

**Senate Commerce Committee NOAA Corps Nominee Questionnaire  
118th Congress**

Instructions for the nominees: The Senate Committee on Commerce, Science, and Transportation (the "Committee") 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. 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 can be clicked. Section F may be scanned for electronic submission and need not be searchable.

**A. BIOGRAPHICAL INFORMATION AND QUALIFICATIONS**

1. Name (Include any former names or nicknames used): Chad Michael Cary
2. Position to which nominated: Director, NOAA Corps and Director, Office of Marine and Aviation Operations (OMAO)
3. Date of Nomination: 4/08/2024
4. Address (List current place of residence and office addresses):

Office:  
NOAA OMAO  
1315 East West Highway  
Silver Spring MD, 20910

Residence:

████████████████████  
████████████████████

5. Date and Place of Birth:

13 November, 1977  
Cordova, AK

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: Dayna Cary

Employer: Associated Physicians of Harvard Medical Faculty Physicians

Position: Certified Registered Nurse Anesthetist

Plymouth, MA

[REDACTED]  
[REDACTED]  
[REDACTED]

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.

2013 - Georgetown University, Certificate in Legislative Studies

2009 - Masters of Science, Geography, Portland State University

2000 - Bachelor of Science, Environmental Science, University of North Carolina at Chapel Hill.

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.

NOAA Commissioned Corps Officer, February 12, 2001- present

- Deputy Director, Operations and NOAA Commissioned Corps
- Director, Commissioned Personnel Center
- Commanding Officer, NOAA Ship *Reuben Lasker*
- Executive Assistant to the Director and Division Chief of Operations, Management and Information, NOAA Fisheries Northeast Fisheries Science Center
- Executive Officer, NOAA Ship *Henry B. Bigelow*
- Staff Officer, Program Coordination Officer, NOAA Headquarters
- Executive Officer, NOAA National Weather Service National Centers for Environmental Prediction Environmental Modeling Center
- Flag Lieutenant to the Director, NOAA Office of Marine and Aviation Operations

- Executive Officer, NOAA Small Boat Program
- Commanding Officer, NOAA Ship *John N. Cobb*
- Executive Officer, NOAA Ship *John N. Cobb*
- Hydrologist, NOAA National Weather Service Northwest River Forecast Center
- Junior Officer, NOAA Ship *Miller Freeman*

9. Attach a copy of your resume.

See attached – Cary Assignment History.

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.

2010 to Present: Military Officers Association of America

2019 to Present: Sandwich Youth Basketball Association

2016 to 2019: Dana Farber Cancer Institute Pan-Mass Kids Bike Race Planning Committee

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.

None.

12. Please list each membership 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. (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.

2010 - Present: Military Officers Association of America

2019 to Present: Sandwich Youth Basketball Association

2016 - 2019: Dana Farber Cancer Institute Pan-Mass Kids Bike Race Planning Committee

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

No.

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

None.

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

None.

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

- 2023 Energy & Environmental Stewardship Award - NOAA Sustainable Science at Sea
- Department of Commerce Gold Medal (Organization)
- Department of Commerce Bronze Medal (Unit, Organization)
- NOAA Corps Meritorious Service Medal
- NOAA Corps Commendation Medal
- NOAA Corps Achievement Medal
- NOAA Corps Director's Ribbon
- NOAA Corps Outstanding Volunteer Service Medal
- NOAA Unit Citation Award
- NOAA Corps Pacific Sea Service Ribbon
- NOAA Corps Atlantic Sea Service Ribbon

- NOAA Special Achievement Award
- Senior Watch Officer
- NOAA Diver Insignia

17. List each book, article, column, letter to the editor, Internet blog posting, or other publication 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.

Cary, C. (2006). *Comparison of the variation between ASCE Penman-Monteith Reference Evapotranspiration and Potential Evaporation in Oregon* [unpublished masters thesis]. Portland State University.

