

Senate Commerce Committee Nominee Questionnaire, 119th Congress

Instructions for the nominees: The Senate Committee on Commerce, Science, and Transportation (the “Committee”) requests that you provide typed answers to each of the following questions. It is also requested that you 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 you. Begin each section (*i.e.*, “A”, “B”, etc.) on a new sheet of paper. Electronically submit your completed questionnaire to the Committee in PDF format and ensure that sections A through E of the completed questionnaire are in a text searchable and that any hyperlinks are active and can be clicked. Section F may be scanned for electronic submission and need not be searchable.

Incomplete questionnaires may delay the nomination process.

A. BIOGRAPHICAL INFORMATION AND QUALIFICATIONS

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

Pierre Marc Gentin

2. Position to which nominated:

General Counsel, Department of Commerce

3. Date of Nomination:

February 3, 2025

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

[REDACTED]

[REDACTED]

5. Date and Place of Birth:

February 21, 1967

Durban, South Africa

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

Spouse:

Reyna Marder Gentin

Self-employed (author)



Children:

Ariella R. Gentin (27)

Micah R. Gentin (24)

7. List all college and graduate schools attended, whether or not you were granted a degree by the institution. Provide the name of the institution, the dates attended, the degree received, and the date of the degree.

Columbia Law School, New York, N.Y.

J.D. (1992)

Yale Law School, New Haven CT

September 1990-May 1991

(I spent my second year of law school at Yale).

Princeton University, Princeton NJ

A.B., *magna cum laude* (1989)

8. List all post-undergraduate employment, including the job title, name of employer, and inclusive dates of employment, and highlight all management-level jobs held and any non-managerial jobs that relate to the position for which you are nominated.

Department of Commerce, Washington, D.C. (2025-present)

Senior Advisor, Office of the Secretary

McKinsey & Company, Inc., New York, N.Y. (2019-2025)

Senior Partner and Chief Legal Officer

Cahill Gordon & Reindel, LLP, New York, N.Y. (2015-2019)

Partner

Credit Suisse (USA), Inc., New York, N.Y. (1998-2015)

I served in various legal and risk-related positions over nearly 20 years at Credit Suisse; my last position was Managing Director and Global Head of Litigation, Regulatory Investigations, and Employment Law

Department of Justice, U.S. Attorney's Office, Southern District of New York, N.Y. (1995-1998)

Assistant United States Attorney

LeBoeuf Lamb Greene & MacRae, LLP, New York, N.Y. (1992-1995)

Associate

Lord Day and Lord, Barrett Smith, New York, N.Y. (Summer 1991)

Summer Associate

LeBoeuf Lamb Leiby & MacRae, LLP, New York, N.Y. (Summer 1990)

Summer Associate

New York University, Office of Salary Administration, New York, N.Y. (Summer 1989). Clerk.

9. Attach a copy of your resume.

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 after 18 years of age.

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.

In addition to those identified in response to item 8 above, I have previously held the following positions:

University of Cambridge Judge Business School, United Kingdom, Board of Advisors (2024-2025). Member

Practising Law Institute (PLI) (2009-2024). Trustee

Conference Board, Chief Legal Officer (CLO) Council, ESG Center (2019-2023). Member

Princeton University Julis-Rabinowitz Center for Finance and Public Policy, External Advisory Board. (2017-2024). Member

Princeton University Center for Jewish Life (2005-2018). Trustee; Chair, Board of Trustees

Touro Synagogue Foundation (2017-2024). Trustee

Columbia Law School Center for Israeli Legal Studies, Board of Advisors. (2005-2012). Member

Fordham Law School Corporate Legal Center (approx. 2005). Member

American Bar Association, International Law Section (approx. 2010). Member

12. List all memberships you have had after 18 years of age or currently hold with any civic, social, charitable, educational, political, professional, fraternal, benevolent or religiously affiliated organization, private club, or other membership organization (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.

New York State Bar Association (1993-present)

Connecticut State Bar Association (1992-2024)

World Economic Forum: Chief Legal Officer community, Global Agenda Councils (2009-2025)

The Brook Club (2016-2022) (social club)

Anti-Defamation League, Lawyers' Division (approx. 2001)

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.

Credit Suisse Securities PAC

2013: \$250

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

Phi Beta Kappa (1989)

17. List all books, articles, columns, letters to the editor, Internet blog postings, or other publications you have authored, individually or with others. Include a link to each publication when possible. If a link is not available, provide a digital copy of the publication when available.

