

## Senate Commerce Committee Coast Guard Nominee Questionnaire, 116<sup>th</sup> Congress

Instructions for 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): Gregory "Todd" Prestidge
2. Position to which nominated: Rear Admiral, Lower Half
3. Date of Nomination: October 15, 2019
4. Address (List current place of residence and office addresses):

Residence: [REDACTED]

Office: 2703 Martin Luther King Jr Ave SE, Washington, DC 20593

5. Date and Place of Birth: 30 May 1968 Houston, Texas
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: Corry J. Prestidge, District Advisor (Fairfax, VA), First Command Financial Services

Son: HM Noah E. Prestidge, USN (stationed at Fleet Hospital Okinawa, Japan) – 21

Daughter: Grace E. Prestidge (18)

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

U.S. Coast Guard Academy, B.S. Civil Engineering, 1990  
The George Washington University, MPA Public Administration, 2004  
U.S. Army War College, MS Strategic Studies, 2011

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 1990. 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.

Ducks Unlimited, member 2013, 2015, 2017 during Combined Federal Campaign  
Coast Guard Officers Association, member since 2016

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.

None

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 \$500 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.

2016	Legion of Merit
2018, 2013, 2010, 2008, 2006, 2000	Meritorious Service Medal
2003, 1998, 1996, 1994	USCG Commendation Medal
1999, 1992	USCG Achievement Medal

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.

US Army War College, Research Project associated with degree requirement, "Senior Leaders of the Future U.S. Coast Guard", 2011

18. List 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.

Twitter: GToddPrestidge@cgtodd (no longer active account)  
Snapchat: gtodd\_prestidge  
Instagram:todd\_prestidge

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 department/agency 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?

I believe that my diverse operational and staff assignments, leadership positions held, and educational background over the last 29+ years have all combined to help prepare me to serve as a Rear Admiral in the U.S. Coast Guard. During this time, I have served on five different cutters, as the commanding officer on three of them, and operated throughout the Great Lakes, the Gulf of Mexico and the Caribbean Sea. The leadership lessons learned and applied while conducting challenging counter-narcotic interdictions, protecting our fishery stocks from illegal harvest, and executing high seas search and rescue – all of these experiences helped to shape my “mission first, people always” frame of reference. I have also had the opportunity to serve on the personal staff of three different Flag Officers. First, as a Lieutenant I served as the Aide-de-Camp of a District Commander. It was there I learned firsthand the importance of establishing a vision, and ensuring everyone understood it. Later, as a Commander, I served as an Executive Assistant to the Office of Congressional and Public Affairs. It was during this tour of duty that the power of relationships across the spectrum of government, inside and outside of the agency became so apparent. Lastly, as a Captain, I served as the Executive Assistant to the Office of Human Resources. An unbelievably challenging assignment that allowed me to showcase my ability to forecast future workforce needs, the budgetary requirements to meet those needs, and the empathy to hear the concerns of the current workforce.

During the course of my career, I have always put the needs of those around me first, and emulated a servant leadership style. In 2010, I was honored to be nominated by my peers, and receive, the Coast Guard Academy’s Distinguished Leadership award for my cumulative efforts as an operational commanding officer. Subsequently, I was provided the opportunity to shape the future of the Coast Guard while I served as the Commanding Officer of Training Center Cape May, NJ. While there, I personally interacted with the over 7,000 recruits that graduated from basic training and ensured their first steps in the Coast Guard were the right steps. For my efforts to ensure an inclusive and safe environment, and my personal assurance to each recruit that their experience at Boot Camp would be free of discrimination, harassment, or assault I was honored to be named the 2015 Coast Guard Senior Leader of the Year for Civil Rights.

It has been a life time of commitment to the American public and the security of our nation that drives me to continue to seek out positions of greater responsibility. I was born into a military family where my father was a career Army officer, and upon graduating from high school I directly entered the Coast Guard Academy, and have proudly served for over 29 years. This life has been one of fulfillment, sacrifice, honor, and service to others above my own self-interest. To serve as a Flag Officer

will be the greatest honor and allow to continue my service to our country while in uniform.

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

In my current duties as the Commander of the Personnel Service Center, leading a workforce of over 2400 active, reserve, civilian, and non-appropriated fund employees spread across 36 states and territories – I have the ultimate responsibility in executing all of the personnel policies affecting the recruitment, assignment, separation, retirement, and compensating this workforce. The management and accounting controls of this HR enterprise requires the highest standards of transparency, consistency, and attention to detail and I ensure these processes are up to date and compliant with laws and security protocols. The personal information maintained in these databases are some of my highest concerns and I ensure that everyone with access to this system maintains this high level of trust.

