

**NOMINATIONS OF THE 110TH  
CONGRESS—FIRST SESSION**

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**HEARINGS**

BEFORE THE

**COMMITTEE ON FOREIGN RELATIONS  
UNITED STATES SENATE**

ONE HUNDRED TENTH CONGRESS

FIRST SESSION

—  
JANUARY 30 THROUGH DECEMBER 19, 2007  
—

Printed for the use of the Committee on Foreign Relations



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110TH CONGRESS—FIRST SESSION

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\*Note: Reassigned to Committee on Finance January 24, 2008.

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COMMITTEE ON FOREIGN RELATIONS  
110TH CONGRESS—SECOND SESSION

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\*Note: Appointed February 12, 2008.

## NOMINATIONS

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WEDNESDAY, SEPTEMBER 5, 2007

U.S. SENATE,  
COMMITTEE ON FOREIGN RELATIONS,  
*Washington, DC.*

Brinker, Nancy Goodman, to be Chief of Protocol  
Kimmitt, Mark, to be Assistant Secretary of State for Political-Military Affairs  
Siegel, Ned L., to be Ambassador to the Commonwealth of the Bahamas  
Thomas, Harry K., Jr., to be Director General of the Foreign Service

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The committee met, pursuant to notice, at 10:05 a.m., in room SD-423, Dirksen Senate Office Building, Hon. Bill Nelson presiding.

Present: Senators Nelson, Casey, Coleman, Corker, and Isakson.  
Also present: Senators Warner, Hutchison, and Martinez.

### OPENING STATEMENT OF HON. BILL NELSON, U.S. SENATOR FROM FLORIDA

Senator NELSON. Good morning. In the interest of time, I'm going to enter the opening statement into the record, and I would turn to Senator Coleman.

### STATEMENT OF HON. NORM COLEMAN, U.S. SENATOR FROM MINNESOTA

Senator COLEMAN. Thank you, Mr. Chairman. I just, very briefly, I know two of the individuals here very well and I know of the third. These are—they're all extraordinary candidates. Ned Siegel has been a friend of mine for many years. He is—he's an extraordinary community citizen, he's a man of great integrity. I think it's wonderful that he's willing to serve. And, I wholeheartedly endorse and support the President's nomination. I hope it moves forward quickly.

Ambassador Brinker, I've also known. She is an extraordinary, just an extraordinary individual who has already given great service to this country at the highest level and I'm thrilled that she's willing to continue to do so.

So, Mr. Chairman, I know we have a large panel and a lot of work to be done, but I just want to give my wholehearted endorsement and support for these two individuals who I know, and then, by reputation, General Kimmitt. This is a tremendous panel put to-

gether and I hope these nominations move forward very quickly and that they are confirmed by the full Senate.

Thank you, Mr. Chairman.

Senator NELSON. Thank you, Senator.

I'm going to call on our colleagues for their statement. I'm going to call on you in order of seniority and then if you would like to be excused, that will enable you to go ahead and attend to the duties of the Senate and the House.

So, Senator Warner, why don't we start with you?

**STATEMENT OF HON. JOHN W. WARNER,  
U.S. SENATOR FROM VIRGINIA**

Senator WARNER. Well, thank you, Chairman Nelson, Senators Coleman and Corker.

I believe Tom Lantos has about 2 years on my 29. Let's check it out. How long you been here, Tom?

Mr. LANTOS. I would yield to you. [Laughter.]

Senator WARNER. All right. If you say so.

Mr. Chairman and colleagues on the committee and all in attendance, these are joyous occasions. And, I've had well over 100 opportunities to come before my colleagues and place my credibility against a nominee of a President, Democrat as well as Republican. But this is a most unusual one.

I first would like to say that this fine man I've known for many years, as well as his family. And, I'd like to ask the Chair if he could take a minute to introduce his family and then I'll abbreviate my remarks.

General KIMMETT. Senator, thank you. I'd like to introduce the guests that I brought today, the members of my family. My wife, Cathy, my brother, Jay, my sister, Judy, all who have had, in some way or another, a significant association with the United States Senate. All—

Senator WARNER. I will deal with that. [Laughter.]

You can stand down now.

General KIMMETT. Thank you very much. [Laughter.]

Roger.

Senator WARNER. Years ago when I came here, Mark's father, Stan, after a 26-year career in the military, rising through the ranks from a draftee Private to Colonel and fighting in both World War II and Korea, went on to spend 15 years serving the United States Senate. First as Secretary for the majority under Mike Mansfield and then as Secretary of the Senate until 1981.

And, having had brief tours of service myself, both in World War II, at the end, and in Korea, we formed a very strong friendship. And, he was a remarkable individual, remarkable. And, those of us that were privileged to serve with him here in this institution remember him with great fondness.

And then, the nominee's mother, Eunice, served in World War II as a Red Cross volunteer in France and occupied Germany in 1945 and 1946. His brother, Bob, graduated from West Point in 1969, served a combat tour in Vietnam, went on to serve on the staff of the National Security Counsel, as General Counsel to the Department of Treasury, Undersecretary of State for Policy, United States

Ambassador to Germany, and currently Deputy Secretary, United States Treasury.

His sister, Kathy, worked for the National Park Service in Washington, DC, and for Senator John Melcher in Billings, MT. His brother, Jay, graduated from West Point in 1972, served overseas tours in Korea and Hawaii, and retired as a Lieutenant Colonel in the Army. His sister, Mary, served 15 years with the National Park Service and is currently a Physician Assistant, having returned from serving as a Physician Assistant to United States troops and families in Bamberg, Germany. His sister, Judy, served 30 years in support of the U.S. Senate, working for the Sergeant of Arms and Senators Rockefeller, Kerry, and Carper, and currently serves as Deputy Chief of Staff to Senator Frank Lautenberg.

Mark's wife, Cathy, has served 31 years as a full-time elementary school teacher, including teaching military dependants in Germany and Belgium.

Now, we really don't have to know much about this nominee. His family speaks for the integrity, which was given him by his distinguished mother and father and his siblings.

So, I'd like to say from the outset, that most of my statement can go into the record. Nevertheless, the nominee's a life-long Virginian. He attended grade school and high school in Virginia, left Virginia for West Point in 1972, graduating in 1976. His 30-year military career included service in Bosnia, Germany, Belgium, and a combat tour in Iraq from 2003 to 2004. Upon retirement from the Army, he returned to reside in Arlington, VA, and currently serves as Deputy Assistant Secretary of Defense for the Middle East. And, in that capacity and his previous capacities, I have met and worked with the nominee on a number of occasions.

I particularly recall when he served with General Abizaid, CENTCOM, and more recently during many meetings I've had at the Pentagon here in the last couple of years with the intelligence briefings.

He has absolutely the proven qualifications to move on to his new position. So I would like, at this point, to simply conclude, ask that the balance of my statement be placed into the record.

And we as Americans are grateful to you, General, and your family for all the service they've done. Good luck, you're on your own. [Laughter.]

Senator NELSON. Thank you, Senator Warner.  
Congressman Lantos.

**STATEMENT OF HON. TOM LANTOS,  
U.S. REPRESENTATIVE FROM CALIFORNIA**

Mr. LANTOS. With your permission, Mr. Chairman, I'd like to yield to Senator Hutchison.

Senator NELSON. Well, you—we're going by seniority, so we would certainly invite you for your comments.

Senator HUTCHISON. Be my guest. Since I don't have all the seniority, I can't order people around like Senator Warner. So, I would just say, please proceed.

Mr. LANTOS. Thanks very much.

Mr. Chairman, members of the committee, I believe this is the first time that the Democratic Chairman of the House Foreign Af-

fairs Committee is eagerly and happily here to endorse the nomination of a very distinguished Republican.

Nancy Brinker is an extraordinary human being. My wife, Annette, and I have had the pleasure of watching her firsthand during a very difficult period of Hungarian-American relations, perform magnificently as the American Ambassador to Budapest. It was a complex, difficult, very impressive assignment, and she discharged it magnificently.