Book: Co-Editor, Financial Services Mediation Answer Book (2017)

Book Chapter: Co-Author, Federal Pretrial Practice: Basic Procedure and Strategy, Chapter 9: Legal and Ethical Issues Arising in Discovery (2001)

Letter to the Editor: Princeton Alumni Weekly, December 27, 2001 (available at https://www.princeton.edu/~paw/web_exclusives/more/more_letters/letters_Prickettlet.html)

Columns in Los Angeles Jewish Journal from 2021-2024 (available at <https://jewishjournal.com/author/pierregentin/>)

18. List all speeches, panel discussions, and presentations (e.g., PowerPoint) that you have given on topics relevant to the position for which you have been nominated. Include a link to each publication when possible. If a link is not available, provide a digital copy of the speech or presentation when available.

Although not directly relevant to the legal issues I expect to address if confirmed to my position as General Counsel of the Department of Commerce, below are discussions relating to the role and responsibilities of the general counsel of an organization.

Panel: *Being Human*, Financial Times Innovative Lawyers Summit (2024).

Panel: *Law of Corporate Governance*, UCLA Law: Conference on the American Law Institute's Restatement on Corporate Governance (2024)

Panel: *Fireside Chat with Pierre Gentin, McKinsey's Chief Legal Officer*, Silfen Leadership Series, Columbia Business School (June 1, 2023).

Panel: *Avoiding a Splinter in the Eye*, Cambridge Judge Business School (2023).

Panel: *Law, Leadership, and Public Policy*, Princeton School of Public and International Affairs (2023).

Panel: *Good Judgment in Business*, Wharton School Workshop (2023).

Panel: *The Balancing Act of Leading Through a Crisis*, The Bernstein Center for Leadership and Ethics (2021).

Keynote Speaker: *Jonah the Prophet in the Boardroom: What a Reluctant Leader Can Teach Us About Ambition, Values and Success*, Enterprise GC Conference (2018).

Panel: *Second Annual Seminar: Attorney-Client Relationships*, Practising Law Institute (2018).

19. List all public statements you have made during the past ten years, including statements in news articles and radio and podcasts and television appearances, which are on topics relevant to the position for which you have been nominated, including dates. Include a link to each statement when possible. If a link is not available, provide a digital copy of the statement when available.

Although not directly relevant to the legal issues I expect to address if confirmed to my position as General Counsel of the Department of Commerce, below are statements discussing the role and responsibilities of the general counsel of an organization.

Podcast: The Humanities & Business Education In an Economic Crisis, Aspen Institute (July 31, 2020).

Podcast: Pierre Gentin, Chief Legal Officer at McKinsey & Co, on Passion and Professionalism, Movers, Shakers, and Rainmakers (Mar. 14, 2024).

Interview: Strategy, Professionalism, and Passion, A conversation with Pierre Gentin, chief legal officer of McKinsey, Center on the Legal Profession (2023).

Podcast: Drinks With the Deal: McKinsey's Gentin on Professional, Personal Fulfillment, The Deal (July 18, 2023).

Interview: Passion Play: How a Global GC is Helping Staffers Unlock Their Inner Charisma, Law.com (Sept. 19, 2022).

Interview: McKinsey's Unorthodox GC, Brunswick Review (Sept. 7, 2022).

Interview: When McKinsey's Top Lawyer Comes to Town – Watch Out, by Vivia Chen from Bloomberg Law (Dec. 16, 2022).

Interview: Mediation Can Be a Power Tool for In-House Counsel, by Sue Reisinger (Aug. 11, 2017).

20. 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 full name of an “alias” or “handle”, including the complete URL and username with hyperlinks, 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.

<https://www.linkedin.com/in/pierre-gentin-73439059>

21. 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, committee, and subject matter of each testimony.

None.

22. Given the current mission, major programs, and major operational objectives of the department/agency/commission/corporation to which you have been nominated, 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?

Next year, it will be 50 years since I came to the United States as an immigrant at the age of 9 years old. My life and career are a testament to the incredible blessing that it is to be an American. I benefited educationally from a strong public school, university and law school foundation. I am deeply grateful to the President and to the Secretary of Commerce for this nomination at this stage of my life and career, and if I am honored to be confirmed by the Senate, I intend to bring my 33 years of experience in law, business, and academia to my service in the General Counsel role. My motivation is to serve our country and to help American commerce thrive, and I hope to leverage my background to perform, effectively and responsibly, the role for which I've been nominated.