Further, if confirmed as a Coast Guard Flag Officer, I will be responsible for the administration of Coast Guard programs and the appropriate expenditure of millions of dollars in taxpayer funding. I will exercise my responsibilities as a steward of public funds with the utmost diligence and attention to ensuring all expenditures of appropriated funds are carried out within federal law, DHS, and Coast Guard policy.

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

A. Recruiting a Workforce for the Future – The propensity to serve in America’s military is extremely low and combined with the high entry standards and the inability of America’s youth to meet those standards create an environment extremely challenging to find willing and qualified applicants. Attracting a diverse and qualified workforce will require additional resources, opening up new recruiting markets, and creative incentive packages that are competitive in the marketplace. The Coast Guard must increase its brand awareness as not only a military service, but also a major stakeholder in protecting our nation against security and environmental threats. Attracting this new talent will be the highest priority to ensure the base of our organization is sound and capable for years to come.

B. Retaining a Workforce for the Future – Just as recruiting is critical, we must ensure that once recruited and trained – we retain the very best talent moving forward. The current job market in America is strong, our members have career choice, and the Coast Guard must continually evaluate the external market and cultural influences to ensure we remain a primary choice for career members. Evaluating, incentivizing, promoting, and advancing this workforce all with the ultimate goal towards succession planning to the highest levels of the organization requires a talent management and development system that is innovative and flexible

enough to change with the external environment. This will require a substantial investment in resources if we are to maintain the workforce that we will need for future challenges.

C. Training the Workforce for Future Challenges – Developing a largely unskilled labor force that enters military service with only secondary school education is a challenge that has faced military organizations throughout history. This workforce must not only uphold the highest standards of conduct and integrity, but also possess the technical skills to operate advanced equipment in the most demanding of operational environments. Developing innovative ways to teach these skills, a process by which those skills are maintained, and a constantly evolving system where these skills are built upon and capitalized in the workplace is imperative to ensure our assets are utilized to their fullest capacity. Some of this training will by necessity be accomplished in the workplace, but it will also require an investment in infrastructure, equipment, and technology to ensure it remains relevant. An investment into research and development to ensure our systems are the most innovative available will become more necessary as our IT infrastructure becomes more challenged in the years to come.

## **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 PFDR

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.

None

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, but should one 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, but should one arise 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 one should arise 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, 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.

Yes, In April, 1999 I was a LT assigned to Coast Guard Atlantic Area and returned from a Coast Guard operation in Haiti. Before departing Haiti on a government aircraft, another military member asked me to mail a package to a relative in the United States. This was common practice as the mail system in Haiti was considered unreliable. Upon arrival, I forgot I had the package, did not declare it on the customs declaration, and left it in a government vehicle where it was later discovered. The package, containing Cuban cigars, was traced back to the military member who gave it to me. When interviewed by CGIS, I fully disclosed the circumstances. My supervisor counselled me on exercising good judgment and no further action was taken.

See also my answer to question 4.

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.

None

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.

Yes, I was arrested and charged with Driving While Intoxicated in April of 1990 when I was 21 years old during my Senior Year of college. There were no injuries associated with the incident. I pled *nolo contendere* to the charge, and was awarded a monetary fine of \$500 by the court. No other punishment was awarded.

5. Have you ever been accused, formally or informally, of sexual harassment or discrimination on the basis of sex, race, religion, or any other basis? If so, please explain.

Yes, please see my explanations below.

In December, 2012, while I was assigned to Coast Guard Headquarters as the Chief of the Office of Military Personnel, a civilian employee alleged that he was discriminated against based on race (African American) and reprisal for prior EEO activity (complaints he had filed in 2005 and 2009) when he was directed to report to the Deputy Office Chief as opposed to the Division Chief and he was issued a Letter of Caution concerning leave usage. Complainant also alleged that he was subjected to a hostile work environment based upon his race and reprisal for prior EEO activity based on alleged agency actions in 2006, 2007, 2008, 2010, 2011, and 2012. I was the employee's second-level supervisor when he complained in 2012 but was not at the time of the alleged agency actions before 2012. In June, 2016, following a review of the entire record in the case, the Administrative Judge granted summary judgment in favor of the agency and concluded that the agency did not discriminate against the complainant. In July, 2016, the Department of Homeland Security Office for Civil Rights and Civil Liberties issued a final order fully implementing the Administrative Judge's decision finding no discrimination.