Her achievements in the private sector are well known to all of us. She has created an organization, global in scope, in honor of her sister who lost her life at a very early age to cancer. And, this organization has provided millions of people across the globe help and hope. I don't think the President could have picked anybody better qualified and more suited to the very difficult task that she's about to undertake. And, as a Democrat, I am proud to support this nomination and I look forward, with total confidence, that we she will discharge this new responsibility magnificently.

Thank you.

Senator NELSON. Thank you, Congressman.

Senator Hutchison.

**STATEMENT OF HON. KAY BAILEY HUTCHISON,  
U.S. SENATOR FROM TEXAS**

Senator HUTCHISON. Thank you very much, Mr. Chairman.

I, too, am here to introduce Nancy Brinker, who is my lifelong friend. I so appreciate Congressman Lantos coming over and making this gesture and I know that Ambassador Brinker relied on Congressman Lantos for advice and counsel throughout her term as Ambassador to Hungary. So, I so appreciate his endorsement of her.

I want to say about Nancy Brinker, that she is a dynamo, a powerhouse, someone who never takes "no" for an answer. I was in her living room in 1982 when she started the process of fulfilling the promise to her dying sister, Susan G. Komen, that she would do everything in her power to end this disease. And, Nancy had a few of her friends in her living room and said, "We're going to start a foundation and we're going to raise money for breast cancer research."

Since that time in 1982, the Susan G. Komen For The Cure has a network of over 75,000 volunteers, 100 staff members, affiliate groups in 120 cities in the United States and three in other countries, including Hungary. And, they have raised \$1 billion for breast cancer research. That really shows you the organizational skills of Nancy Brinker.

She has served on Government panels under three U.S. Presidents. And of course, President Bush appointed her to be U.S. Ambassador to Hungary. I think she did a great job there and showed her diplomatic skills in that post. And, I can tell you, she has an instinct for the diplomatic. I know that she will do this job so well. She's organized, which you certainly need as Chief of Protocol. She has attention to detail, which you must have when dealing with foreign visitors of all countries that will come here. And, she will be a superb representative of the United States of America, which of course, is the role that she will serve in the State Department.



So, all of those things I think show that she is the best person for this job. And, I hope that we will have an expeditious confirmation hearing.

Thank you, Mr. Chairman.

Senator NELSON. Thank you, Senator Hutchison.

Senator Martinez.

**STATEMENT OF HON. MEL MARTINEZ,  
U.S. SENATOR FROM FLORIDA**

Senator MARTINEZ. Mr. Chairman, thank you very much. I am—find myself in an unusual position of being on the wrong side of the aisle. I'm not sure why this was chosen to be today, but I'm delighted to be here.

I'm very proud to be here to—I just want to make sure my friend, Ned Siegel, didn't think something had transpired. [Laughter.]

But I'm here, very proud and honored to have the opportunity to present to the committee a good friend and a great Floridian, Ned Siegel.

Ned is someone who has distinguished himself in his professional life as a law clerk, an attorney, and one of our most successful and distinguished developers in the State of Florida. I know, that in addition to that, he's also had a great calling for public service. He has offered himself and from time to time has answered the call to duty.

He served Governor Bush, when the Governor called on him. He also had the opportunity to serve President Bush and this administration when he served on the Board of Directors of the Overseas Private Investment Corporation, OPIC, which does a terrific job of helping United States businesses invest overseas.

President Bush also appointed Mr. Siegel to serve in a diplomatic role at the United States mission to the United Nations, where he served as a senior advisor.

As the Chair knows, Florida and the Bahamas are interlinked. We're very connected. It's a very important post for us and Florida, to have an Ambassador to the Bahamas that be a Floridian, that be one of us, that understands our State, but also understands the very special relationship between our State and the nation of the Bahamas.

We have issues, whether it be tourism, economic development and cooperation, or drug interdiction, issues of migrants that we have to deal with. All of which are very, very important. And, I know that in the past we've had a close working relationship, you and I, with our Ambassadors to the Bahamas.

I believe Mr. Siegel is the right man for the job. I'm delighted that the President chose to appoint him. And, I look forward to his swift confirmation so that we can have him serving us in this very important post, in Nassau. I look forward to his confirmation and working with him as our ambassador.

Mr. Chairman, if I might just take an additional moment to join the Nancy Brinker fan club. Ms. Brinker, we sort of claim her in Florida, too. I know the Senator from Texas proudly talked to her about being a Texan, but we think of Ambassador Brinker as a Floridian, and we're extremely proud of all that she's done and look

forward to her service in this new post where I know she'll distinguish herself, as well.

General, I'm sorry, but I don't have anything else to add on your nomination, but I'm sure it will go well as well, and congratulations and thank you for serving.

With that, Mr. Chairman, I thank you for the opportunity to address the committee.

Senator NELSON. Thank you, Senator Martinez.

Now, Mr. Thomas, if you would join the folks at the table. We're going to do something a little different today. Because of the length that has been consumed by the Senators and the Congressman, I am going to have your statements entered into the record, so that that will be—your written statement will be—a part of the official record and we're going to turn right to questions. So, I would turn to Senator Coleman.

Senator COLEMAN. Thank you—thank you, Mr. Chairman. Have the nominees had a chance, Mr. Siegel, did you have a chance to introduce your family? Could you do that, that would—

Senator NELSON. Yes. Any of you who have family that you would like to introduce, please go ahead.

Mr. Siegel.

Mr. SIEGEL. Senator, I would like to introduce my life partner and wife of 31 years, Stephanie, who, has given her support and love and the ability to make sure that I see things correctly. She is sitting right behind over there. Thank you very much.

Senator NELSON. Thank you.

Ms. BRINKER. And, Senator, I would like to introduce my son, Eric Brinker, who is just an amazing young man and has always been there for me. Thank you Eric.

Senator NELSON. Mr. Thomas.

Mr. THOMAS. Yes, Senator. I'd like to introduce my wife, Erica Smith Thomas, a musician, and my mother, Mrs. Hildonia McCleary Thomas, a retired school teacher and social worker, and my first cousin, Ray Boyd, who has been my guide and mentor and is a Senior Executive Service Member of the Department of Defense.

Senator NELSON. Welcome to all the members of the family. This is a proud day for you and it's an important in the lives of your loved ones. It's an important day in the conduct of the business of the United States.

Senator Coleman.

Senator COLEMAN. Thank you very much, Mr. Chairman. And again, I think this is an extraordinary panel of nominees and I welcome Ambassador Thomas—thank you for being part of this. This is a good group.

For the audience, if there are not a lot of folks here, it usually there are not a lot of problems, so that's a very good thing, by the way. But this is an extraordinary group here.

Let me turn to Mr. Siegel. I just have a couple questions for a couple of the nominees. I think far too often we are—I shouldn't say ignore, but don't reflect enough—on the importance of the Caribbean, in terms of our relationship with our neighbors in the hemisphere. And, I'm hopeful Mr. Siegel, should you be confirmed, and I would hope that would happen quickly, that we'll have a

chance to work together to kind of raise the level of the relationship.

One area of concern that I do have has to do with energy and with Venezuela. Clearly, our Caribbean neighbors have energy needs. I believe the Bahamas was signatory of the Petro Carib agreement with Venezuela. I don't think they have received oil under it, but I'd be interested in your reflections on whether their participation in that would have any impact on the United States-Bahamian relations?

Mr. STEGEL. Senator, to answer the question specifically, the Bahamas did, in fact, sign Petro Carib, but in fact, have rescinded that agreement. It's important to work with, if confirmed, the Bahamas in looking for alternative energy sources. They are dependent upon oil. Their economy is such, that to continue to grow in its investments and its trade, to look at alternative energy sources. And, I think they understand that a required economic platform will be required.

So, I look forward to working with them to look for alternative energy sources. And, to answer your question again specifically, they have not followed and have rejected the Venezuelan influence.

