

**Senate Commerce Committee Coast Guard Nominee Questionnaire  
117th Congress**

Instructions for the nominees: The Senate Committee on Commerce, Science, and Transportation asks you to provide typed answers to each of the following questions. It is requested that the nominee type the question in full before each response. Do not leave any questions blank. Type "None" or "Not Applicable" if a question does not apply to the nominee. Return printed answers to Committee. Begin each section (i.e., "A", "B", etc.) on a new sheet of paper.

**A. BIOGRAPHICAL INFORMATION AND QUALIFICATIONS**

1. Name (Include any former names or nicknames used):

Charles Erwin Fosse (Chuck; Chaz; Charlie)

2. Position to which nominated:

Rear Admiral (O-8)

3. Date of Nomination: September 30, 2022

4. Address (List current place of residence and office addresses):

Residence (lease/Government privatized housing):

[REDACTED]

Office:

USINDOPACOM, Attn: JIATF West, Bldg 700, 1 Elrod Road, Camp H.M. Smith, HI 96861-4033

5. Date and Place of Birth:

May 11, 1970, Penrith, Australia

6. Provide the name, position, and place of employment for your spouse (if married) and the names and ages of your children (including stepchildren and children by a previous marriage).

Spouse Karen Johnson Fosse (maiden name Johnson) not currently employed;  
Ella Sutton Fosse age 19; and  
[REDACTED]

7. List all college and graduate degrees. Provide year and school attended.

Bachelor of Science in Mathematics and Computer Science from U.S. Coast Guard Academy, 1988-1992.

Master of Science in Education from Indiana University, 2001-2002.

8. List all post-undergraduate employment, and highlight all management-level jobs held and any non-managerial jobs that relate to the position for which you are nominated.

I have served as a Coast Guard officer since May 20, 1992. Please see my official Coast Guard biography for detailed information.

9. Attach a copy of your resume.

My official Coast Guard biography is attached.

10. List any advisory, consultative, honorary, or other part-time service or positions with Federal, State, or local governments, other than those listed above, within the last ten years.

None.

11. List all positions held as an officer, director, trustee, partner, proprietor, agent, representative, or consultant of any corporation, company, firm, partnership, or other business, enterprise, educational, or other institution within the last ten years.

None.

12. Please list each membership you have had during the past ten years or currently hold with any civic, social, charitable, educational, political, professional, fraternal, benevolent or religiously affiliated organization, private club, or other membership organization. (For this question, you do not have to list your religious affiliation or membership in a religious house of worship or institution.). Include dates of membership and any positions

you have held with any organization. Please note whether any such club or organization restricts membership on the basis of sex, race, color, religion, national origin, age, or disability.

2013-2016: International Society for Performance Improvement, member.  
[www.ispi.org](http://www.ispi.org)

2016-2020: Douglas Munro Chapter of Surface Naval Association, member.  
[www.navysna.org](http://www.navysna.org)

1992-2022: Coast Guard Academy Alumni Association, member.  
[www.cgaalumni.org](http://www.cgaalumni.org)

None of these organizations restricts membership on the basis of sex, race, color, religion, national origin, age, or disability.

13. Have you ever been a candidate for and/or held a public office (elected, non-elected, or appointed)? If so, indicate whether any campaign has any outstanding debt, the amount, and whether you are personally liable for that debt.

No.

14. List all memberships and offices held with and services rendered to, whether compensated or not, any political party or election committee within the past ten years. If you have held a paid position or served in a formal or official advisory position (whether compensated or not) in a political campaign within the past ten years, identify the particulars of the campaign, including the candidate, year of the campaign, and your title and responsibilities.

None.

15. Itemize all political contributions to any individual, campaign organization, political party, political action committee, or similar entity of \$200 or more for the past ten years.

None.

16. List all scholarships, fellowships, honorary degrees, honorary society memberships, military medals, and any other special recognition for outstanding service or achievements.

Fellowship: Homeland Security Institute Military Fellowship;

Personal Military Awards: 2 - Legion of Merit, 1 – Defense Meritorious Service Medal, 4- Meritorious Service Medal, 3- Coast Guard Commendation Medal, 3- Coast Guard Achievement Medal.  
Other personal decorations include Presidential Service Badge; Honorary Chief Designation.