Abstract:

*Evapotranspiration (ET) is an important input in terrestrial water balance equations used in modeling streamflow. Good ET estimates are critical to producing reasonable seasonal and annual streamflow predictions. Due to the lack of sufficient instruments to directly measure ET, researchers have developed numerous empirical equations that use climatic variables to estimate this element. Based on studies over the last 50 years, the American Society of Civil Engineers (ASCE) has standardized the calculation of evapotranspiration with the Penman-Monteith equation. Using the ASCE Penman-Monteith equation this study reference ET (ET<sub>0</sub>) estimates to potential evaporation (PE) generated from a study completed in 1982 (Farnsworth et al.) and then tests the ET<sub>0</sub> operational performance using a water balance equation. After comparing the two data sets, the 1982 PE estimates showed little variation throughout Oregon relative that reference ET estimates. In contrast to the 1982 study, data derived from the ASCE Penman-Monteith equations show that there is no relationship between decreasing ET and increasing elevation in Oregon. Despite ET<sub>0</sub> better representing the spatial variation of this element in Oregon, its operational performance when applied in a water balance model failed to accurately simulate natural evapotranspiration.*

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.

- November 2021 - Marine Board Fall Meeting - Decarbonization. (powerpoint attached)
- March 2022 - Oceans in Action (remarks and powerpoint attached)
- October 2022 - International Research Ship Operators (powerpoint attached)
- October 2022 - NOAA Ship *Discoverer* Keel Laying ceremony (remarks attached)
- July 2023 - Joint Hydrographic Center Review. University of New Hampshire (powerpoint attached).
- March 2023 - Yale Global Leadership and Maritime Strategy Conference. The Arctic & Climate Change: Evolving Maritime Strategy.(remarks attached)  
<https://www.yalenrotcleadershipconference.org/archive>
- August 2023 - Pier ribbon cutting ceremony (remarks attached)
- October 2023 - Marine Technology Symposium Panel on Pushing the Edges of Autonomy and Interoperability Across Domains. (remarks attached)
- January 2024 - Presentation to Navy League Honolulu Chapter (remarks attached)
- April 2024 - Sea, Air and Space. IndoPacific Panel Agenda. (remarks attached). [https://www.youtube.com/watch?v=GtddyO-wl28&list=PL3qON9o20fN2wwR3PpbLYxrymJ\\_c9v0dM&index=4](https://www.youtube.com/watch?v=GtddyO-wl28&list=PL3qON9o20fN2wwR3PpbLYxrymJ_c9v0dM&index=4)

19. List all public statements you have made during the past ten years, including statements in news articles and radio 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.

Aug 2018 - SF's Exploratorium offers up-close look at ocean research  
<https://abc7news.com/exploratorium-noaa-ocean-research-the/3918525/>

Dec 2021 - Sandwich Man Promoted to Admiral  
[https://www.capenews.net/sandwich/news/sandwich-man-promoted-to-rear-admiral-of-noaa-corps/article\\_75a61744-e589-52ce-b6b3-760357e2bb2d.html](https://www.capenews.net/sandwich/news/sandwich-man-promoted-to-rear-admiral-of-noaa-corps/article_75a61744-e589-52ce-b6b3-760357e2bb2d.html)

Oct 2022. Officials celebrate keel-laying of second scientific vessel in Terrebonne. <https://www.houmatoday.com/story/news/local/2022/10/28/second-scientific-vessel-celebrates-keel-laying-ceremony-in-houma/69600435007/>



Aug 2023 - NOAA's renovated Alaskan port facility reopens

<https://www.workboat.com/officials-and-noaa-celebrate-renovated-ketchikan-port>

April 2024 - Drones, maps, and storm-tracking in the

Pacific. <https://www.defenseone.com/defense-systems/2024/04/drones-maps-and-storm-tracking-pacific/395574/>

April 2024 - Sea-Air-Space: How Autonomy Supports NOAA's Mission to Map Uncharted Waters

<https://govciomedia.com/sea-air-space-how-autonomy-supports-noaas-mission-to-map-uncharted-waters/>

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.