In November, 2014, while serving as the Commanding Officer of Training Center Cape May, I entered negative administrative remarks into the personnel record of a First Class Petty Officer based on subordinate complaints of harassment and mistreatment against her. The Petty Officer accused me of retaliation and violating the Military Whistleblower Protection Act for taking this action after she had submitted a rebuttal to my earlier disciplinary decision related to an alcohol incident she was involved in at her previous command. In my earlier decision, I recommended her removal from an instructor billet based upon the prior alcohol incident and in accordance with Coast Guard policy. A Department of Homeland Security Inspector General investigation found that my actions were not retaliatory and were in accordance with Coast Guard policy.

In January, 2015, while I was serving as the Commanding Officer of Training Center Cape May, a senior enlisted member alleged discriminatory harassment on the basis of disability (hip replacement surgery in 2014), age (DOB 1969), and marital status (married) because he was not recommended for advancement in 2014, and for other alleged harassing actions between 2012 and 2014. To pursue an EO complaint, the complainant must contact an EEO Counselor within 45 days of the alleged discriminatory action. The final agency decision dismissed all allegations because they were made over ten months after they allegedly occurred and the claimant failed to present any reasonable justification to warrant an extension or equitable tolling of the 45-day limit. Additionally, the final agency determination dismissed the action

because the alleged discrimination fell outside the protected categories for military members in accordance with Coast Guard policy.

In December of 2015, while I was serving as the Commanding Officer of Training Center Cape May, a civilian employee alleged that I and other members of the Command discriminated against him because of a mental disability (bi-polar disorder) when he asked that his resignation be rescinded and that he be reinstated as a civil engineer. Additionally, the civilian employee stated that he was harassed and bullied by his immediate supervisors because of objections he raised regarding construction projects. The employee resigned by sending a text message to his direct supervisor and the facility engineer and surrendering his Coast Guard identification and his office keys. His supervisor accepted the resignation on the same day. Following his resignation, I sent the employee a letter barring him from the training center citing instances of hostile activity and threatening texts. Ultimately, the civilian employee agreed to telephonic alternative dispute resolution, but no resolution was reached. No formal complaint was filed.

6. If you ever served as a general court-martial convening authority involving an offense 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?

I have never served as a general court-martial convening authority.

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?

Yes

2. Will you ensure that your department/agency does whatever it can to protect congressional witnesses and whistle blowers 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

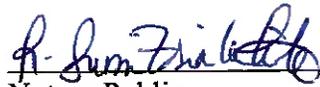
(Nominee is to include this signed affidavit along with answers to the above questions.)

**F. Affidavit**

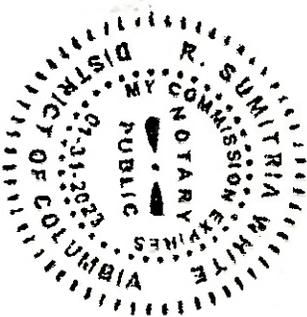
GREGORY T. PRESTIDGE being duly sworn, hereby states that he/she has read and signed the foregoing Statement on Biographical and Financial Information and that the information provided therein is, to the best of his/her knowledge, current, accurate, and complete.

  
Signature of Nominee

Subscribed and sworn before me this 14 day of November, 2019.

  
Notary Public

District of Columbia	
Signed and sworn to (or affirmed) before me on	
<u>11/14/19</u>	by <u>Gregory Prestidge</u>
Date	Name of individual(s) making statement
<u>R. Sumitria White</u>	
R. Sumitria White, Notary Public, D.C.	
My Commission Expires 01/31/2023	





**G. TODD PRESTIDGE**  
**CAPTAIN, U.S. COAST GUARD**

Captain Prestidge assumed the duties as Commander, Personnel Service Center in Washington, D.C. on April 20<sup>th</sup>, 2018. In this capacity, he is responsible for the execution of the Coast Guard's human resource policies by recruiting, accessing, assigning, developing careers, maintaining well-being, compensating, separating and retiring the nearly 48,000 members of the active duty and reserve workforce.

Captain Prestidge has an extensive background in the development, support, and management of our current and future military workforce in a variety of positions of leadership. CAPT Prestidge served as the Executive Assistant to the Assistant Commandant for Human Resources (CG-1), Chief of the Office of Military Personnel Policy (CG-133), and Chief of the Enlisted Assignments Branch (PSC-EPM-2). From 2013-2016, CAPT Prestidge served as the Commanding Officer of Coast Guard Training Center Cape May preparing over 7,500 new recruits to assume operational duties worldwide at the service's only Enlisted Accession Point, and providing logistical support to twelve tenant commands.