17. Please list each book, article, column, Internet blog posting, or other publication you have authored, individually or with others. Include a link to each publication when possible. Also list any speeches that you have given on topics relevant to the position for which you have been nominated. Do not attach copies of these publications unless otherwise instructed.

- Speech to Petaluma, CA Rotary Club on June 13, 2013 on general Coast Guard topics.
- Speech to Military Officer Association (MOAA) on September 27, 2013 on general Coast Guard topics.
- Speech to a Santa Rosa, CA Veterans Center on November 11, 2013 to commemorate Veteran's Day.
- Speech to Petaluma, CA Rotary Club on January 16, 2013 on general Coast Guard topics.
- Speech to Santa Rosa, CA Rotary and Kiwanis Clubs on January 31, 2014 on general Coast Guard topics.
- Speech to Oakmont, CA Kiwanis Club on March 6, 2014 on general Coast Guard topics.
- Speech to Santa Rosa, CA Rotary Club on March 26, 2014 on general Coast Guard topics.
- Speech to Marin County Navy League on May 2, 2014 on general Coast Guard topics.

- Speech to Military Officer Association (MOAA) on May 8, 2014 on general Coast Guard topics.
- Speech at the Petaluma, CA Veterans Day Parade on November 11, 2014.
- Speech to Petaluma, CA Rotary Club on January 16, 2015 on general Coast Guard topics.
- Speech to Marin County, CA Navy League August 28, 2015.
- Speech to Sonoma County, CA Navy League on January 29, 2016 on general Coast Guard topics.

18. List all digital platforms (including social media and other digital content sites) on which you currently or have formerly operated an account, regardless of whether or not the account was held in your name or an alias. Include the name of an “alias” or “handle” you have used on each of the named platforms. Indicate whether the account is active, deleted, or dormant. Include a link to each account if possible.

- YouTube: (active account) [www.youtube.com; chucksaluki](http://www.youtube.com/chucksaluki)
- Facebook (active account): [www.facebook.com/chuckfosse](http://www.facebook.com/chuckfosse)
- Twitter: (deleted account): @FosseCharles (note- there is a @charlesfosse handle assigned to a Charles Fosse’, which is NOT me, and appears to be in French)
- Twitter: (deleted account): I know I had a Twitter account in the ~2013-2015 timeframe, but deleted it due to non-use and have no recollection of the “handle.”
- Instagram (deleted account): chuckfosse
- NextDoor: (active account; but dormant in terms of posting activity) This is a neighborhood discussion forum [www.nextdoor.com](http://www.nextdoor.com), under [chuckfosse@hotmail.com](mailto:chuckfosse@hotmail.com) for the “Cherry Run” Virginia neighborhood.
- LinkedIn: (active account) Account is under “Charles Fosse” and e-mail [chuckfosse@hotmail.com](mailto:chuckfosse@hotmail.com)

19. Please identify each instance in which you have testified orally or in writing before Congress in a governmental or non-governmental capacity and specify the date and subject matter of each testimony.

None.

20. Given the current mission, major programs, and major operational objectives of the Coast Guard, what in your background or employment experience do you believe affirmatively qualifies you for appointment to the position for which you have been nominated, and why do you wish to serve in that position?

I am honored, humbled and thoroughly excited by the opportunity to continue to serve our Nation, the Coast Guard and the phenomenal Coast Guard workforce as a Rear Admiral. I have 30 years of Coast Guard experience serving in a variety of leadership positions, including command of two Coast Guard cutters, command of a major Coast Guard training center, Command of a DoD Joint Interagency Task Force, in addition to multiple operational assignments and senior staff positions focusing on training, education and human resources. My qualifications to serve as a Coast Guard Rear Admiral are grounded in these leadership and management positions, where I have experienced leading in crisis and through significant organizational change, developing personnel, teams and organizations to be highly effective at accomplishing Coast Guard missions, and taking care of Coast Guard men and women as they navigate their careers in balance with family and personal lives. I have a strong breadth of field level experience in the Coast Guard's operational missions, coupled with multiple assignments managing human resources and training systems at the enterprise level including navigating complex resource allocations, policy initiatives, and program development with high service impact. These experiences have prepared me to continue to lead at the senior Flag officer level, and have also enabled me to partner effectively with Federal, State and local agencies as well as other military services to accomplish our missions in an integrated fashion to maximize effectiveness. I strongly desire to continue serving my country, community and the Coast Guard by passing along the lessons I have learned as well as shaping the next generation of women and men who will replace me. I care deeply for our people and for the legacy of excellence forged by the Coast Guard during over 230 years of service to our Nation, and I am committed to expanding upon the hard work started by the leaders who came before me. Leadership means that you have

to put service to others ahead of self and I am ready to continue doing that in a position of even higher responsibility and influence.

