

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):

Melissa Lynn (Griffin) Rivera

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):

██████████ (rental)

5. Date and Place of Birth:

04 March 1970; Galesburg, Illinois

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).

Epifanio Joseph Rivera, Jr.	Quality Assurance Manager, Coastal Helicopters Juneau
Olivia Carmen Ann Rivera	Daughter (22)
Emily Grace Griffin Rivera	Daughter (19)
Stephanie Amanda Robshaw	Step-Daughter (35)
Allison Maria Rivera	Step-Daughter (33)

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

B.S. in Government, 1991, United States Coast Guard Academy

M.A. in National Security and Strategic Studies, 2007, United States Naval War College

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.

U. S. Coast Guard:

May 91-Aug 91	Deck Watch Officer, USCGC EAGLE (ENS)
Sep 91-Jun 93	Deck Watch Officer, USCGC VENTUROUS (LTJG)
Jul 93-Aug 93	Personnel Officer, CG Air Station Los Angeles (LTJG)
Sep 93-Aug 95	Naval Flight Training, NAS Pensacola (LTJG)
Aug 95-Jul 00	HH-60J Aircraft Commander, CG Air Station Elizabeth City, NC (LT)
Sep 00-Jul 03	HH-60J Flight Examiner, CG Air Station Kodiak, AK (LCDR)
Jul 03-Jun 07	Coast Guard Headquarters (CG-37RCA/CG3RPC) (LCDR)
Jul 07-Dec 09	Operations Officer, CG Air Station Sitka, AK (CDR)
Dec 09-Jun 10	Executive Officer, CG Air Station Sitka, AK (CDR)
Jul 10-Jun 12	Executive Officer, CG Air Station Borinquen, PR (CDR)
Jul 12-Jun 15	Commanding Officer, CG Air Station Kodiak, AK (CAPT)
Jun 15-Jun 18	Commandant of Cadets, USCG Academy (CAPT)
Jul 18-present	Chief of Staff, CG Seventeenth District, AK (CAPT)

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.

Commandant of Cadets, U.S. Coast Guard Academy, 2015-2018

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 religious 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 handicap.

Coast Guard Academy Alumni Association, 1991-present, no office held
Coast Guard Academy Parents' Association, 2018-present, no office held
Women Military Aviators, approx 2016-present, no office held

Women in Aviation, International; purchased annual membership three times between 2009 and 2019 when attended annual conference (conference attendance funded by U.S. Coast Guard), no office held

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 \$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.

Military Medals:

Meritorious Service Medal (5)
Air Medal (2)
CG Achievement Medal (2)
Army Achievement Medal
Global War on Terror Service Medal
Humanitarian Service Medal
National Defense Service Medal (2)
CG Special Operations Service Ribbon (3)
CG Overseas Service Ribbon
CG "E" Ribbon
CG Sea Service Ribbon
CG Presidential Unit Citation
DOT Outstanding Unit Award
DOT 9-11 Ribbon

CG Unit Commendation Ribbon (3)
CG Meritorious Unit Commendation Ribbon (5)
CG Bicentennial Unit Commendation Ribbon
CG Meritorious Team Commendation Ribbon (6)

Other special recognition:

Order of Daedalians Orville Wright Achievement Award, 1995
Naval Helicopter Association Aircrew of the Year (Non-Embarked) Award, 2002
Association of Naval Aviation Outstanding Achievement Award in Helicopter Aviation, 2002
Order of Daedalians Exceptional Coast Guard Pilot Award, 2002

17. Please list each book, article, column, Internet blog posting, or 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.

None.

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.

Linked In. Active profile: [linkedin.com/in/melissa-rivera-26230a63](https://www.linkedin.com/in/melissa-rivera-26230a63)

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 have over 28 years of service as an officer in Coast Guard, and have served in multiple geographic areas executing most of the service's missions. I have been selected for promotion through the service's structure based on merit, through proven performance. I wish to serve as a Flag Officer in the Coast Guard to continue to provide value and positive impact to the service.

