

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 "No" 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 Walker Ray (Charlie)

2. Position to which nominated: Admiral (O-10), Vice Commandant

3. Date of Nomination:

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

Work: USCG Headquarters, 2703 Martin Luther King Drive SE, Washington, DC

5. Date and Place of Birth: 18 June 1959, Newport , Arkansas

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: Donna Ruth Ray, homemaker

Stepson: David T. Landrum, age 39

Stepson: Michael S. Landrum, age 36

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

U.S. Coast Guard Academy, BS in Management, 1981

Purdue University, MS Industrial Administration, 1996

National Defense University, MS National Resource Policy, 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 continuously as an officer in the U.S. Coast Guard in positions of increasing responsibility since my graduation from the U.S. Coast Guard Academy in 1981. Please see my attached chronology of work history.

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 five years.

Chairperson, Federal Executive Board, Honolulu, HI October 12- April 2013

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 five 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 religious organization, private club, or other membership organization. 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.

Member United Methodist Church 1990-present

Member, U.S. Coast Guard Aviation Association, 2000 - present

Member, Order of Daedalians Military Aviation Association 2000-present

Member, Ducks Unlimited, National Conservation Organization 2008-present

Executive Board, Hawaii Aloha Council, Boy Scouts of America, September 11-April 2013

None of these clubs or organizations restrict membership on the basis of sex, race, color, religion, national origin, age, or handicap.

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. 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. Also list all offices you have held with, and services rendered to, a state or national political party or election committee during the same period.

None

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

Military awards: Coast Guard Distinguished Service Medal, Legion of Merit (5), Bronze Star Medal, Meritorious Service Medal (2) Air Medal, Coast Guard Commendation Medal (3), Coast Guard Achievement Medal, Commandant's Letter of Commendation, Iraq Campaign Medal, Humanitarian Service Medal, Global War on Terrorism Medal, Expert Pistol Medal, American Legion: Medal of Valor Award, 1995

16. Please list each book, article, column, or publication you have authored, individually or with others. 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.

Speeches:

Coast Guard Foundation Dinner, Seattle, WA 12 Sept 2013
Veteran's Day, De Anza College, Cupertino, CA 6 Nov 2013
Pearl Harbor Day, Alameda, CA 7 Dec 2013
Society of American Military Engineers, San Francisco, CA 11 Dec 2013
Coast Guard Foundation Dinner, San Francisco, CA 17 Apr 2014
Veteran's Career Expo, Sonoma, CA 24 May 2014
Coast Guard Foundation Dinner, Anchorage, AK 13 Aug 14
Contra Costa Navy League Dinner, Pleasant Hill, CA 21 Aug 14
San Mateo Sheriff's Dinner, San Mateo, CA 13 Nov 2014
Naval Order Memorial Dinner, San Francisco, CA 7 Dec 2014
Blue Economy Conference, Newport, RI, 11 Dec 2014
San Diego Military Affairs Committee, San Diego, CA 16 Dec 2014
Arctic Symposium, Seattle, WA 31 Jan 2015
Border Security Exposition, Phoenix, AZ 21 Apr 2015
Coast Guard Foundation Awards Dinner, 23 Apr 2015
USMC Leadership Training Seminar, San Francisco, CA 26 Apr 2015
Nautical Institute Forum, San Francisco, CA 11 May 2015
Coast Guard Ball, San Francisco, CA 14 Mar 2015
Coast Guard Enlisted Person of the Year, Petaluma CA, 4 Apr 2015
Coast Guard Ball, San Francisco, CA 14 Mar 2015
Coast Guard Enlisted Person of the Year, Petaluma CA, 4 Apr 2015
Bremerton Armed Forces Day, Bremerton, WA 16 May 2015
UCLA, Terrorism Class, Los Angeles, CA 20 May 2015
Valor Games, Opening Remarks, Alameda, CA 29 May 2015
Maritime Cyber Research Summit, Concord, CA 16 Jun 2015
Blue Tech Community, San Diego, CA 23 Jul 2015
Navy League Meeting, San Diego, CA 7 Aug 2015
USCIS, Naturalization Ceremony, Angel Island, CA 19 Sep 2015
Coast Guard Aviation Association, San Diego CA, 3 Oct 2015
Bataan Legacy Historical Society, San Francisco, CA 24 Oct 2015
Veterans Day, Elks Lodge, Alameda, CA 11 Nov 2015
Canada- US Maritime Stakeholders Conference, Colorado Springs, Co 2 Aug 2016
Chief Petty Officers Indoctrination Dinner, Virginia Beach, VA 16 Oct 2016
Coast Guard Aviation Association, Annual Conference, Mobile, AL 28 Oct 2016
Annual International AMVER awards dinner, Athens, Greece, 1 Nov 2016
Liquefied Natural Gas, Senior Leader Seminar, Houston TX 7 Dec 2016
Leadership Series, Somerset High School, Somerset, KY 27 Jan 2017
Connecticut Maritime Association Conference, Stamford, CT 20 Mar 2017
National Maritime Day, DOT, Washington DC 22 May 2017
Lloyd's List Awards Dinner, New York, NY 26 May 2017
National Naval Officers Association, San Diego, CA 27 Jul 2017