21. What do you believe are your responsibilities, if confirmed, to ensure that the Coast Guard has proper management and accounting controls, and what experience do you have in managing a large organization?

I believe all leaders have the clear responsibility to be accountable for our actions and those of the people we lead. The Nation's public, the men and women who serve with us, our senior leaders, the Administration, and Congress all have a justifiable expectation that we earn over and again the trust required of our positions. That lesson has been repeatedly ingrained into my own leadership values and experience as a Commanding Officer and Coast Guard leader. I am accountable not just for my actions, but for the actions of my unit including ensuring we comply with statutory and agency directives, acting as a responsible steward of our resources, managing operational risks, holding myself to the highest ethical standard and doing the right thing even if it seems to be the most difficult or unpopular path. I must, and will, live by these and the Coast Guard's core values and continue to demonstrate them daily.

My experiences at a large Training Center (over 500 military/civilian employees and 830 acre/\$330M infrastructure; \$12M operational budget; responsible for training over 3,000 students per year); as Commanding Officer of a 270 foot medium endurance cutter (100 service member crew; \$760K budget) with multi-ocean operating area and inescapable responsibility for crew safety, health and effectiveness; serving as Executive Assistant/Chief of Staff to the Director of Coast Guard Human Resources (over 600 person organization; \$60M budget) responsible for human resources services/programs and internal and budget controls; and recently serving as the Deputy Commander of our Personnel Service Center (1650 person organization) ensuring the proper execution, internal controls and prioritization of a \$27M operating budget, \$4.6B military payroll, \$144M travel payment and audits, \$151M in annual permanent change of station costs, and \$165M in annual Coast Guard exchange profits, all serve as examples of positions that provide me tremendous experience in building and maintaining processes to ensure accountability, internal controls, efficiency and effectiveness. In those experiences I built collaborative teams committed to maintaining the public's trust while meeting mission requirements, and experienced highly impactful results that furthered the

Nation's interests. I have learned the value of partnerships on a large scale as well as how to organize, support, plan and implement strategic priorities for large, diverse and high impact organizations, and will continue to employ those lessons in future Flag Officer assignments.

22. What do you believe to be the top three challenges facing the Coast Guard, and why?

(1) A mission ready total workforce is the cornerstone of the Coast Guard's success, and must continue to be the Service's highest priority. Even before the Coronavirus pandemic, but more acutely since, we have experienced struggles to recruit, train and retain the best workforce possible, which increases risk to operational and mission support effectiveness. In the competitive labor market, with declining military service eligibility and historically low propensity to serve, we must continue to be an employer of choice with agile and flexible service policies and practices to supply operational commanders with the people they need. We must create an environment that incentivizes talent to remain in the Service by providing recognition for accomplishments, competitive pay and housing, and a clear path towards advancement. We must provide Coast Guard people with the tools, resources, and policies to enable them to succeed wherever they serve and to accomplish our missions. We need to recruit and retain a diverse workforce so that we benefit from mixed gender crews, varied geographic backgrounds, and diverse racial makeup. Our commitment to inclusion and diversity must not only change the makeup of the Service's demographics, but must provide a rich experience that allows everyone to thrive. I am committed to being at the forefront in leading our Service through our human capital challenges.

(2) Along with the mission ready total workforce, we must emphasize Service readiness and continue to equip our people with modern technology, resilient infrastructure and highly capable assets to meet existing, emerging and future challenges. The increasing global complexity and expanding demand for Coast Guard services necessitates difficult, risk-informed budget decisions, and we must continue to work with the Department, Administration and Congress to prioritize investments where they will have the greatest impact. Shore infrastructure is an often under prioritized aspect of readiness due to budget realities, and the Coast Guard suffers from aging coastal stations, bases, training centers, and Sectors, to name a few examples. As we continue a very appropriate focus on replacing Coast



Guard cutters and aircraft, including polar ice breakers, we must attend to the shore infrastructure that enables our personnel to operate, train and conduct mission support activities effectively.