A career afloat officer and Permanent Cutterman, Captain Prestidge has previously served as the Commanding Officer of RESOLUTE, homeported in St. Petersburg, FL; BRAMBLE, homeported in Port Huron, MI; and POINT SPENCER, homeported in Galveston, TX. His other afloat tours were aboard DALLAS as a Deck Watch Officer, and PAPA as Executive Officer.

Captain Prestidge also previously served as the Executive Assistant for the Coast Guard's Office of Governmental and Public Affairs; the Chief of the Atlantic Area Training Team; and Aide to the District Commander for the 8<sup>th</sup> Coast Guard District in New Orleans, LA.

Captain Prestidge received a Masters in Strategic Studies from the US Army War College in Carlisle, PA, and a Masters in Public Administration from The George Washington University where he was inducted into the Pi Alpha Alpha Honor Society in 2004. His undergraduate education was completed at the U.S. Coast Guard Academy with a Bachelor of Science in Civil Engineering in 1990. In the fall of 2009, Captain Prestidge was named to the Academy's Distinguished Graduate Panel for Inspirational Leadership, and in 2015 he was selected as the Coast Guard's Civil Rights Senior Leader of Year. In September of 2015, the Master Chief Petty Officer of the Coast Guard advanced him to the title of Honorary Chief Petty Officer.

Captain Prestidge is a native Texan and grew up in a military family, has a son, Noah (21) and a daughter, Grace (18). He is married to the former Corry Juedeman of Craig, Montana who is a retired Navy Commander. His list of personal awards includes the Legion of Merit, Meritorious Service Medal (6), Coast Guard Commendation Medal (4), Coast Guard Achievement Medal (2), and numerous unit and team awards.

**REAR ADMIRAL (sel) Gregory "Todd" Prestidge**

**Current Assignment**

Apr 18 – present      Commander, Personnel Service Center (CAPT/O-6)

**Assignment History**

Jul 16 – Apr 18      Executive Assistant, CG-1, Office of Human Resources (CAPT/O-6)  
Jun 13 – Jul 16      Commanding Officer, Training Center Cape May, NJ (CAPT/O-6)  
Sep 11 – Jun 13      Chief, Office of Military Personnel (CG-122), CGHQ (CAPT/O-6)  
Jun 11 – Sep 11      Chief, Office of Leadership (CG-133), CGHQ (CAPT/O-6)  
Jun 10 – Jun 11      Student, U.S. Army War College Class of 2011 (CDR/O-5)  
Jul 08 – Jun 10      Chief of Enlisted Assignments (PSC-EPM-2) (CDR/O-5)  
Jun 06 – Jul 08      Commanding Officer, CGC RESOLUTE, St. Petersburg, FL (CDR/O-5)  
Dec 04 – Jun 06      Exec Assist, Asst Commandant Cong/Public Affairs CG-092 (CDR/O-5)  
Aug 03 – Dec 04      DUINS, The George Washington Univ (Public Admin) (LCDR/O-4)  
Jun 00 – Jul 03      Commanding Officer, CGC BRAMBLE, Port Huron, MI (LCDR/O-4)  
Sep 98 – Jun 00      Chief, LANTAREA Training Team (Aoft), Portsmouth, VA (LT/O-3)  
Jun 96 – Sep 98      Executive Officer, USCGC PAPAW, Galveston, TX (LT/O-3)  
May 94 – Jun 96      Aide to District Commander, 8<sup>th</sup> CG District, New Orleans, LA (LT/O-3)  
Mar 92 – May 94      Commanding Officer, CGC PT SPENCER, Galveston, TX (LTJG/O-2)  
Jun 90 – Mar 92      Deck Watch Officer, CGC DALLAS, Governors Island, NY (ENS/O-1)

**Educational Summary**

2011    U.S. Army War College, Masters in Strategic Studies (Resident Course)  
2004    The George Washington University, Masters in Public Admin (DUINS)  
1990    U.S. Coast Guard Academy, Bachelor of Science, Civil Engineering

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

LOM, MSM (06), COM (04), ACH (02)

2015, USCG Civil Rights Program Senior Leader of the Year  
2015, Honorary Chief Petty Officer Designation by MCPOCG  
2008, USCGA Distinguished Graduate Panel for Inspirational Leadership

**Significant Current Professional Credentials or Recent Activities**

Graduate of National Security Policy Program while at US Army War College  
Member, Pi Alpha Alpha, Honor Society for Public Administration