Senator COLEMAN. Thank you.

In addition to our personal relationship, and I'll state publicly a friendship with you and your family for many years, we also had a chance to work together professionally. I served as a delegate to the United Nations, as Senate representative, and you served as a advisor to the U.N. mission. How has this experience helped you to be prepared for this new opportunity that you have?

Mr. SIEGEL. Senator, that's a wonderful question, because it gives me the opportunity to share with you that that experience truly gave me the ability to understand what it meant to engage and listen to the needs of foreign countries. Being involved in the Security Council vote between Venezuela and Guatemala. The ability to reach out to other missions and listen to their concerns, gave me the ability to understand what it was or what it is, to how to interact in initiatives and strategies on multidimensional and bilateral relationships. That experience, I think, will serve me well as I deal with the Government of the Bahamas.

Senator COLEMAN. I would hope, not a question here, but that in this capacity, should you be confirmed, that you would work with the Senate on the issue of continuing to push U.N. reform. It remains a high priority and it would be very helpful if our Caribbean neighbors were involved, working with us to ensure greater accountability and transparency in the United Nations.

Mr. SIEGEL. Senator, I agree with that. If I just can add, the Bahamas was one of the few Caribbean countries that voted with us in the vote with Guatemala.

Also, I think we see a change in 2006 in the new government, to vote more in our, aligned with our human rights issues than they have in the past and in alignment with the NAM, the Non-Aligned Movement countries and CARICOM.

Senator COLEMAN. Let us continue to work on that.

General Kimmitt, just two more questions, one for you. I've been very much concerned about the role of IMET. It's been a tremendous tool. We've got some new security assistance authorities out

there. Could you reflect on the role of IMET? Does it remain a useful tool?

General KIMMETT. Senator, it really does. As you take a look at the relationships that we build with nations around the world, one of the primary methods that we do that, is through our IMET program. We take a look at nations as they send their officers back to our countries. They not only learn subjects of military applicability, but they get an opportunity to see what the United States is all about.

These are young officers, in many cases, who we have identified as having significant potential in our relationships in the future. We take a look at the relationships that have been fostered over the years, and frankly, in those years where we have not brought students from different countries back to the States, and the difficulties we have with those nations.

So, if confirmed, I will continue to be a strong proponent for the IMET program, and do everything in my capacity to improve that program over the years.

Senator COLEMAN. Thank you, and a last question.

Ambassador Brinker, in your opening statement which I read—you talked about the difference in lives of other people, other cultures, you can make if you can reach out to them, and you go on to say that your experience as a foreign Ambassador has prepared you for the position that the President has now entrusted you to undertake.

Would you just briefly, for the record, articulate how that has prepared you?

Ms. BRINKER. Senator, thank you. The opportunity to serve overseas, I think, and live in another country always adds another dimension in understanding the greatness of our country, and at the same time, all that we can do to create better relationships, better bilateral relationships.

I'm very excited, if confirmed, to take on this role, because I feel that there are many, many opportunities to develop friendships—deeper, more lasting—and enhance the relationships we already have with other countries. By being personally engaged with the diplomatic community, by doing a lot of outreach, introducing, where I can, what they would like to hear and know about our country—both in the business community, the professional communities, education, healthcare, and certainly the NGO community. And anything I can do to expand the base of knowledge that the diplomatic community has, serving in our country.

Senator COLEMAN. I think you're extraordinarily well-prepared for this position to which you've been nominated.

Thank you, Mr. Chairman.

Senator NELSON. Senator Corker, you have a time problem and wanted to make a statement?

Senator CORKER. Yes, sir, Mr. Chairman, and I thank you for that courtesy. I just want to thank the four nominees for offering themselves. We are very, very fortunate to have people of your backgrounds willing to do what you do. I thank you for coming before our committee, and I thank you for what you're getting ready to do again for our country.

Thank you very much.

Senator NELSON. Senator Casey.

Senator CASEY. Thank you, Mr. Chairman. I want to thank everyone who's with us today, the four nominees, and reiterate what's already been said about your service, your commitment to service, your presence here today, and your commitment to continue to serve our country.

I wanted to direct my questions to General Kimmitt, as well as Mr. Thomas, but I did want to say to Mr. Siegel, we appreciate the fact that you're here with us today. You had a great introduction by Senator Martinez, and we appreciate the fact that you're serving.

And, to Ambassador Brinker, we're grateful to your service. And I have to add a personal note—we get to do this once in a while. Where the Susan G. Komen Foundation that you founded, in honor of your sister—as I heard the testimony from Senator Hutchison, has 120 chapters, I guess, across the country. One of them is in my home area of Northeastern Pennsylvania, and as a young lawyer, I drew up the incorporation papers for that, and I'm proud to say that I played a small role.

But I have to say, to give you a sense of how successful you've been, and how successful the Foundation has been. I live in a county, my home county of about a little more than 200,000 people, and we've had thousands—literally thousands—of runners and walkers every September. And, I think per capita—I've said this to people without being able to prove it—I think per capita, it might be the biggest race in the country. But, if not, probably in the top 10 per capita.

So, we're proud of that, and we're proud of what you've done for the whole country in your public service, but in particular, if I can, personally highlight the work on breast cancer. Thank you.

Ms. BRINKER. Thank you, Senator. I appreciate that very much. Thank you for your help.

Senator CASEY. Thank you.

First of all, General Kimmitt, I wanted to focus my questions at the role that the bureau plays. The Bureau of Political and Military Affairs. Just in terms of highlighting, PM as it's sometimes called—Political/Military Affairs—has important roles in four strategic areas—I want to make sure I'm right about this—counterterrorism, regional stability, humanitarian response, as well as homeland security. Is that correct?

General KIMMETT. Yes, Senator, it is. Less of an impact on homeland security than in the other three areas, but you are correct.

Senator CASEY. Thank you, and I know if we had more time, you'd be able to develop this more in your, in an opening statement, which I know will be part of the record.

I want to ask you two or three questions. First of all, a question about the Portable Surface-to-Air Missiles, known by the acronym MANPADS. As you know, and as so many of us know, they continue to pose, I should say, a serious terrorist threat to civilian aircraft around the world. We saw that—we saw a version of that, I should say—in the report by the Associated Press, when a couple of members of the United States Senate were leaving Baghdad. It may not be the same technology, but the same threat that is out there.

There's been a concern raised over the years about the funding of programs in this area, in particular, that the funding of these programs has been limited to millions of dollars per year, instead of more than that.

Fiscal year 2008, the administration requested nearly \$45 million for destruction of small arms light weapons, including the so-called MANPADS, which present a direct threat—as you well know—to homeland security. I guess I'd ask you about the funding levels, whether or not you're satisfied that with the current level of funding to buy back or destroy excess MANPADS? Do you believe that more can and should be done in this regard?

General KIMMETT. Senator, I would agree with you that the threat that MANPADS have around the world, not simply in this country, but anywhere where our troops operate, where our civilians operate as well, continues to be a threat. That is one of the questions that I have asked the PM Bureau to look at. They have assured me that they have, not only the capacity, but the energy to increase this program if properly resourced.

So if, in fact, there is an opportunity to expand the budget and the resources placed against that, the PM Bureau can certainly take good use of those resources, and expand this program.

Senator CASEY. Thank you, and I guess as a way of follow-up, in terms of your work upon confirmation—how do you think our government should measure, measure progress in dealing with these small arms and light weapons? And if confirmed, how would you measure—in particular—the Bureau's progress in destroying these? If you can outline that, I think that helps us in terms of evaluating the role that you'll play.

General KIMMETT. Senator, as you know, PM Bureau has worked with over 25 countries up to this point, they've destroyed over 21,000 MANPADS, 90 million rounds of ammunition. But that—first of all, I think we need to understand what the net amount of product is out there. I'm not certain from my own intelligence briefings, that we certainly have a good feel for what's out there.