(3) Finally, the Coast Guard must continue to adapt and assign resources to the changes being brought about by diminishing Arctic sea ice, and the increasing severity and scale of catastrophic incidents such as hurricanes, severe flooding and other maritime disasters. The Coast Guard's role in the Arctic is necessarily growing, as reduced sea ice is expanding access to the region and attracting the attention of nation states, commercial resource extraction interests, fishery ventures, tourism, and commercial shipping. This increased maritime activity creates the demand signal for Coast Guard presence to assure safety and security of our Nation's interests, in the world's most challenging region for maritime operations, logistics and maintenance. This reality requires new and capable assets, integrated technologies, and creative strategies of how to operate for extended periods in an area where only Polar Ice Breakers have historically operated. Additionally, the Coast Guard must become even more agile and resourced properly to surge forces and assets to assist in the Nation's densely populated coastal and inland maritime regions and heavily developed ports and waterways in the face of increasing maritime weather events. Catastrophic events can have significant consequences to the public, as well as to the Coast Guard's own infrastructure, and can disrupt regional and global commerce, requiring the Coast Guard to be prepared to respond along with partner agencies. A resource constrained budget environment, aging surface and aviation assets, and antiquated shore and information technology infrastructure exacerbates these challenges and ability to maintain operational readiness.

If confirmed, I look forward to serving with the Coast Guard executive team, partners and the Coast Guard workforce to overcome these and myriad other challenges and to continue the Coast Guard's traditions of excellence established in over 232 years of service to our Nation.

## **B. POTENTIAL CONFLICTS OF INTEREST**

1. Describe all financial arrangements, deferred compensation agreements, and other continuing dealings with business associates, clients, or customers. Please include information related to retirement accounts.

Please see my nominee Public Financial Disclosure Report.

2. Do you have any commitments or agreements, formal or informal, to maintain employment, affiliation, or practice with any business, association or other organization during your appointment? If so, please explain.

No.

3. Indicate any investments, obligations, liabilities, or other relationships which could involve potential conflicts of interest in the position to which you have been nominated. Explain how you will resolve each potential conflict of interest.

Please see my nominee PFDR. If any conflicts of interest or potential conflicts of interest arise, I will obtain advice from a Coast Guard ethics official and follow that advice.

4. Describe any business relationship, dealing, or financial transaction which you have had during the last ten years, whether for yourself, on behalf of a client, or acting as an agent, that could in any way constitute or result in a possible conflict of interest in the position to which you have been nominated. Explain how you will resolve each potential conflict of interest.

None. If a potential conflict arises, I will obtain advice from a Coast Guard ethics official and follow that advice.

5. Identify any other potential conflicts of interest, and explain how you will resolve each potential conflict of interest.

None, but if any conflict of interest or potential conflict of interest concern arises, I will obtain advice from a Coast Guard ethics official and follow that advice.

6. Describe any activity during the past ten years, including the names of clients represented, in which you have been engaged for the purpose of

directly or indirectly influencing the passage, defeat, or modification of any legislation or affecting the administration and execution of law or public policy.

None.

## C. LEGAL MATTERS

1. Have you ever been disciplined or cited for a breach of ethics, professional misconduct, or retaliation by, or been the subject of a complaint to, any court, administrative agency, an Inspector General, the Office of Special Counsel, professional association, disciplinary committee, or other professional group? If yes:

- a. Provide the name of agency, association, committee, or group;
- b. Provide the date the citation, disciplinary action, complaint, or personnel action was issued or initiated;
- c. Describe the citation, disciplinary action, complaint, or personnel action;
- d. Provide the results of the citation, disciplinary action, complaint, or personnel action.

No.

2. Have you ever been investigated, arrested, charged, or held by any Federal, State, or other law enforcement authority of any Federal, State, county, or municipal entity, other than for a minor traffic offense? If so, please explain.

No.