As a young lawyer, I served in the Department of Justice as an Assistant United States Attorney in the Civil Division of the U.S. Attorney's Office, Southern District of New York. I then joined Credit Suisse First Boston (later Credit Suisse), where I worked in various senior legal and risk roles for nearly twenty years in a public, regulated, global financial services company. I was then an equity partner in an established New York law firm, Cahill Gordon, for more than three years before joining McKinsey and Company, one of the world's major consulting firms, as Chief Legal Officer, where I worked for six years, before joining the Department of Commerce as a Senior Advisor.

Alongside my roles in government, and in public and private companies, I have taught for many years at leading U.S. universities, including teaching ethics at the Wharton School of Business, and teaching courses on the role of in-house counsel at Fordham, Columbia and Yale law schools. I have lectured on legal, humanities and business topics at numerous universities and industry

conferences in the United States and abroad, and I co-edited a book on the use of alternative dispute resolution to solve business problems on Wall Street. I have also served on various non-profit boards over the past several decades, including the Practising Law Institute, Princeton University's Center on Public Policy and Finance, and the Touro Synagogue Foundation (which preserves the oldest Jewish house of worship in the United States).

23. What do you believe are your responsibilities, if confirmed, to ensure that the department/agency/commission/corporation has proper management and accounting controls, and what experience do you have in managing a large organization?

The General Counsel of the Department of Commerce plays a key role, as a senior member of the Department's leadership team, in helping to ensure that Commerce is managed in a lawful, effective and responsible manner. If confirmed, I will engage with the Secretary, Deputy Secretary, Chief of Staff, and the leadership of Commerce's various bureaus, to help ensure that our management and controls are working well.

I have developed extensive experience in managing large organizations over the past three decades. As Chief Legal Officer at McKinsey and Company, I built and managed a global legal organization of nearly 300 legal professionals working in more than 50 countries. At McKinsey, I served on the firm's management team which oversaw the global professional services activities of 45,000 colleagues working in 70 countries, and I also served as counsel to the firm's global board of directors. As a Managing Director and the senior-most litigation and enforcement lawyer at Credit Suisse, I served for many years on the General Counsel Management Committee, a global team that managed the bank's 2,000-person Legal and Compliance organization.

24. What do you believe to be the top three challenges facing the department/agency/commission/corporation, and why?

In my view, the top three challenges — and opportunities — for the Department of Commerce are the following:

- 1. Greater cohesion across Commerce's bureaus. The Department of Commerce contains a large group of different bureaus with very important but quite distinct missions. Given that organizational model, those internal roles and professional capabilities that cut across all of**

the Department's bureaus — like the General Counsel and the Office of the General Counsel — play a very important organizational function. The Department's legal team must help ensure that the Department's overall goals are understood and implemented across all our different bureaus. The fact that our lawyers have line of sight across the Department's range of activities means we can help bring greater cohesion and alignment to our Department.

- 2. Modernization of Commerce's practices. I have spent the bulk of my career in the private sector and I hope to explore ways in which some of the innovation in operational practices that has developed in American industry in recent years may benefit the Department of Commerce. As the Secretary has himself noted, Commerce should improve its approach to data capture, database management, and data analytics, in order to be able to drive outcomes more quickly and effectively.**
- 3. Inter-agency collaboration. Commerce's internal bureaus work closely and continuously with our peer agencies across the government. Maintaining and deepening the professional trust and collaboration between and among Commerce and the other agencies is a priority for me.**

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, such as a 401(k) or pension plan.

I have disclosed my financial arrangements (including as to retirement accounts) to the Department of Commerce and I will disclose my financial arrangements, and enter into an agreement with, the Office of Government Ethics, to ensure I have no ongoing conflicts of interest, if I am confirmed.

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.

None, as far as I am aware. As noted, I have disclosed my financial arrangements (including as to retirement accounts) to the Department of Commerce and I will disclose my financial arrangements, and enter into an agreement with, the Office of Government Ethics, to ensure I have no ongoing conflicts of interest, if I am confirmed.

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, as far as I am aware. As noted, I have disclosed my financial arrangements (including as to retirement accounts) to the Department of Commerce and I will disclose my financial arrangements, and enter into an

agreement with, the Office of Government Ethics, to ensure I have no ongoing conflicts of interest, if I am confirmed.