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?

My responsibilities will include ensuring that all required management and accounting controls are appropriately followed. I have over 28 years of service as an officer in Coast Guard, including serving as the Coast Guard Seventeenth District Chief of Staff. In this capacity I supervise and coordinate the budgetary program, analyze and review administrative procedures and practices, and administer the District's records management program, among other responsibilities.

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

Acquisition/operationalization of new assets: In order to operationalize new Coast Guard assets (ships, aircraft etc.), the service must have the shore-based infrastructure, personnel, support systems (training, administrative functions, housing, child care, etc.) in place to enable them to successfully execute their missions.

Prioritization of missions/capabilities within service budget: In the next few years, the Coast Guard will be challenged with a significant shortfall for projected current services.

People as our most valuable resource: The Coast Guard must recruit, train, and retain a highly capable and qualified workforce, while managing the above challenges.

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.

None, but if one should arise I will obtain advice from a Coast Guard ethics attorney 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 if anything should arise I will obtain advice from a Coast Guard ethics attorney and follow that advice.

5. 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.

6. Explain how you will resolve any potential conflict of interest, including any that may be disclosed by your responses to the above items.

I will obtain advice from a Coast Guard ethics attorney and follow that advice.

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.

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 sex, race, religion, or any other basis? If so, please explain.

In 2012, while I was assigned as the Executive Officer of Air Station Borinquen, Puerto Rico, a civilian employee filed a formal complaint alleging harassment and hostile work environment on the bases of race (African-American), color (black), age (over 40), and in reprisal for prior EEO activity, when in 2011 he was placed on administrative leave pending outcome of investigation for threatening to harm a management official. Claimant appealed to Merit Systems Protection Board which upheld the suspension. In July 2013, the Department of Homeland Security Office of Civil Rights and Civil Liberties issued a Final Agency Decision that the Complainant failed to prove discrimination. In June 2015, the Equal Employment Opportunity Commission affirmed the Department's Final Agency Decision.

In 2016, while I was the Commandant of Cadets at the Coast Guard Academy, a First Class Cadet submitted a whistleblower complaint to the Office of Inspector General alleging that adverse personnel actions were reprisal for his involvement as a witness in a sexual assault investigation involving another cadet. I took the First Class Cadet to Cadet Mast based upon charges of intoxication and attempt to deceive based upon prior interviews in the sexual assault investigation. I found him not guilty. The Cadet received his degree and commission from the Academy and withdrew his OIG complaint.

In 2017, as the Commandant of Cadets at the Coast Guard Academy, I recommended termination of a First Class Cadet's (graduating Senior) appointment after finding him guilty at Cadet Mast for having a consensual but inappropriate intimate relationship with a female Fourth Class Cadet (a Freshman). The Cadet's appointment was terminated. Alleging gender bias, the Cadet applied to the Department of Homeland Security Board for Correction of Military Records (BCMR) to overturn his disenrollment and that he be graduated and commissioned. In 2018, the BCMR denied relief stating that the Cadet abused his authority and committed numerous violations of Academy rules.

In February of 2019, the Coast Guard Academy investigated whether a First Class Cadet experienced bullying and harassment or discrimination based upon race (African American) when the Cadet was placed on Suitability for Service Probation. I have been informed that the investigation found that allegations of bullying and harassment were unsubstantiated but that the cadet may have experienced unintentional disparate treatment when he was placed on probation while a Caucasian member of his company with a similar record was not. At the time, I was the Commandant of Cadets. I was not involved in the decision to place the Cadet on Suitability for Service Probation, which decision fell to his Company Officer, a Lieutenant Commander. I have also been informed that since the cadet was removed from Suitability for Service Probation in 2017, completed his degree, and received his commission in 2019, it was determined that the cadet was made whole through actions taken by the chain of command. The Cadet never filed an EEO complaint.