LinkedIn - Active

[https://www.linkedin.com/in/chad-cary-0784ab91?utm\\_source=share&utm\\_campaign=share\\_via&utm\\_content=profile&utm\\_medium=ios\\_app](https://www.linkedin.com/in/chad-cary-0784ab91?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

Facebook - Active/dormant

<https://www.facebook.com/chad.cary.77?mibextid=LQQJ4d>

Instagram - Active/dormant

[https://www.instagram.com/chad.cary?igsh=MWlnNzNwYTFwNW9ncw%3D%3D&utm\\_source=qr](https://www.instagram.com/chad.cary?igsh=MWlnNzNwYTFwNW9ncw%3D%3D&utm_source=qr)

X - Active/dormant

@Wetheel

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 and subject matter of each testimony.

None.

22. Given the current mission, major programs, and major operational objectives of the NOAA Corps, 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?

Entering my 24th year of active duty service in the NOAA Commissioned Officer Corps, I have built an in-depth understanding of the organization and demonstrated a strong commitment to the mission. This in-depth understanding is derived from over nine years of operational time afloat across seven unique ships, leading operations at the executive level, serving in assignments with partner NOAA line offices to cultivate a diverse breadth of experience, leading the NOAA Corps Commissioned Personnel Center responsible for administering the service, and working closely with the Director of OMAO over the past three years. My commitment to the NOAA Corps has been demonstrated by enthusiastically embracing every assignment and always seeking the most challenging positions to serve this great organization and my country. I have been actively involved in the NOAA Aircraft and Fleet Recap planning efforts that communicate the requirements to justify the capabilities necessary to meet mission objectives. Leading the team safely through the pandemic and delving deep into solutions required to address recruitment and retention challenges with highly competitive professional mariner and aviator sectors gives me a thorough understanding of the landscape and required actions. Finally, I have had the privilege of playing an active role in NOAA's workplace culture improvement efforts by administering policies, collaborating closely with human resource and legal experts, providing proactive training, meeting with employee resource groups, and monitoring the process to ensure thoroughness.

I wish to serve as the Director, OMAO and the NOAA Corps for three reasons:

Reason #1

My passion for the NOAA mission and my belief in the value this organization provides to the nation strengthens with each year of service. I am proud of the role OMAO and the NOAA Corps play in contributing to public safety, national and economic security, and environmental stewardship. The opportunity to support the current mission as well as be a member of the NOAA leadership team that prepares the Agency to meet future demands is truly inspiring.

Reason #2



The organization has made tremendous progress building a positive culture that allows talented OMAO and partner professionals to thrive in some of the most difficult operational environments as well as traditional office settings. It is absolutely imperative that we continue to make positive progress building a balanced, respectful, and inclusive workplace as the demand for our services grows in a constantly changing environment. We have made great strides to establish a more respectful workplace, and I am committed to continuing those efforts. We will continue to educate, train, and hold people accountable for actions that negatively impact our climate, and in particular, we must continue efforts to eradicate sexual assault and sexual harassment from the workplace. We cannot lose any ground here or shift focus off the importance of this objective. I have played a very active role in addressing workplace culture afloat and ashore as a leader in the organization serving NOAA as well as our partners. I am motivated by the opportunity to lead and influence our workplace culture.

### Reason #3

The transformational change occurring in NOAA as we recapitalize the ships and aircraft, complete purpose-built facilities, incorporate uncrewed systems, grow the NOAA Corps, and optimize the mission execution will set NOAA and our partners up for success for the next 50 years. Organizational growth at this scale is exciting and serious. Achieving the major project milestones and working closely with the subject matter experts to navigate each associated challenge that will undoubtedly arise with such major acquisitions is crucial. The opportunity to support and lead the team through this historic transformational change compels me to seek this position.

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

As Director, OMAO and Director, NOAA Corps I will be responsible for thoroughly understanding the workforce, operations, and associated policies. Adherence to policies, laws, regulations, best practices, and other guidance from the White House, DOC, NOAA, DOD, USCG, and other sources are critical to safe and efficient operations. It is incumbent upon me to make sure this understanding and priority extends to the OMAO leaders as well and is a permanent component that guides how we conduct business. This will be done through expectation setting, training, close coordination with subject matter experts, and fostering a psychologically safe working environment where professionals feel empowered to seek guidance and speak up. It is my

responsibility to continue progress on building a respectful workplace intolerant of harassment of any type, achieving appropriate levels of conduct and performance, and implementing succession planning to set the organization up for long term success.