USCG Aviation Association Awards Dinner, Cape May, NJ 14 Sep 2017
Coast Guard Foundation Dinner, New York, NY 5 Oct 2017
International Symposium on Border Security, Jeddah, Saudi Arabia, 14 Oct 2017
Homeland Security Symposium, Newport News, VA 17 Feb 2018

17. 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.

Date: 16 February 2017
Subject: The Threat to the Homeland Posed by Cartel Operations
Committee: House Homeland Security Subcommittee on Border & Maritime Security (CHS-BMS)

Date: 07 June 2017
Subject: Building a 21st Century Infrastructure for America – Part I: Coast Guard Air, Land, Sea Capabilities
Committee: House T&I Subcommittee on Coast Guard & Maritime Transportation (CGMT)

Date: 12 September 2017
Subject: Adapting U.S. Counternarcotics Efforts in Colombia
Committee: Senate Caucus on International Narcotics Control

18. 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 35 years of experience in positions of increasing responsibility, spanning nearly every operating area and mission of the Coast Guard. I understand our authorities, capabilities and capacities for mission execution. I have also served as the Military Advisor to the Secretary of Homeland Security, as the Director of a Training and Advisory group working with the highest levels of the Government of Iraq, as a District Commander responsible for all Coast Guard operations from Hawaii to Guam and as the Pacific Area Commander, responsible for Coast Guard Operations in half of the world. My experiences have taught me how to lead through complex problems, the importance of decisiveness, transparency and of keeping my chain of command informed. Equally important, I have gained a deep understanding of the men and women of the Coast Guard who actually do the work of our Service; what motivates them and how important it is to lead with enthusiasm, integrity and respect. Finally, I understand where the Coast Guard fits within the Department of Homeland Security and how we can work together with other agencies on the challenges and opportunities that lie ahead as we continue to bind together the

Department in the service of our Nation. As a person who has made Coast Guard operations my life's work, I can think of no greater honor than to serve at the most senior levels of our Service and, if confirmed, I will give my utmost to the responsibilities I am entrusted with.

19. 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?

As a senior leader in the Coast Guard I am completely responsible for the actions of myself and my subordinates in ensuring the proper management of and accounting for the resources provided by the American public. To meet my responsibilities I must enforce legal and ethical standards at all levels. I have served in increasingly complex levels in our service; as a Department Head and Commanding Officer in various Coast Guard operational commands, as a Project Officer for development of the Coast Guard's Aviation Logistics System, as the Chief of Staff for one of the Coast Guards nine districts, as the Director of the Iraqi Training and Advisory Mission for the Ministry of Interior, as a Coast Guard District Commander and as the Commander for the 13,000 Coast Guard men and women of Pacific Area. I understand the accountability required in utilizing public resources and the diligence required to comply with accountability standards.