But part of this is diplomacy—working with those countries, where those MANPADS exist, making sure that those countries are is—as concerned about the problem as we are.

Number two, if additional resources were to be made available, making sure that those resources are working with the right people, the right organizations to get these out of public domain. Some of the metrics, I think, are the right metrics—sheer numbers, 90,000—90 million rounds of ammunition, 21,000 MANPADS—that's a huge number.

But, I think it's, it's only going to reach the numbers that we really want to reach if we have those countries that we're working with, have as equal a concern about the fact that these present a threat—not only to American interests, but their interests as well. So, part of the way we would measure it would be, how many of the countries are actively participating along with us, how many of the countries are acquiescing, and how many countries are preventing us from working with them? Those would be the metrics I'd be interested in.

Senator CASEY. Could you restate those numbers, in terms of what the estimate is?

General KIMMETT. Yes, sir. Since 2002, PM assesses that they have been responsible for destroying 90 million rounds of ammunition, and 21,000 Man-Portable Air Defense devices.

Senator CASEY. Twenty-one thousand. Is there any way, I mean, is there a resource that your bureau—or any bureau or office in our government can turn to for any kind of inventory, or an estimate—

General KIMMETT. Senator—

Senator CASEY [continuing]. Of how many that are still out there?

General KIMMETT [continuing]. Senator, Jane's is typically a good source for approximate numbers. Our intelligence services are the ones that can give us more specific numbers.

Senator CASEY. Do you think, if we've destroyed—you're saying we've destroyed 21,000 since 2002, is there any estimate—that's not classified—that's out there now? Are we talking about tens of thousands of these? Or thousands? Is there any ballpark figure you can give that's not classified?

General KIMMETT. Senator, let me take that question for the record, and we'll get an answer back to you.

Senator CASEY. Thank you.

And I know I'm a little bit over time, but I'll just quickly ask Mr. Thomas a question. The first one being a very important question about what undergraduate institution did you attend?

Mr. THOMAS. College of the Holy Cross.

Senator CASEY. Thank you. I did, too. [Laughter.]

Senator CASEY. We both believe, of course, it's the number one higher education institution in the United States of America, is that right?

Mr. THOMAS. Without a doubt, Senator.

Senator CASEY. We have a great sense of agreement here.

Just very quickly, I know I'm over, I will try to get one question in. And this is something that all of us, as Americans, are deeply concerned about.

A series of articles recently in USAToday, as well as a recent hearing in the House Foreign Affairs Subcommittee on Near East, South and Central Asian Affairs, raised the issue of foreign service personnel suffering from post-traumatic stress disorder, especially after tours in Iraq. I'd ask you, Mr. Thomas, about how you plan to overcome concerns that—and obviously they're understandable concerns, that foreign service personnel would have, that their careers would be negatively affected, if they come forward to seek help for a very real concern that they have about their own lives?

Mr. THOMAS. Thank you for that question, Senator. The Secretary and all of us are concerned about the health of all of our employees.

According to a recent survey that we conducted, about 2 percent of those who served in Iraq and Afghanistan believe they have PTSD. Perhaps another 15 percent have it, but require a diagnosis.

To assist these officers, we've mandated a high-stress assessment health brief for people who've served in Iraq and Afghanistan, so that no one would have fear of being tarnished.

We're also looking at a Deployment Stress-Management Program that would look to assist people before they go out. Senator, that

has yet to be funded, but we hope that we'll be able to do that. We're also work with their families. We have a coffee klatch program one Sunday each month. If confirmed, I hope to attend one in October or November. We have a program to assist children—because they're often concerned when their family members are overseas—where we try to assist their children. So, we have a comprehensive program to assist our officers, and we'll look to do more, sir.

Senator CASEY. Thank you very much.

I'm over, I'm sorry. Thank you, Mr. Chairman.

Senator NELSON. That's an excellent question, because no matter where you are in a theater, the old battlefield lines don't apply to the battlefield of today. In addition to PTSD, what we are finding is that traumatic brain injury manifests itself—not necessarily immediately but later. So, any State Department personnel, for that matter—any U.S. personnel—because we have these provisional teams that have many, across many different agencies—if they're within the proximity of a blast, the traumatic brain injury may not manifest itself right away, it may be later on. So that, Mr. Thomas, you're going to have to look out for as well. In addition to the PTSD.

Mr. THOMAS. Well, Senator, we wholeheartedly agree with you. And we have—working with our medical staff—we're in the process of developing a program. We understand that 3 to 5 years hence, people might be affected. We're working closely with the Department of Labor and the Department of Defense to have a comprehensive program where we can assist these Americans. Whether they're affected today, 3, 5, or 20 years from now, so—

Senator NELSON. Well, one thing you may consider—we have very good TBI facilities, but it's in the veteran's healthcare system. Now, the question is, how could you access that for nonmilitary personnel?

Mr. THOMAS. Sir, that's something I'll have to get back to you on, but we will clearly investigate that.

Senator Isakson.

Senator ISAKSON. Let me, on that subject, just as Senator Casey's question is a great question.

Just last Tuesday, I held a field hearing at the Augusta Veteran's Hospital in Augusta, GA, where they had the first seamless transition from DoD to the VA for a wounded warrior, and where a lot of the PTSD and traumatic brain injury patients from the Southern Region come. And your statement is so correct, because I met a young lady—Sergeant Harris—who was in Iraq, suffered a brain injury. She was let out of the military because of her injury, went to the VA hospital, and they cured the injury, and she went back in the military.

So, there are tremendous breakthroughs being done at the VA treating both PTSD and traumatic brain injury, and we should look to find some way for the State Department to be able to access the experience that those soldier were having in the Veterans Administration.

Senator NELSON. And there's a good example on traumatic brain injury, if you can identify it quickly enough, you can treat it. The



real problem is, when it's not identified, and the person goes on and on, then it's very difficult.

Senator ISAKSON. And the Wounded Warrior amendments and bill that we did, did a great job of broadening the number of people who can identify PTSD in soldiers for the purpose of referrals like optometrists, and ophthalmologists, and people like that, who can sometimes recognize the symptom that might have been missed in just a pure medical hospital.

Ambassador Thomas, first of all, of all of the things that have impressed me, being a member of Congress and the Senate, nothing has impressed me more than the dedication of the Foreign Service officers of this country. And every place that I have traveled, I have seen the remarkable sacrifice that they make, and the passion that they have for their business, and I know that includes you, as well.

So, congratulations to you on this nomination, and on the job you've done.

Mr. THOMAS. Thank you, Senator.

Senator ISAKSON. I have one question of you. In 2002, 6 months after the 9/11 attack, I went to Ethiopia and Egypt, to follow up on NGO contractors using foreign aid of the United States in the education area, because we learned, post-9/11, that some of our foreign aid had actually gone to schools that wouldn't allow Muslim women to go to school. And part of the whole mission was to be sure the NGOs and the people receiving benefit understood that our money was conditional upon men and women receiving education. Which leads me to my question—what role do the foreign service officers perform in ensuring that U.S. foreign aid that goes to NGOs is used in precisely the way we, as America, would want it to be used?

Mr. THOMAS. Senator, thank you for that question. We work very closely with USAID and other agencies to make sure that all of our foreign assistance adheres to American law. And we are very committed to ensuring that boys and girls—in whatever society—have the opportunity to go to school.

I was Ambassador to Bangladesh, where we had several programs to obtain scholarships for poor boys and girls. We worked in boys and girls madrassas, also educating them. And I do not believe that it was a lone program. I'm sure that these programs are replicated throughout our embassies.

Senator ISAKSON. Well, the reason I ask the question is, I have been supportive of our foreign aid programs, because I think—invested, in the right way, that money can bring tremendous benefits, in terms of understanding America better, by raising the education level, and the standard of living of people in foreign countries. But my constituents and I are steadfastly opposed to that money getting in the wrong hands. Which is why it's so important to have a good flow of information back from the field to the State Department or to USAID, if we, in fact, find out that some of it is being spent less than judiciously.