More specifically, administering the NOAA Commissioned Officer Corps requires an understanding of the governing laws and policies, existing or delegated authorities to the Director, authorities affecting the service designated to other leadership positions, and a process to ensure NOAA Corps Directives remain current. This will be done by allocating resources to these functions, providing training, and providing regular oversight of both routine and unique business.

Resource management and responsible utilization of appropriated funds is one of the most serious responsibilities associated with this position. Successful management of resources requires routine communication, updates containing credible data, advance planning, contingency planning, fully addressing difficult situations, and healthy relationships with budget subject matter experts. Proactive audits and capturing lessons learned from partners are critical to continuous improvement or early detection of challenges. It will continue to be my responsibility to be fully engaged in current and future year budget processes.

Experience managing large organizations is something I have built over my career. It starts with serving as boots on the ground early in my career to almost ten years of executive level experience managing budgets, facilities, acquisitions, and human capital. Serving extensively on the front lines of OMAO operations at sea alongside the professionals in our organization gives me valuable perspective on the impacts of leadership decisions. Having worked at the deck plate level is incredibly valuable to leading the organization. I have been conducting the duties of the Deputy Director, OMAO Operations and the NOAA Corps since January, 2021. This has given me extensive experience managing OMAO's budget, 1,100 employees, 15 ships, 10 aircraft, uncrewed systems, large scale acquisitions, training, health services, cyber-security, and working across NOAA offices to lead the organization. Through quarterly briefings, staffdels, and subject specific briefings I have gained experience communicating and working with Congress, the Office of Management and Budget, Department of Commerce leadership, as well as other government and non-government partners. Prior to this position, I served as the Director, Commissioned Personnel Center, Chief of Northeast Fisheries Operations, Management, and Information Division, and Commanding Officer of NOAA Ship *Reuben Lasker*. Further advancing my preparation to assume greater responsibility I recently completed the Department of Defense Chairmen, Joint

Chiefs of Staffs' Capstone course for new flag and general officers where the five-week outcome based learning focuses primarily on how to lead large complex organizations.

24. What do you believe to be the top three challenges facing the NOAA Corps, and why?

#### Challenge #1

One challenge for NOAA Corps is developing strategies to consistently attract and recruit top talent throughout the United States in the disciplines of science, technology, engineering, and mathematics. The fact that there are officers serving in all ranks needing skills in these disciplines makes it more important than ever to hire and retain a competitive pool of highly skilled officers. This is especially important at the mid-ranks (e.g., lieutenant and lieutenant commander).

Even though our "up or out" policy is designed to create healthy attrition, it is essential to retain skilled workers with exceptional leadership qualities and those capable of conducting technical operations.

With the help of Congress to tackle this challenge, the NOAA Corps received two recent improvements that enables us to grow the NOAA Corps and establish the first ever NOAA Corps Program, Plans, and Applications dedicated budget line.

This timely authorization helps us increase the utilization of our fleets, manage data collection from increasing environmental disasters such as hurricanes, grow an uncrewed systems capability, provide technical skilled leadership across NOAA program offices, and lead research labs in remote locations such as the South Pole. Recruitment and retention are at the center of these valuable tools.

#### Challenge #2

Another challenge for the NOAA Corps is our ongoing efforts to recapitalize and sustain NOAA ships and aircraft as well as adopting emerging technologies, which are vital to NOAA mission success.

NOAA Corps has ongoing efforts to address this challenge. Since 1807, NOAA Corps officers have played a vital role in leading the collection of environmental observations for the nation and have served alongside the other services in every major world war.

As pressures on the earth's systems and on our resources continue to evolve, the skilled workforce and the highly technical platforms we operate will continue to be in high demand. We have made tremendous progress, with our stakeholders, establishing ship and aircraft recapitalization programs, but there is still much work to be done.