3. Have you or any business or nonprofit of which you are or were an officer ever been involved as a party in an administrative agency proceeding, criminal proceeding, or civil litigation? If so, please explain.

No.

4. Have you ever been convicted (including pleas of guilty or *nolo contendere*) of any criminal violation other than a minor traffic offense? If so, please explain.

No.

5. Have you ever been accused, formally or informally, of sexual harassment or discrimination on the basis of race, color, national origin, religion, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information, marital status, parental status, political

affiliation, engagement in a protected Equal Employment Opportunity/Equal Opportunity (EEO/EO) activity, whistleblower activity, or any other basis? If so, please explain.

No.

6. If you have ever served as a general court-martial convening authority involving sexual misconduct or assault, have you ever disapproved the findings of a court-martial related to the offense(s) or reduced the sentence adjudged by a court-martial, other than in connection with a pre-trial agreement?

No.

7. Please advise the Committee of any additional information, favorable or unfavorable, which you feel should be disclosed in connection with your nomination.

None.

## **D. RELATIONSHIP WITH COMMITTEE**

1. Will you ensure that your department/agency complies with deadlines for information set by congressional committees, and that your department/agency endeavors to timely comply with requests for information from individual Members of Congress, including requests from members in the minority?

Yes.

2. Will you ensure that your department/agency does whatever it can to protect congressional witnesses and whistleblowers from reprisal for their testimony and disclosures?

Yes.

3. Will you cooperate in providing the Committee with requested witnesses, including technical experts and career employees, with firsthand knowledge of matters of interest to the Committee?

Yes.

4. Are you willing to appear and testify before any duly constituted committee of the Congress on such occasions as you may be reasonably requested to do so?

Yes.

5. Do you agree, if confirmed, to keep this Committee, its subcommittees, other appropriate Committees of Congress, and their respective staffs apprised of new information that materially impacts the accuracy of testimony, briefings, reports, records—including documents and electronic communications, and other information you or your organization previously provided?

Yes, in accordance with law and DHS policy and guidance.

6. Do you agree, if confirmed, and on request, to provide this Committee and its subcommittees with records and other information within their oversight jurisdiction, even absent a formal Committee request?

Yes, in accordance with law and DHS policy and guidance.

7. Do you agree, if confirmed, to ensure that you and other members of your organization protect from retaliation any military member, federal employee, or contractor employee who testifies before, or communicates with this Committee, its subcommittees, and any other appropriate committee of Congress?

Yes.

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## F. AFFIDAVIT

Charles Erwin Fosse, being duly sworn, hereby states that he/she has read and signed the foregoing Statement on Biographical and Financial Information and that the information provided therein is, to the best of his/her knowledge, current, accurate, and complete.

Charles E Fosse

Signature of Nominee

Subscribed and sworn before me this 11<sup>th</sup> day of October, 2022.

Laura A. Dellantonio

Notary Public

**LT** Laura Dellantonio, JAGC, USN  
Federal Notary  
Office of the Judge Advocate General  
Under the authority of 10 U.S.C. § 1044a  
Commission Expires: Indefinite







RDML Charles Fosse assumed his current duties as Director, Joint Interagency Task Force (JIATF) West on 25 June 2021. A standing Joint Interagency Task Force, JIATF West is U.S. Indo Pacific Command's executive agent for executing Department of Defense counterdrug activities in order to shape the theater and disrupt transnational criminal organizations that threaten U.S. interests in the U.S. Indo-Pacific Command area of responsibility. JIATF West leverages the diverse capabilities and authorities of its staff, complemented by relationships with dozens of partner nations to support activities that counter illicit trafficking of narcotics and precursor chemicals. RDML Fosse most recently served as Deputy Commander, U.S. Coast Guard Personnel Service Center (PSC). In that role, he oversaw execution of all human resources policies and processes for the 48,000 strong Coast Guard military workforce, including recruiting, assignments, retirements and separations, promotions, and field level personnel support. He reported to PSC after serving for two years as the Executive Assistant and Senior Military Advisor to the Assistant Commandant for Human Resources (CG-1).