Mr. THOMAS. We 100 percent agree with you, Senator.

Senator ISAKSON. General Kimmitt—one quick question for you, I was in Kosovo in January, after the initial incursion of the

United States back in 1999 or 2000. I know there was a tremendous problem with land mines left in Kosovo and people dying.

Would your job, in terms of political military affairs have anything to do with the removal of those, or efforts to remove those?

General KIMMETT. Senator, the PM Bureau does, in fact, involve itself with humanitarian mine—de-mining operations. And, to my recollection, Kosovo was one of the first countries, very quickly after the war, after the conflict—I served in that conflict, as well—to declare itself landmine free, to the point where it is, they are no longer a threat to the local Kosovars.

Senator ISAKSON. Well, that's important, because when I was there early on, there were a lot of innocent people losing their lives in the field, because of the land mines spread across the countryside.

Congratulations on your appointment, as well, and that's all of the questions I have, Mr. Chairman.

Senator NELSON. Thank you, Senator.

Well, I'll start with you, Mr. Thomas. As we go around to see our embassies, the new construction standards of set-backs and so forth, I was struck by Ambassador Crocker, our Ambassador in Iraq having stated recently that sometimes diplomats are not able to do their jobs because of the security requirements in place. It is what it is, we have to protect our people.

Why don't you share for the committee, what you think is an appropriate balance between ensuring that the diplomats and their families are safe, and them being able to do their jobs.

Mr. THOMAS. Thank you very much, Senator. We do agree that the safety of our diplomats and their families must be paramount. However, we also agree with Ambassador Crocker that our people must get out into the streets and villages and talk with people and assess the situation. That is very much part of Secretary Rice's vision of Transformational Diplomacy, that we do go out.

We advise all of our ambassadors to work very closely with their regional security officers to, on a daily basis, assess the security situation, and then make a decision whether their people should be able to go out into the streets and villages.

Senator NELSON. It's just extraordinary, some the security requirements. For example, perhaps the highest security outside of Iraq and Afghanistan, that we have for a United States Ambassador is Lebanon. A huge security package, that envelopes the ambassador, at all times. On the other hand, you go to a country, for example, from which I just returned—Vietnam—the necessity of security is a lot less there. Same in Thailand, same in Malaysia. Needless to say in Hong Kong, same thing.

So, and yet, the constant threat of an ambassador, and an ambassador's family, as a representative of the United States, that ambassador is a target, no matter where they are.

Mr. THOMAS. Senator, I'd like to give an example of when I served in Bangladesh at all times, in terms of vehicles, police and resident security. I did not let that deter me from going out into villages, into streets.

But, what I also did was take advantage of the talented Foreign Service, and civil service, and locally-employed staff that we had, where I had them go to libraries, go to villages, go to hospitals, and

appear on television. I think that what we must do is take advantage—not only of the ambassador—but of everybody who belongs to that mission, to go out and reach the people. We even took our embassy, twice a year, on the road to different villages, where we set up all aspects of the embassy, including the Peace Corps, to show what we were doing. And I think that's what we have to do while we still assess security.

Senator NELSON. The call is out for the need for personnel in Iraq in the State Department. Is that need being met voluntarily?

Mr. THOMAS. Yes, sir. We have met that need every year, through volunteers. We have not had to go to directed or identified assignments. We salute the brave men and women who have volunteered to serve in Iraq and Afghanistan.

Senator NELSON. So, there's not a shortage that is needed in Iraq? Because of the lack of volunteers?

Mr. THOMAS. Not to date, sir. However, if that did come, and we had to identify or direct assignments, we would do that. But we have not had to. In fact, among our junior officers, we have more junior officers applying to serve in Iraq and Afghanistan than we have spaces for junior officers.

Senator NELSON. What about the drain on personnel, since there's been a call out among consular officials to come in and help with the passport fiasco?

Mr. THOMAS. Well, Senator, I think we all need to participate. And, what I did—when I left my job as Executive Secretary—I spent 2 weeks adjudicating passports—a few blocks from here. I wasn't the only one. Former Ambassador Mike Marine of Vietnam, and several other senior officers pitched in. And last week, I spent time in London, doing consular work, adjudicating passports, and assisting American citizens.

So, we were able to meet that challenge through the great efforts of our civil servants, Foreign Service officers. Even retirees came out to assist us. And we're very proud that we're at 1.3 million passports and are meeting the requirements and the needs of the American citizens.

Senator NELSON. One point three million?

Mr. THOMAS. One point three million requests.

Senator NELSON. Requests?

Mr. THOMAS. Yes.

Senator NELSON. How many in backlog?

Mr. THOMAS. That's 1.3 million in backlog.

Senator NELSON. In backlog?

Mr. THOMAS. Yes.

Senator NELSON. And when do you think that's going to be cleared?

Mr. THOMAS. Well, we hope by September 30, that we are down to our normal 4–6 week window.

Senator NELSON. And how many is that?

Mr. THOMAS. That would be probably about 1 million. If we can—if we're at a million, we can probably get people their passports in 4 to 6 weeks. But really, Senator, when I was working there, we were—people were working overtime, unpaid, to meet this need. And if you had an extraordinary need, where you needed to travel immediately, or within a day, we were meeting that, in August.

Senator NELSON. And you're familiar with this because of your previous position?

Mr. THOMAS. I'm familiar with this because, as a Foreign Service officer, I did consular work 20 years ago. But having spent the last 3 weeks working in passports, I learned much more than I had remembered.

Senator NELSON. Refresh the committee's memory here. You worked in the past 3 weeks in passports, why?

Mr. THOMAS. I thought it was important that a senior officer who had been the Special Assistant to the Secretary show that we all need to volunteer and pitch in. But again, Senator, I was not the only one. We had many senior officers, ambassadors, and retirees who pitched in.

Because we believe that the State Department, we're often the front line of defense against terrorism, but this is something that we can show that we can do for the average American, and we wanted to meet that need.

Senator NELSON. Well, that's admirable on your part, to have pitched in like that. It's almost too bad you had to pitch in like that. Do you have any thoughts about why we got ourselves in the mess that we got ourselves in?

Mr. THOMAS. Well, Senator—we estimated that we would need a slight increase over last year, and we had a tremendous increase over last year. And we know the history. But the important thing to us, sir, is that we have met that, and we're working to ensure that this does not happen again. We've opened new passport centers in Arkansas and expanded our facilities in Florida and New Hampshire. We've hired new adjudicators. So, we are confident that we will not have to go through this again, sir.

Senator NELSON. I can certainly speak for all of the members of this committee in hoping that you are correct on that, because of the cries of anguish of our constituents, with regard to passports.

I have checked with consular officials around the globe, and I find that they feel very sanguine, very supportive of Mrs. Hardy, who is the head of that—I don't remember the title, but—

Mr. THOMAS. Consular Affairs, sir.

Senator NELSON [continuing]. Consular Affairs. And they feel that she has done a great job. Do you know her?

Mr. THOMAS. Yes, sir. In fact, we're long-time colleagues, but I had lunch with her yesterday to report on my 2 weeks working here and my 1 week in London, to give her an assessment. And I told her that she really is a true hero to the people that work for her. She inspires them on a daily basis. And I was very much impressed by the work we were doing here and in London.

Senator NELSON. She has appeared in front of this committee and places the blame on herself for not anticipating the extra surge in the passports. Do you think that's fair to her?

Mr. THOMAS. Sir, it's not for me to assess blame or damage. I think the important thing is that Assistant Secretary Hardy has led the effort to meet the needs and requirements of the American people in terms of the passports.

Senator NELSON. Except that it's the responsibility of this committee in its oversight capacity, to make sure that this never happens again. And, it's interesting to this committee that she places

the blame on herself and no one above her in the chain of command will take any responsibility for the passport fiasco having occurred. Does that strike you as odd?