In 2019, while serving as the District Seventeen Chief of Staff, an employee alleged discrimination based upon his race and national origin (Native American) when his supervisor did not authorize him to update Coast Guard training materials that he felt contained inaccurate stereotypes about Native Americans. At that time, the employee was serving as a Coast Guard liaison to Native American tribes in Alaska. Additionally, the employee claimed he was not promoted in 2018 after becoming eligible, claimed that he was restricted to traveling between 0800 and 1600, and that he received a letter of reprimand as reprisal when he informed the unit that he intended to file an EEO complaint. I became his second level supervisor in July 2018. Subsequently, the employee applied for and was selected for a different federal position with the Coast Guard and I am now his fourth level supervisor. I provided a statement to the EEO investigator addressing my knowledge of the claims raised by the Complainant. The case is still open and subject to updates.

In February of 2019, while I was serving as the District Seventeen Chief of Staff, a civilian employee filed an anti-hate/harassment incident (AHHI) complaint based on reprisal for prior EEO activity, for acting as a whistleblower, and reprisal for her expressed opposition to discrimination. I was her second level supervisor and was named as one of four responsible parties in the complaint. District Seventeen conducted an administrative investigation that determined in April 2019 that the claims were unsubstantiated.

In July of 2019, the same civilian employee filed a formal complaint on the bases of sex (female), age (over 40), and reprisal for previous EEO activity, alleging she was provided fewer training opportunities than a male coworker, she was reassigned work spaces, she received an inaccurate annual performance evaluation for the 2018-2019 rating period, and she was not allowed to attend work-related coordination calls. Following her reassignment, I became her third level supervisor. The Report of Investigation and election letter were issued on September 30, 2019. Her case is pending receipt by the Civil Rights Directorate at Coast Guard Headquarters of her election of either a hearing by an EEOC Administrative Judge or a Final Agency Decision without a hearing.

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

Melissa L. Rivera 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.

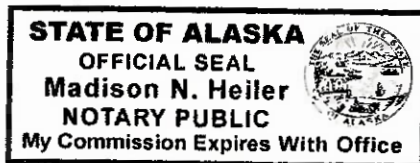
Melissa Rivera

Signature of Nominee

Subscribed and sworn before me this 13 day of November, 20 19.

Madison N. Heiler

Notary Public





Captain Melissa L. Rivera

Chief of Staff, 17th Coast Guard District
U.S. Coast Guard



Captain Melissa Rivera currently serves as the Chief of Staff for the 17th Coast Guard District. Headquartered in Juneau, Alaska, the men and women of the 17th District conduct all 11 of the Coast Guard's statutory missions in an area encompassing nearly four million square miles of the Pacific and Arctic Oceans including the Bering Sea.

Capt. Rivera most recently served as the Commandant of Cadets at the U.S. Coast Guard Academy. In that position, she was responsible for the professional and leadership development of the Corps of Cadets, developing leaders of character worthy of commissions as officers in the U.S. Coast Guard.

Capt. Rivera is a career aviator and has an extensive history of service in Alaska including two tours at Air Station Kodiak and one tour at Air Station Sitka. As Commanding Officer of Air Station Kodiak, she led 380 Coast Guard personnel and the employment of 15 aircraft conducting operational missions across a four million square mile area of responsibility. This included the first-ever Coast Guard operational response capability in the Arctic, meeting national and service strategic objectives at the edge of the Last Frontier.



Capt. Rivera's first tour at Air Station Kodiak was as the Standardization Officer and Flight Examiner on the MH-60 Jayhawk helicopter. In 2002, she and her deployed aircrew rescued 23 survivors from a fishing vessel ablaze in the Bering Sea. Her crew received the Association of Naval Aviation and National Helicopter Association Aircrew of the Year awards, and she was also selected for the Order of Daedalians Exceptional Pilot Award. During her tour at Air Station Sitka, she served as the Operations Officer and Chief Pilot.