During over ten years of service at sea, RDML Fosse conducted search and rescue, environmental protection, humanitarian assistance and law enforcement missions from the North Atlantic to the Caribbean, and the Bering Sea to the Equator. He began his afloat tours serving as Operations Officer in USCGC LAUREL, a 180 foot seagoing buoy tender homeported in Mayport, Florida. His operational career continued as Weapons Officer in USCGC MELLON in Seattle, Washington, as Commanding Officer in USCGC LONG ISLAND in San Diego, California, as Executive Officer in USCGC TAMPA in Portsmouth, Virginia, and as Commanding Officer in USCGC SENECA in Boston, Massachusetts.

RDML Fosse's shore and staff assignments include Operations Center Controller at Coast Guard First District Headquarters in Boston; Performance and Training Manager of operational forces at Coast Guard Headquarters in Washington, DC; Deputy Director for Training and Evaluation at the White House Military Office; Commanding Officer of Training Center Petaluma, California; and Chief of Enlisted Personnel Management, Personnel Services Center in Washington, DC.

A native of Southern Illinois, RDML Fosse graduated from the United States Coast Guard Academy in 1992 and in 2002 earned a Master of Science degree in Instructional Systems Technology from Indiana University. He completed a one-year fellowship with the Homeland Security Studies and Analysis Institute in Arlington, Virginia, serving as the Coast Guard liaison and subject matter expert, linking the Institute's analysis agenda with Coast Guard program requirements, while completing Coast Guard Senior Service School requirements. He completed the Naval Postgraduate School (Center for Homeland Defense and Security) Executive Leaders Program in 2016.

His military commendations include a variety of personal, unit and service awards, as well as permanent Cutterman qualification. He earned the Presidential Service Badge for successful service in support of the President of the United States, and in 2016 was designated as an Honorary Chief Petty Officer.

## **RDML Charles E. Fosse, USCG**

### **Current Assignment**

Jun 21-Present      USINDOPACOM - Joint Interagency Task Force West, Director

### **Assignment History**

Jun 20 – Jun 21      USCG Personnel Service Center, Deputy Commander  
May 18 - May 20      Assistant Commandant for Human Resources (CG-1), Executive Assistant  
Jul 16 - Apr 18      Personnel Service Center, Chief- Enlisted Personnel Management  
May 13 - Jul 16      Training Center Petaluma, Commanding Officer  
Jun 12 - May13      Homeland Security Studies & Analysis Institute, USCG Fellow  
Jun 10 – Jun 12      USCGC SENECA, Commanding Officer  
Jul 08 – Jun 10      White House Military Office, Director of Training & Evaluation  
Jun 06 – Jun 08      USCGC TAMPA, Executive Officer  
Aug 02 – Jun 06      Assistant Commandant for Human Resources (now FORCECOM (FC-T)),  
Training Manager/Analyst  
Aug 01 – Aug 02      Indiana University, Duty Under Instruction for Masters Degree  
Jul 99 – Jul 01      USCGC LONG ISLAND, Commanding Officer  
May 97 – Jul 99      USCGC MELLON, Weapons Officer  
Jul 94 – May 97      USCG First District, Command Center Controller  
Jun 92 – Jun 94      USCGC LAUREL, Deck Watch Officer/Operations Officer

### **Educational Summary**

2022      DoD Capstone – General and Flag Officer Course  
2015-2016      Executive Leaders Program, Center for Homeland Defense and Security,  
Naval Postgraduate School  
2012-2013      Senior Service School/Executive Fellowship, Homeland Security Studies  
and Analysis Institute  
2001-2002      Indiana University, MS in Education  
1988-1992      U.S. Coast Guard Academy, BS in Mathematics and Computer Science

### **Military Personal Awards and Significant National Recognition or Achievement**

2021	CG Meritorious Service Medal	1997	CG Achievement Medal
2020	Legion of Merit	1996	CG Achievement Medal
2018	CG Meritorious Service Medal	1994	CG Achievement Medal
2016	Legion of Merit		
2016	Honorary Chief Petty Officer Desig		
2012	CG Meritorious Service Medal		
2010	Defense Meritorious Service Medal		
2009	Presidential Service Badge		
2008	CG Commendation Medal		
2006	CG Meritorious Service Medal		
2001	CG Commendation Medal		
2000	Coast Guard Letter of Commendation		
1999	CG Commendation Medal		