Mr. THOMAS. I think it's selfless, sir, that she has decided to assess the blame to herself. The Secretary of State is responsible for everything that happens in the State Department. And, Secretary Rice has been very supportive of all of our efforts to meet these needs.

Senator NELSON. Well, I don't want to put you on the spot too much, but she has a boss, who is the Assistant Secretary for Administration of the State Department, a Mrs. Henrietta Fore.

Mr. THOMAS. Undersecretary for Management, sir.

Senator NELSON. Okay, Management.

Mr. THOMAS. Yes.

Senator NELSON. Mrs. Hardy reports to her?

Mr. THOMAS. Yes, sir.

Senator NELSON. Mrs. Fore does not take any responsibility. She has stated that to this committee. Do you think that's fair to put it on Ms. Hardy?

Mr. THOMAS. Sir, I can not assess Undersecretary Fore's opinion. I think that this is a State Department-wide challenge. Just like last year when we met the effort to get people out of Lebanon, when I worked very closely with Ambassador Hardy and Undersecretary Fore to get 15,000 Americans out of Lebanon. That was a State Department response. This too, assisting Americans with passports, is a State Department response, not an individual person or an individual bureau's response or duty, sir.

Senator NELSON. I appreciate your forthrightness in answering these questions. I can tell you the sentiment of this committee is that, some of us who have served in the military, is that the captain of the ship is responsible for everything that happens on that ship. And members of this committee do not like the fact that Mrs. Hardy has been the one who has had to assume all of the blame. Enough said of that.

Let me ask you about—we've got a tremendous number of retirements that are coming in the Foreign Service. It looks like, that in May, between January and May of this year, the retirement office of the Department of State processed a total of 238 Foreign Service retirements, which was an increase of 54 percent over the same period last year. Do you have a sense about these kinds of figures? Are they correct?

Mr. THOMAS. Senator, I think those figures are incorrect. I think they mean Foreign Service, they are combining Foreign Service and civil service retirements. We did have slightly over a hundred Foreign Services officers retire. We projected it at 22 percent, and it was about 23 percent. And, this was—these people who were retiring were people who met their time and class. Foreign Service, just like the military, has an up or out system. If you do not get promoted, you are congratulated and you must retire. And the great bulk of people who are retiring now are the people who have served to the full Colonel equivalent level. And, their time is up.

Senator NELSON. Your predecessor, Ambassador Staples, has been saying that he is noting the changing nature of what it means to be a Foreign Service officer and I'll quote, "Be prepared to spend

more time in more difficult posts with higher differentials, including perhaps those with danger pay or that require them to be separated from their families." Give us your view about what the career of a Foreign Service officer will be like in the future, where there may be tours that are hardship tours and danger posts and family separations.

Mr. THOMAS. Senator, Secretary Rice likes to refer to those of us who spent the majority of our careers in tough places as her Hell-hole gang. Well today, perhaps 70 percent of the Foreign Service is her Hell-hole gang, because 70 percent are serving in hardship tours. More than 750 are at unaccompanied posts.

We live in a post-9/11 world, and what we want to ensure now is that everyone not only serves at hardship posts, but has the opportunity to serve at other posts. We believe that if you do one of every three tours at a hardship post, then everyone will serve at hardship posts and other posts. We want and we're committed to a fair and transparent system that takes advantage of everyone's talents in all posts.

As I said previously, sir. We are very concerned about families. We have many programs to assist families who are, whose spouses are at unaccompanied posts and we're going to continue to make them more robust.

Senator NELSON. Will the hardship post be a requirement for promotion in the Foreign Service?

Mr. THOMAS. Sir, it will be a requirement to serve at hardship posts to enter the Senior Foreign Service. But practically now, it's almost impossible to come out of junior officer orientation without having to serve at a hardship post in one of your first two assignments.

Senator NELSON. And, is the ratio, that you mentioned just a moment ago, three to one. Is that rule of thumb in the Foreign Service?

Mr. THOMAS. We believe that that will have to be the new rule of thumb, one out of—one out of three, to ensure that everyone has the opportunity to serve in hardship and nonhardship posts. However sir, there are people—have colleagues—who prefer only serving in hardship posts because that is where their passion is. They are very much interested in the Horn of Africa or China or Central America. And, we will not discourage these people from serving in the tours where they're—in the places where they're interested.

Senator NELSON. It's been this Senator's experience that we really have some extraordinary talent that is serving us in the Foreign Service. The career Foreign Service people have been exceptional. That I have had the pleasure of getting to know and visiting in their posts scattered around the world. So, the kind of quality that you're getting, I think is fairly self evident. And, congratulations to you and I hope that continues.

Mr. THOMAS. Thank you very much, Senator.

Senator NELSON. Thank you, Mr. Thomas.

Mr. THOMAS. Thank you.

Senator NELSON. General, let me ask you, the President is signing a Defense Trade Cooperation Treaty with Australia. This committee was not informed of the negotiations. And, that negotiations which he, I think, is just signing or has just signed. This committee

was not informed until yesterday after the press stories appeared. Now, you're going to be heading up a bureau that is responsible for those negotiations. Do you have any comment about that?

General KIMMETT. Senator, I will ensure that, to the extent possible within the PM Bureau, that there will be ongoing and active consultation with this committee, with the United States Senate, with regards to these types of consultations in the future.

Senator NELSON. That's the way it's supposed to work and it hasn't been working that way. And, it's the obligation of this committee to point that out to you and to thank you for the commitment that you just made. Thank you.

Foreign military financing—in the budget request for 2008, there is a proposed sharp cut in the foreign military financing for countries in the Western Hemisphere. The administration in the western hemisphere has only sought FMF for Columbia and El Salvador. And, those are all at levels less than fiscal year 2007. And, it's proposed to zero out FMF for all other countries in the region of the Western Hemisphere. What do you think about that?

General KIMMETT. Senator, I don't and am not as familiar with the FMF for the Western Hemisphere as I am with the region that I currently deal with, which is the Middle East. And, I take a look at those same arguments for countries such as Bahrain, which hosts our Fifth Fleet, that are such a critical supporter of United States policies and United States operations. I made those same arguments about the country of Bahrain, but this is a matter of the administration dealing with those highest priority items, those highest priority countries. And, in the Western Hemisphere the determination was made that the significant return on our investment, with regards to Plan Colombia as well as to reward, probably one of our strongest western hemisphere coalition partners inside of Iraq, that that's where the priorities would be placed.

So, it is a matter of prioritization. I know these decisions aren't taken lightly at the State Department nor within the interagency. We would all like to have more resources for every country that is a benefit to the United States, but I think, at the end of the day, it is a matter prioritization and rewarding those countries that not only need the most help, but those that have offered the most help to us as well.

Senator NELSON. I'm going to enter in the record a table that will show in the Western Hemisphere what is the 2006 actual funding, what was the 2007 request, and what was the 2007 appropriated amount for foreign military financing in the Western Hemisphere, and then what was the 2008 request by the administration.

Senator NELSON. And just to give you an idea: Argentina, \$40,000, this is 2007, Bahamas, \$80,000, Belize, \$175,000, Bolivia, \$25,000, Chile, \$500,000, Dominican Republic, \$725,000, Eastern Caribbean, \$990,000, Ecuador, \$25,000, Guyana, \$75,000, Haiti, \$990,000, Honduras, \$675,000, Jamaica, \$500,000, Nicaragua, \$500,000, Panama, \$775,000, Peru, \$25,000, Surinam, \$80,000. And everyone of those are zeroed out. And only Colombia at a level of \$78 million, it's a drop from \$85 million and El Salvador, \$4,800,000, a drop from \$7.2 million, in an area of the world that we are increasingly having some problems.

So, I would—it's one of the areas where we have the most drug trafficking and the threat of terrorism. What's happening is terrorism is coming out of Arabia into Africa, primarily through the Horn of Africa, moving across the Sahel and Sahara and is now being introduced into Latin America. Do you have any comments?