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

- a. Major Cutter Recapitalization. Recapitalizing while maintaining our current cutter fleet in a time of decreasing discretionary budgets will be our biggest challenge. Our legacy fleets are becoming obsolete at a faster rate than we can replace them leading to resource gaps in the high threat drug area of the eastern Pacific, the commercial fishing grounds in the Bering Sea and the distant economic exclusion zones of the south and west Pacific. At the same time our shore infrastructure has a decades old backlog. We will have difficult decisions to make in determining how to use resources wisely to provide the safety and security the American people require from their Coast Guard.
- b. Continuing the work of forming "One DHS". We must build upon the operational coordination already ongoing at the tactical level through continued execution of the Southern Borders and Approaches Campaign to improve regional and national planning and prioritization on the common challenges of: terrorism, illegal immigration, drug trafficking and national disaster preparedness. In addition, we must concurrently work to collaborate on basing, acquisition and logistics to create Departmental efficiencies in providing our services to the American public.
- c. Maintaining Readiness to Surge. Natural disasters, lone wolf terrorists, environmental accidents and other potential threats persist and will for the foreseeable future. As national first responders, we cannot rest on our laurels.

and must constantly prepare for situations when our state, local and sometimes international partners are overwhelmed. Planning, practice, communication and collaboration in a whole of government response, are critical and must be never ending.

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.
None
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.
None
5. Describe any activity during the past ten years 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 official and follow that advice.

C. LEGAL MATTERS

1. Have you ever been disciplined or cited for a breach of ethics by, or been the subject of a complaint to any court, administrative agency, professional association, disciplinary committee, or other professional group? If so, please explain.
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 of which you are or were an officer ever been involved as a party in an administrative agency 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.
No
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?
No
7. Please advise the Committee of any additional information, favorable or unfavorable, which you feel should be disclosed in connection with your nomination.

The DHS Office of the Inspector General interviewed me in February, 2017, concerning the relief for cause in 2015 of the commanding officer of a Coast Guard cutter. As Commander of Pacific Area, I temporarily relieved the officer and recommended his permanent relief following an administrative investigation. Coast Guard Headquarters ordered the officer's permanent relief after a review at Coast Guard Headquarters. I understand the OIG investigation is open.

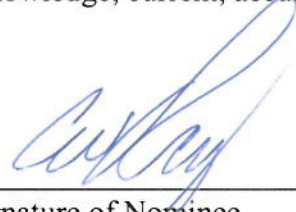
D. RELATIONSHIP WITH COMMITTEE

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

CHARLES W. RAY 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 March, 2018.



Notary Public

District of Columbia: SS

Sworn to and subscribed before me on
the 14 day of March, 2018



Notary Public's Signature

My Commission Expires 01/31/2023





Vice Admiral Charles W. Ray
Deputy Commandant for Operations
U. S. Coast Guard



Vice Admiral Charles W. Ray assumed the duties of the Coast Guard Deputy Commandant for Operations in August 2016. In this capacity, he is responsible for the development of operational strategy, policy, guidance, and resources that address national priorities. This oversight of Coast Guard missions, programs, and services includes: intelligence; international affairs; cyber; the maritime transportation system; commercial regulations and inspections; search and rescue; maritime security; law enforcement; defense operations; environmental response; contingency planning; and the operational capabilities of cutter, boat, aviation, shore, and deployable specialized forces.



Vice Admiral Ray's previous Flag Assignment was as the Pacific Area Commander. Prior to that he held Flag Assignments as the Deputy Pacific Area Commander, the Fourteenth Coast Guard District Commander, service with U.S. Forces Iraq as Director of the Iraq Training and Advisory Mission for the Ministry of Interior, and as the Military Advisor to the Secretary of the Department Homeland Security.