NOAA Corps has successfully acquired two new King Air aircraft, however, there is great urgency to complete the process to replace the aging NOAA Hurricane Hunter aircraft. We are actively building two purpose-built ships for NOAA at-sea research operations and will start to bring those ships into operations in 2025. However, to avoid losing required mapping, fisheries, and priority oceanographic research capability along the West Coast, Alaska, Pacific Islands, and Gulf of Mexico additional ships are required to replace NOAA Ships *Rainier*, *Fairweather*, *Oscar Elton Sette*, *Gordon Gunter*, and *Oregon II* which begin to come offline in 2027.

The opportunity to adopt and transition into operations emerging uncrewed technologies will also be vital to the future of NOAA and the NOAA Corps. We are aggressively leaning into uncrewed technologies to seek new innovative methods to acquire environmental observations to meet mission requirements.

Successful recapitalization and modernization programs are paramount to the organization and will require steadfast leadership, exceptional support of our subject matter experts, creative partnerships, and business acumen to keep these programs on schedule and budget.

### Challenge #3

The third challenge for NOAA Corps is fostering and maintaining a positive workplace culture. To meet our mission and achieve our potential as a service, we must not only articulate the core values of safety, unity and respect, we must also make a commitment to model the behavior that aligns with our values. NOAA Corps members must value one another's differences, recognize that diversity is a strength, and work every day to ensure that our workforce's voices are heard.

The NOAA Corps has made tremendous efforts to build a strong culture. OMAO's Total Worker Health approach brings together all aspects of work in integrated interventions that collectively address worker safety, health, and well-being. It is critical to require a workplace that is free of sexual assault, sexual harassment, and

other toxic behaviors. When challenges arise in the workplace, it is important that leaders take swift action in alignment with policy.

NOAA Corps must continue to invest in a healthy work culture that supports collaboration, opportunities for growth and development, and recognition of great work and achievements.

## **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.

Please see my 2024 Annual Public Financial Disclosure Report (OGE 278).

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.

I am not aware of any matter that could involve potential conflicts of interest. All financial holdings are listed in my attached 2024 Public Financial Disclosure Report (OGE-278).

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.

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

None. All financial holdings are listed in my attached 2024 Public Financial Disclosure Report (OGE-278).

6. Describe any activity during the past ten years, including the names of clients represented, in which you have been engaged for the purpose of directly or indirectly influencing the passage, defeat, or modification of any legislation or affecting the administration and execution of law or public policy.

None.

### **C. LEGAL MATTERS**

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

- a. Provide the name of court, agency, association, committee, or group;

On May 5, 2023, I was informed that I was the subject of OIG referrals 23-0447-H and 23-0463-N regarding a travel irregularity pertaining to duty station, mission travel to NOAA's homeports, mission travel to the NOAA Corps officer training center, and the basic allowance for housing entitlement.

- b. Provide the date the citation, disciplinary action, complaint, or personnel action was issued or initiated;

There were no substantiated findings for mission travel to NOAA sites and the basic allowance for housing entitlement. The irregularity pertaining to duty station was substantiated, however, the practice had proactively ceased prior to the investigation notification. No disciplinary action or personnel action was taken regarding my misunderstanding of the travel regulations. My understanding was that it was determined there was no finding of personal gain because not only was

there no additional cost to the Government, but that it resulted in less cost to the Government and proactively corrected.

c. Describe the citation, disciplinary action, complaint, or personnel action;

On approximately Tuesday, March 19, 2024 my supervisor verbally discussed the findings with me and advised me on the applicable travel regulations pertaining to the combining personal and official travel. Attached is a follow up direction that was sent to the workforce regarding this policy.

d. Provide the results of the citation, disciplinary action, complaint, or personnel action.

No citation, disciplinary action, complaint, or personnel action was taken.

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

No.

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

No.

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

No.

5. Have you ever been accused, formally or informally, of sexual harassment or discrimination on the basis of race, color, national origin, religion, sex (including gender identity, sexual orientation, and pregnancy), age, disability, genetic information, marital status, parental status, political affiliation, engagement in a protected Equal Employment Opportunity/Equal Opportunity (EEO/EO) activity, whistleblower activity, or any other basis? If so, please explain.