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

I have disclosed my financial arrangements (including as to retirement accounts) to the Department of Commerce and I will disclose my financial arrangements. I will consult with the U.S. Office of Government Ethics in addition to the Department of Commerce's Designated Agency Ethics Official to identify potential conflicts of interest. If confirmed, any potential conflicts of interest will be resolved in accordance with the terms of the ethics agreement I will enter into with the Department's Designated Agency Ethics Official

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, the Office of Special Counsel, an Inspector General, professional association, disciplinary committee, or other professional group?
If yes:

- a. Provide the name of the court, 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, municipal, or foreign government 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 involve
4. d 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 assault, sexual harassment, or discrimination on the basis of sex, race, religion, or any other basis? If so, please explain.

In 2020, a Legal Department employee in McKinsey's London office filed a claim with the U.K. Ministry of Labor accusing various McKinsey employees, including myself, of discrimination on the basis of race and nationality. In 2021, she voluntarily withdrew the claim which was dismissed with prejudice. There was no settlement of any kind nor any finding of wrongdoing.

6. 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/commission/corporation complies with deadlines for information set by congressional committees, and that your department/agency/commission/corporation 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/commission/corporation 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?

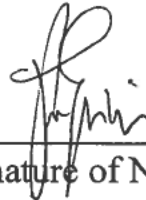
Yes.

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.

F. AFFIDAVIT

PIERRE GENTIN 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.



Signature of Nominee

Subscribed and sworn before me this ^{24th} day of March, 2025.



Notary Public

SHIRL L. DESORMEAUX
NOTARY PUBLIC DISTRICT OF COLUMBIA
My Commission Expires February 28, 2027



EXPERIENCE

Department of Commerce, Washington, DC – <i>Senior Advisor</i>	2025-present
McKinsey & Company, Inc., New York, N.Y. – <i>Senior Partner, Chief Legal Officer</i>	2019-2025
Cahill Gordon & Reindel LLP, New York, N.Y. – <i>Partner, Litigation Department</i>	2015-2019
Credit Suisse AG, New York, N.Y. – <i>Managing Director</i>	1998-2015
Roles included <i>Global Head of Litigation, Investigations and Employment Law, Head of Reputational Risk for the Americas Region, and General Counsel for the Global Research Division.</i>	
U.S. Attorney's Office, Southern District of New York – <i>Assistant United States Attorney</i>	1995-1998
LeBoeuf Lamb Greene & MacRae, New York, N.Y. – <i>Associate, Litigation Department</i>	1992-1995

PROFESSIONAL AND CIVIC COMMITMENTS

Recent University Teaching

- **Visiting Lecturer in Law, Yale Law School**, New Haven, CT (Spring 2024). Co-taught course: “*Role of the General Counsel*”
- **Leader in Residence, Columbia Law School**, New York, N.Y. (January-February 2023): Taught seminar: “*Aspiration and Action: The Role of the Chief Legal Officer.*”
- **Lecturer, Wharton School of Business**, Philadelphia, PA (2016-2020): Co-taught ethics course: *Aiming High in Business and in Life*
- Separate from the courses noted above, I have been a lecturer, panelist or guest speaker at numerous universities, law and business schools, as well as legal, professional and industry conferences in the United States and abroad, over the past 33 years.

Recent Professional and Volunteer Activities

- **University of Cambridge Judge Business School**, Cambridge, United Kingdom (2024-2025). Board of Advisors.
- **World Economic Forum**, Geneva Switzerland (2008-2025). Community of Chief Legal Officers; previously, member of various global agenda councils, including council on faith.
- **Practising Law Institute (PLI)**, New York, N.Y. (2009-2024). Board of Trustees; Chair, Finance and Governance committees.
- **Princeton University Julis-Rabinowitz Center for Finance and Public Policy**, Princeton N.J. (2017-2024) Advisory Board,.
- **Princeton University Center for Jewish Life**, Princeton, N.J. (2005-2018). Trustee; former Chair, Board of Trustees.
- **Touro Synagogue Foundation**, Newport, Rhode Island (2017-2024). Board of Trustees.

EDUCATION

Columbia Law School, New York, N.Y.
J.D., 1992

Yale Law School, New Haven, CT
1990-1991

Princeton University, Princeton, N.J.
A.B., 1989, English, *magna cum laude*, *Phi Beta Kappa*