Vice Admiral Ray is from Newport, Arkansas, and is a 1981 graduate of the Coast Guard Academy. After an assignment as a deck watch officer aboard Coast Guard Cutter ACUSHNET (WMEC-167), he was selected for Naval Flight Training and earned his wings in 1984.

Vice Admiral Ray has served at six Coast Guard Air Stations from Alaska to the Caribbean. He was designated an Aeronautical Engineer in 1988 and has served as Engineering Officer at three stations and at the Aviation Logistics Center as the Program Manager for the development of the Coast Guard's Aviation Logistics Management System. He commanded Coast Guard Air Station Borinquen, Puerto Rico from 2002 through 2005. During the course of his career he accumulated over 5,000 hours of helicopter flight time.

Vice Admiral Ray's staff assignments include a tour as Chief of the Office of Performance Management at Coast Guard Headquarters followed by a tour as the Chief of Staff of the Fourteenth Coast Guard District. Vice Admiral Ray earned a Master of Science Degree in Industrial Administration from Purdue University and a Master of Science Degree in National Resource Strategy from the Industrial College of the Armed Forces in Washington, D.C.

Vice Admiral Ray's personal awards include the Coast Guard Distinguished Service Medal, five Legion of Merit Medals, one Bronze Star Medal, two Meritorious Service Medals, one Coast Guard Air Medal, three Coast Guard Commendation Medals, and the Coast Guard Achievement Medal.

VICE ADMIRAL Charles W. Ray

Aug 16 – present Deputy Commandant for Operations

Assignment History

Apr 14 – Aug 16	USCG Pacific Area, Commander
Jun 13 – Apr 14	USCG Pacific Area, Deputy Commander
Oct 10 – Jun13	14 th Coast Guard District, Commander
Sep 09 – Sep 10	U.S. Forces Iraq, Iraq Training and Advisory Mission
Dec 08 – Sep 09	Office of Secretary of Homeland Security, Military Advisor,
Aug 08 – Nov 08	Office of Vice Commandant, Transition Staff Director
Dec 06 – Jul 08	14 th Coast Guard District, Chief of Staff
Aug 05 - Nov 06	Coast Guard Headquarters, Chief, Office of Performance Mgmt
Jul 02 – Jul 05	USCG Air Station Borinquen PR, Commanding Officer
Aug 01 – Jun 02	Industrial College of the Armed Forces, Graduate Student
Jul 99 – Jul 01	USCG Air Station Clearwater, FL, Engineering Officer
Jan 97 – Jul 99	USCG Aircraft Repair & Supply Center, Logistics Officer
Aug 95 – Dec 96	Purdue University, Graduate Student
Jun 92 – Jul 95	USCG Air Station Sitka, AK, Engineering Officer
Jul 90 – May 92	USCG Air Station Elizabeth City, NC, Assistant Eng Officer
Aug 88 – Jun 90	USCG Air Station Kodiak, AK, Assistant Eng Officer
May 84 – Jul 88	USCG Air Station Savannah, GA, Assistant Eng Officer
Mar 83 – Apr 84	Naval Flight Training, Pensacola, FL, Student Naval Aviator
Jun 81 – Feb 83	U.S.Coast Guard Cutter Acushnet, Gulfport, MS, Deck Officer

Educational Summary

Aug 01 – Jun 02	National Defense University, MS in National Resource Strategy
Aug 95 – Dec 96	Purdue University, MS in Industrial Administration
Jul 77 – May 81	U.S. Coast Guard Academy, BS in Management

Military Personal Awards and Significant National Recognition or Achievement

2014 Legion of Merit
2013 Legion of Merit
2010 Bronze Star
2009 Legion of Merit
2008 Legion of Merit
2006 Legion of Merit
2005 Meritorious Service Medal
2001 Meritorious Service Medal
1999 Coast Guard Commendation Medal
1995 Air Medal, Commendation Medal, American Legion Medal of Valor
1988 Coast Guard Achievement Medal

Significant Current Professional Credentials or Recent Activities

1995 FAA Airline Transport Pilot Certificate