During a tour at Coast Guard headquarters, Capt. Rivera was the first Aviation Special Missions Manager. In this capacity she developed aviation counter-terrorism policy while coordinating development, operational testing and mission employment of tactical aviation capabilities. She also served as Executive Officer at Air Station Borinquen, Puerto Rico, flying the MH-65 Dolphin helicopter.

After graduating from Naval Flight Training in Pensacola, Florida, as CG Aviator #3251 on Aug. 4, 1995, Capt. Rivera's first operational aviation assignment was to Air Station Elizabeth City, North Carolina, where she flew the HH-60J helicopter. In the aftermath of Hurricane Floyd in 1998, she commanded one of the first helicopters on scene and executed night rescues of 43 survivors trapped by rising floodwaters in Eastern North Carolina.

Capt. Rivera graduated from the U.S. Coast Guard Academy in 1991 with a Bachelor of Science in Government. After graduation she served as a deck watch officer aboard the USCGC VENTUROUS in Long Beach, California

She earned a Master of Arts degree in National Security and Strategic Studies from the Naval War College, graduated from the College of Naval Command and Staff with distinction and earned a Certificate in Homeland Security Studies from the National Graduate School.

Capt. Rivera was born in Galesburg, Illinois and raised in Kent, Washington. Her personal military awards include five Meritorious Service Medals, two Air Medals, two Coast Guard Achievement Medals and an Army Achievement Medal. She is married to retired Coast Guardsman Epy Rivera and has two daughters.

REAR ADMIRAL (sel) Melissa L. Rivera

Current Assignment

Jul 18 – Present CG District Seventeen, Chief of Staff

Assignment History

Jun 15 – Jun 18 CG Academy, Commandant of Cadets/CAPT
Jul 12 – Jun 15 CG Air Station Kodiak, Commanding Officer/CAPT
Jul 10 – Jun 12 CG Air Station Borinquen, Executive Officer/CDR
Dec 09 – Jun 10 CG Air Station Sitka, Executive Officer/CDR
Jul 07 – Dec 09 CG Air Station Sitka, Operations Officer/CDR
Jul 03 – Jun 07 Coast Guard Headquarters (CG-37RCA/CG-3RPC)/LCDR
Sep 00 – Jul 03 CG Air Station Kodiak, HH-60J Flight Examiner/LCDR
Aug 95 – Jul 00 CG Air Station Elizabeth City, HH-60J Aircraft Commander/LT
Sep 93 – Aug 95 NAS Pensacola, Naval Flight Training/LTJG
Jul 93 – Aug 93 CG Air Station Los Angeles, Personnel Officer/LTJG
Sep 91 – Jun 93 USCGC VENTUROUS, Deck Watch Officer/LTJG
May 91 – Aug 91 USCGC EAGLE, Deck Watch Officer/ENS

Educational Summary

2004-2007 U.S. Naval War College, College of Naval Command and Staff, with distinction
2004-2007 U.S. Naval War College, MA in National Security and Strategic Studies, with distinction
2004 National Graduate School, Certificate of Homeland Security Studies
1999 Naval Postgraduate School, Aviation Safety Officer Certificate
1987-1991 U.S. Coast Guard Academy, BS in Government

Military Personal Awards and Significant National Recognition or Achievement

Meritorious Service Medal (5), Air Medal (2), CG Achievement Medal (2), U.S. Army Achievement Medal, Global War on Terror Service Medal, Humanitarian Service Medal, National Defense Service Medal (2)
2002 Order of Daedalians Exceptional Coast Guard Pilot Award
2002 Association of Naval Aviation Outstanding Achievement Award in Helicopter Aviation
2002 Naval Helicopter Association Aircrew of the Year (Non-Embarked) Award
1995 Order of Daedalians Orville Wright Achievement Award

Significant Current Professional Credentials or Recent Activities

2013 MH-60T pilot designation
2010 MH-65D pilot designation
2008 Aviation Command Safety Course