General KIMMETT. Senator, all I would say is that—that particularly at DoD and now in my potential future job at State, we have spent, I've spent many, many hours, days working on the issue of counterterrorism and the spread of a number of these groups. We are concerned about the trans-Sahel area in particular, the Horn of Africa, and, as you note, in the Western Hemisphere as well.

And I pledge to you that in this next job I will be mindful of the responsibilities, not only for the source countries of terrorism, but also those countries as well, that could potentially be fertile ground, ungoverned spaces, perhaps responsible places that might be prone to this type of extremist ideology and the effects on the nation's security as a result.

Senator NELSON. Well, at the same time the administration is seeking to conclude a new 10-year \$30 billion military assistance agreement with Israel, a 10-year \$13 billion military assistance agreement with Egypt, and Secretary Burns has stated, that for the Gulf States of Saudi Arabia, Bahrain, Kuwait, Oman, Qatar, and the U.A.E., that the administration, after having informal discussions with those countries, wants formal negotiations on the size and structure of new, major arms sales. What do you think that those military sales will serve in political and military purposes?

General KIMMETT. Senator, thank you for that question. I would note the distinguishing between foreign military sales, which most of that program will encompass, and for military financing, which would only affect the country of Bahrain, and possibly Oman. But I think we all are aware of the growing influence of Iran as a hegemonic player in the region. Its attempts to use all of its elements of national power, ranging from terrorism to a developing nuclear program, as a way to extend their influence in the region.

It remains our view at the Department of Defense that the growth of the Iranian, the expansionism of the Iranian influence in the region should not go unchallenged, that this should not solely be the responsibility of the United States, but the active participation of those countries in the region to help themselves, to stand, to deter, to contain Iran, is the best method by which we can ensure that Iran, in the future if we can not completely eliminate Iran as a threat, at least is not able to extend its capabilities, its capacities and influence into the countries of such significance as those that you have noted.

Senator NELSON. In your experience as a military officer—so you think that there are gaps in security that these arms sales will fill for those countries in the Gulf region?

General KIMMETT. Senator, yes I do. I take a look at the across-the-border review that was conducted by our own United States Air Force. That across-the-board review identified gaps in the Saudi capability, which are being addressed with the proposed Saudi arms sales package. As we have worked at CENTCOM and a number of the institutions that I have worked with, Department of Defense,



the intent has been to make these countries in the region capable of self-defense and capable of standing—to be contributors to regional stability, not necessarily either affected by instability or causes of instability themselves.

You take, for example, Lebanon recently—their victory over Fatah Islam at the Nahr el-Bared Camp, I think is—is a significant victory that is not very well reported. This is a country, the only Arab democracy in the region that has stood up against an al-Qaeda threat and is not negotiated itself into a position where that organization could continue to perpetuate.

The Lebanese Armed Forces made a very, very tough decision recently, that they were going to fight this threat to the end. And, as we saw over the past couple of days, they have ended up eliminating, they have not only treated the cancer, but they have ensured that it does not metastasize. That was done in many ways through United States assistance, 1206 in particular, where we have been able to give the Lebanese Armed Forces additional capability, so that they stood up to this threat themselves.

That wasn't just Lebanese soldiers that defeated Fatah Islam, it was also United States sniper rifles, it was United States artillery, it was—it was tank ammunition provided by a number of countries in the region. These countries can contribute to their own defense, they can hold back this scourge of extremism, if they're given the capacity, if they're given the confidence, if they're given the training.

And, with regards to the arms sales packages that you referred to earlier, that is a larger example of helping these countries help themselves.

Senator NELSON. Thank you, General.

Mr. Siegel, you're going to the Bahamas and we've had an extraordinarily successful Bahamian-United States cooperation on drug smuggling. Do you think this new Bahamian Government will be able to continue to cooperate in the antidrug efforts?

Mr. SIEGEL. Senator, thank you for asking that question, because the operation between the Bahamian Government and the United States has been a close operational partner in the drug counternarcotic initiative.

To answer your question specifically, the Bahamas and the new government recently has shown a desire to increase its defense force spending in its base in Great Inagua, not only to support the maritime initiatives and also the OPAT initiatives, but also to reach out to Haiti and Haiti National Police to try to bring them into the process in combating the narcotics issue.

So, the relationship that we share with the Bahamas only grows, and if confirmed, I look forward to working with the government, because preventing narcotics from reaching this soil is very much interdicting it on the 50-yardline in the Bahamas, as opposed on our goal line here when it reaches the shores of Florida, Senator.

Senator NELSON. As you know, the Army is insisting that it removed the Blackhawk helicopters that are headquartered at Georgetown. Do you think that's going to undermine the progress that we've had in the antismuggling?

Mr. SIEGEL. Senator, as of yesterday, I'm glad to report that next week the DEA and the Department of Defense representatives will

meet in Georgetown to finalize plans to have the DEA Aviation Division, to assume the U.S. Army's role as a rotary wing provider at the Hawknest facility. In fact, the three helicopters that have been redeployed to Iraq, there has been an understanding and agreement and not a hiatus provided. There will not be a step missed in the prevention and OPAT's operations. Three Bell-412 helicopters, and one long-range surveillance platform, with DoD funding, will be in place at the end of this month.

Also—it also has been decided, that come October 2009, the DEA will provide—as those helicopters leave—three additional helicopters will be provided. So, Senator, as you know, you have yourself been very, very active in making sure that DEA and the Department of Defense work together to make this possible. And, I would like to thank you for your assistance and help, so that when I do, if confirmed, arrive in Bahamas, we can work closely and have the infrastructure continued in place to fight this war against narcotics.

Senator NELSON. Well, that's welcome news. You have just brought us some new news, because until what you just stated that was decided yesterday, there was going to be a gap in the period of time in which they shut down the three Blackhawk helicopters, until you could get the new DEA helicopters in to replace them. And, you're saying a decision was made yesterday, that there will be no time gap?

Mr. SIEGEL. That's true, Senator. I was told, as of yesterday, there was a meeting September 10 in the Hawknest facility in Georgetown. And, that the transference will be of a timely nature. So, no gap will, in fact, occur.

Senator NELSON. Well, that is certainly welcome news, because of covering—the ability that we've had in the northern Bahamas, the central Bahamas, and the southern to cover all of that vastness of space with Coast Guard helicopters, Blackhawk Army helicopters, and DEA helicopters, have diminished the drug trade, substantially. And, our concern was that there was going to be this huge gap in the middle.

Mr. SIEGEL. Yes, correct, Senator. And, to add to the arsenal, Southern Command's Operation Enduring Friendship, at the end of this year in December, will provide \$2.5 million of equipment and communications training, personnel, maintenance, and four go-fast boats for maritime to support the air efforts, which only adds to the ability to interdict drugs.

Senator, if I may, I was given, also, recent OPAT statistics to date, which are very—quite impressive of the operation. And to date, 427 pounds of marijuana have been interdicted, along with 193 plants, 190 kilos of cocaine, so far, this year have been interdicted, and 32 drug arrests, as a result of OPAT, have occurred. So, your point, Senator, is well taken that the necessity of these helicopters are integral in the continued fight against drugs that we, at the embassy, work with the Bahamian Government.

Senator NELSON. That is good news. Thank you for bringing that to the committee.

Mr. SIEGEL. Thank you, Senator.

Senator NELSON. We—the Bahamian Government has a real problem in Haitian out-migration. And, they've been trying to repa-

triate as many as they pick up. You want to give us some of your comments on the, how the Bahamian Government would cope with this large migrant population?

Mr. SIEGEL. Senator, the facts are pretty staggering. It costs the Bahamian Government approximately \$1.5 million a year to expatriate migrants. Close to 5,000 migrants, a majority of them Haitian, are interdicted every year at sea. It's also interesting to note, that in a population of 300,000 people in Bahama, 20 percent, 50,000 to 60,000 are of Haitian nationality, some legal, some illegal.

