OSP) and the Division of Information Systems (DIS);

WHEREAS: The Director of the OSP is responsible for promulgating rules that modernize and promote quality, integrity, and public confidence in state procurement;

WHEREAS: The Director of the DIS, who also serves as Arkansas’s Chief Technology Officer, is responsible for promulgating rules related to the provision of information technology products and solutions to state entities, public primary and secondary schools, cities and counties, and public safety organizations;

WHEREAS: The information and communications systems of state entities, public primary and secondary schools, cities and counties, and public safety organizations face persistent threats that could harm Arkansans;

WHEREAS: Information and communications systems sold by vendors under the influence of China, whether through contract, investment, partnership, or other relationships, are particularly vulnerable to infiltration, exploitation, and harm through tactics such as the incorporation of malicious code or the ability to observe or extract sensitive information stored within or traveling through those systems;

WHEREAS: The video application known as TikTok, which is owned by ByteDance LTD., a Chinese company with significant ties to the Chinese Communist Party, is of particular concern;

WHEREAS: TikTok can harvest large amounts of data from devices on which it is installed, including information regarding when, where, and how users interact with the Internet;

WHEREAS: TikTok has confirmed that China-based employees can access data regarding the Internet activity of people located in the United States;

WHEREAS: The National Intelligence Law of the People's Republic of China requires all Chinese businesses to assist in China's intelligence operations, including through sharing data with the Chinese government; and

WHEREAS: It is the position of this administration to undertake strong and prudent measures to protect the information and communications systems used by state entities, public primary and secondary schools, cities and counties, and public safety organizations from harm to prevent both unauthorized access and exploitation of the critical data stored within and traveling through those systems.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

1. Within sixty (60) days of the effective date of this Order, the Director of the OSP, in consultation with the Director of the DIS, shall:

- a. complete a review of all relevant materials, including, as appropriate, any documentation prepared or used by state and federal government agencies, cybersecurity firms, and other experts in the State of Arkansas; and
 - b. make a preliminary determination as to whether any information or communications, products, or services being used by any entity subject to their oversight could pose an undue or unacceptable risk to the safety and security of the State of Arkansas on account of its connection with or use by a foreign adversary.

1. Within ninety (90) days of the effective date of this Order, the Director of the OSP, in consultation with the Director of the DIS, shall submit a report to the Governor in response to the directive under paragraph (1) of this Order.

1. The prohibition of the installation of, connection to, or use of TikTok on any state network or state-issued information or communications technology device, including all desktop computers, laptop computers, tablets, and mobile phones by any entity overseen by either the Director of the OSP or the Director of the DIS.

1. Within thirty (30) days of the effective date of this Order, the Director of the OSP, in consultation with the Director of the DIS, shall implement efficient and effective plans to uninstall, disconnect, and prevent the use of TikTok with respect to all state networks and state-issued devices described in Paragraph (3) of this Order and to prevent all future installations, connections, or uses of TikTok on such networks and devices.

1. Within thirty (30) days of the effective date of this Order, the Director of the OSP shall certify implementation of the plan described in Paragraph 4 of this Order.

1. The Governor may grant extensions for the deadline set forth herein as she may deem appropriate.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.



EXECUTIVE ORDER TO RESPECT THE LATINO COMMUNITY BY ELIMINATING CULTURALLY INSENSITIVE WORDS FROM OFFICIAL USE IN GOVERNMENT

WHEREAS: Ethnically insensitive and pejorative language has no place in official government documents or government employee titles;

WHEREAS: The government has a responsibility to respect its citizens and use ethnically appropriate language, particularly when referring to ethnic minorities;

WHEREAS: According to Pew Research, only three percent of American Latinos and Hispanics use the word “Latinx” to describe themselves;

WHEREAS: The Real Academia Española, the Madrid-based institution which governs the Spanish language, has officially rejected the use of “x” as an alternative to “o” and “a” in Spanish;

WHEREAS: One can no more easily remove gender from Spanish and other romance languages than one can remove vowels and verbs from English; and

WHEREAS: It is the policy of the Governor’s administration to prohibit the use of culturally insensitive words for official state government business.

NOW, THEREFORE, I, SARAH HUCKABEE SANDERS, acting under the authority vested in me as the Governor of the State of Arkansas, do hereby order the following:

1. That all state offices, departments, and agencies, unless granted an exemption by the Governor, shall review official documents of their respective entities regarding the use of the term "Latinx," "latinx," "Latinxs," or "latinxs" in official state documents.

1. That all state offices, departments, and agencies shall submit a written report to the Governor detailing the findings of their review regarding the current use of the terms "Latinx," "latinx," "Latinxs," or "latinxs."

1. That within sixty (60) days of this Order, all state offices, departments, and agencies shall revise all existing written materials by replacing the terms "Latinx," "latinx," "Latinxs," or "latinxs" with "Hispanic," "Hispanics," "Latino," "Latinos," "Latina," or "Latinas." If the changes to the revised documents require promulgation under Arkansas law, then the requisite state office, department or agency shall promulgate the revised document in accordance with Arkansas law.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive orders.

IN TESTIMONY WHEREOF, I have hereunto set my hand and cause the Great Seal of the State of Arkansas to be affixed this 10th day of January, in the year of our Lord 2023.