October, 2022 - Received an allegation of harassment while managing a misconduct matter. The allegation was investigated and found to be unsubstantiated.

September, 2016 - Received an allegation of retaliation while managing a misconduct matter. The allegation was investigated and found to be unsubstantiated.

April, 2024 – One of multiple senior officers that received a retaliation allegation from an employee. The investigation is ongoing.

6. If you have ever served in a role that oversaw disciplinary, investigative, or other oversight actions involving sexual harassment or sexual assault, have you ever disapproved the findings of an investigation related to the offense(s) or reduced the discipline recommended by NOAA or the Department of Commerce? If so, please explain.

As Deputy Director of OMAO Operations and the NOAA Corps I monitor the status of all OMAO allegations, and if necessary associated investigations, that fall under DAO 202-995 - *Allegation of Harassment Prohibited by Federal Law* and NAO 202-1106 *NOAA Sexual Assault and Sexual Harassment Prevention and Response Policy*. This is done in close coordination with NOAA's Office of Human Capital Services and Office of General Counsel.

Not in this role, nor in any role as a second level (deciding official) supervisor, have I ever disapproved of the findings of an investigation or reduced the discipline recommended by the Agency or the proposing official.

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

None.

#### **D. RELATIONSHIP WITH COMMITTEE**

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

Yes.

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

Yes.

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

Yes.

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

Yes.

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

Yes.

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

Yes.

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

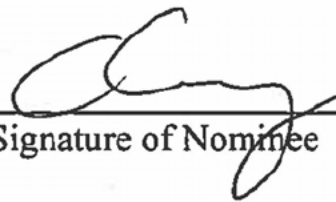
Yes.



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

**F. AFFIDAVIT**

Chad M. Cary 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 7<sup>th</sup> day of May, 2024.

  
\_\_\_\_\_  
Notary Public

05/01/2024

RIZWAN KHAN  
Notary Public-Maryland  
Prince George's County  
My Commission Expires  
05/19/2027

**Rear Admiral (lower half) Chad M. Cary**

NOAA Corps Billet	Report Date	Detach Date
0003 - Deputy Director, OMAO Ops and NOAA Corps, OMAO [07] (Silver Spring, MD)	11/22/2021	TBD
0007 - Chief of Staff, Marine Aviation Operations Centers, OMAO [05] (Silver Spring, MD)	1/22/2021	11/22/2021
0500 - Director, Commissioned Personnel Center, OMAO [06] (Silver Spring, MD)	9/28/2020	1/22/2021
0980 - Commanding Officer, NOAA Ship <i>Reuben Lasker</i> , OMAO [05] (San Diego, CA)	5/1/2018	9/12/2020
2400 - Executive Assistant to the Director, NEFSC, NOAA Fisheries [05] (Woods Hole, MA)	12/29/2014	4/22/2018
0791 - Executive Officer, <i>Henry B. Bigelow</i> , OMAO [04] (Woods Hole, MA)	2/23/2013	12/16/2014
9312 - Staff Assistant, Program Coordination Officer, NOAA Headquarters [03] (Washington, DC)	7/25/2011	2/19/2013
4703 - Executive Officer, Environmental Modeling Center, National Weather Service [03] (Camp Springs, MD)	3/16/2009	7/22/2011
0990 - Commanding Officer, NOAA Ship <i>John N. Cobb</i> (R552), OMAO [03] (Seattle, WA)	4/13/2008	2/27/2009
0991 - Executive Officer, NOAA Ship <i>John N. Cobb</i> (R552), OMAO [03] (Seattle, WA)	6/16/2006	4/13/2008
4230 - Hydrologist, River Forecast Ctr, National Weather Service [02] (Portland, OR)	6/13/2003	6/15/2006
0965 - Junior Officer, NOAA Ship <i>Miller Freeman</i> , MOC-P, OMAO [01] (Seattle, WA)	5/23/2001	5/17/2003
0000 - Officer Candidate, [01] (Kings Point, NY)	2/12/2001	5/10/2001