The strain that it does put on the Bahamian Government is real. We work closely with the Bahamian Government because the Bahamian Government is a transit point, not for these illegal migrants to land in the Bahamas, but also with the ultimate goal, to reach the shores of America. I think that, again—Enduring Friendship, the Southern Command's involvement in providing go-fast boats—we will be working, and if confirmed, one of my roles will be to work with the Bahamian Government to try to outlaw, the way other governments and we have, the wooden sloops that provide for these illegal migrants trying to arrive on the shores of the Bahamas. So, it is a constant situation, Senator, that needs to be worked and looked at and continued diplomacy. And, I look forward to doing that if I'm confirmed.

Senator NELSON. Well, I'm sure you're going to be confirmed and, as I am sure that all of you are going to be confirmed. And, I wish you well.

I might note, as I have shared with you privately, that we had one of our best ambassadors that we've ever had to the Bahamas and your immediate predecessor, John Rood of Jacksonville. And, he succeeded one of the worst ambassadors that we have ever had, that the State Department had to request his resignation.

And so, the good news is that there is a very good taste in the mouth of the Bahamians about the United States representation, as a result of Ambassador Rood. And, I am sure that's going to be the same case with you, Mr. Siegel.

Mr. SIEGEL. Thank you, Senator.

Senator NELSON. Ms. Brinker, thank you for being so patient. You had wanted to make some comments about diplomatic immunity. That, as among the responsibilities of the Chief of Protocol, is your determination of the eligibility of diplomatic immunity.

When those issues of diplomatic immunity come to the attention of the public, it's often because some visiting diplomat has transgressed the law, some way. And, then diplomatic is invoked, so that they don't have to go in front of the American jurisprudence system. You want to share with us, in your opinion, who is covered by the diplomatic immunity, and does it extend to their families?

Ms. BRINKER. It generally, it covers the diplomatic community in Washington, Senator, as you know, with the ambassador, the first, second—the deputy—the first, second, and third officer and their families. However, let me say that this is a subject that, if confirmed, I will be spending a lot of time, since it's a very serious subject. And, I believe that we've just circulated some important documents to the different embassies. Diplomatic immunity is not meant, as you know, so that people can avoid the law. It's simply

meant—it was simply meant to be offered to people to do their—be able to do their jobs. And, in the Vienna Convention, a hundred other countries feel adamantly, as we do, that foreign diplomats, though they're not subject to U.S. criminal or civil jurisdiction, these are opportunities and privileges extended to individuals, not for their personal benefit or to shield them from obligation as a law.

And, by the time a charge of whatever a diplomat, unfortunately, might do reaches a level of the Office of Protocol, you know, and if we hear from the prosecutors that, but for immunity, they would be charged. This is when we ask to waive the immunity by the host—their host country.

Now, if the country refuses to do this, then we often ask the offending diplomat to leave. Diplomatic—full diplomatic immunity is not, of course, given to a lot of service personnel or down the line or to consular officers in different cities. But we take it very seriously and want very much for people to understand the laws that govern our land as we try to respect the laws that govern their countries, as we serve overseas.

Senator NELSON. The flipside of that. When have we requested diplomatic immunity for our Foreign Service officers in other countries?

Ms. BRINKER. On a case-by-case basis. And, I can certainly give you the back-up of that over the last several years.

Ms. BRINKER. But, you know, it's handled by the Office of Legal Affairs in the State Department on a case-by-case basis.

Senator NELSON. Okay. For the record, if you could provide that to the Committee.

Ms. BRINKER. Yes.

Senator NELSON. I think that would round out this subject matter and be very helpful. And, you might also give the circumstances where the sending country has waived the right—

Ms. BRINKER. Yes.

Senator NELSON [continuing]. Of diplomatic immunity. And, that would be good information in the repository of this committee.

Let me ask you—Blair House will be under your jurisdiction. Is that right?

Ms. BRINKER. That's correct.

Senator NELSON. What does managing Blair House involve?

Ms. BRINKER. There is a very able, able staff of 13, who manages, really a complex historical—it is almost very close to being a museum. It is a—it is a President's guest house. And, it is a 200-year-old house, which does not have a recurring budget, Senator, which often faces the problem, the staff does, of keeping up this really magnificent historical property. And it is done at a very, very low cost. In other words, a visiting dignitary—and this is, of course, one of the high points of the visit for many visiting dignitaries—to stay there, staff, all meals included, all services included, probably equals about \$250 a day, which is almost unheard of in a hotel setting in Washington, to be able to have that kind of atmosphere and experience.

And I just think that, though there is a private endowment in place, often times Blair House staff is faced with having to go to many different sources to keep the paint from peeling. And, I find

that disturbing. The needs aren't that huge that there shouldn't be some recurring budget. And, I have to commend Randy Baumgarten and his staff at the Blair House for doing such a fine job of maintaining this residence.

Senator NELSON. It was restored in the 1980s.

Ms. BRINKER. Right.

Senator NELSON. What is its condition today?

Ms. BRINKER. It's—they do an absolutely outstanding job of keeping it in presentable condition, but frankly, it is going to be facing, at least in the next few years, significant—significant repair and refurbishment in some of the outdated equipment that is there. And, it's heavily used. There were several hundred visits there last year, several, you know, thousands of meals served over the last few years. Every time there's a change in visit, it requires a movement of furniture, sometimes it requires heavy use on carpeting and—and the facilities. So, it does require, it is going to require quite a bit more support in the future. And, I would be happy to also give that to you, Senator. We've created a small paper, which we feel should be viewed by your committee. I think you'd be very interested to see it.

Senator NELSON. And what you might also do is come forth with a plan—

Ms. BRINKER. Okay.

Senator NELSON [continuing]. Of renovation and the needed annual maintenance that will be supplied by the private sector that, you said there's a Foundation, and what, in your plan, would be required by the Federal Government budget.

Ms. BRINKER. I'd be happy to.

Senator NELSON. Because it is a national treasure and we want to make sure that we keep it.

Ms. BRINKER. Yes, Senator, I'm planning a—if I'm confirmed—we're planning on being able to host several, sort of, events, talks, meetings with our international and diplomatic community. And it's an important setting in which to do that. Thank you.

Senator NELSON. Tell us about your position as Protocol officer. What's the proper observance of protocol? Why do we need a protocol officer?

Ms. BRINKER. The Protocol, the Chief of Protocol supports the President, Vice President, First Lady, Secretary of State, as needed, in all official functions that have to do with ceremony, visits—visits to the United States by key leaders, Prime Ministers, Presidents. And also supports the—as mentioned—the Blair House and the large, rather diplomatic affairs division, which is responsible for all the credentialing of foreign officers who come here. And keeping track of an ever-expanding, Senator, foreign community.

There are a 150,000 diplomats living in the United States. And Diplomatic Affairs is responsible for tracking all of them, issuing identity cards, making sure that their arrival in the United States is secure and goes with a very—in a smooth way. And increasingly, this is becoming a difficult, an ever-more difficult job as the mission expands and as the resources of the office have not in several years.

Senator NELSON. How does the President have time to receive every ambassador when he presents—he or she presents—their credentials?

Ms. BRINKER. That's our job. And we group the ambassadors into credentialing ceremonies to make it more—more palatable, certainly, and time-efficient for the President. We work very hard to make sure that each arriving ambassador has separate reception at the State Department, and provide for as many ceremonial opportunities, as well as visitations for the—for the diplomatic community.

And again, using a, almost a time-motion study to make sure that that happens. As I said earlier, if confirmed, I'd like very much like to see the diplomatic community even brought into more of our official events and opportunities to visit with more of our members, more of the Congressional members and key leaders and individuals in the United States.

Senator NELSON. Well, thank you to all of you. Do any of you have any questions of us?

[No response.]

Senator NELSON. Well, thank you for a most substantive hearing. The meeting is adjourned.

[Whereupon, at 11:37 a.m., the hearing was adjourned.]

#### ADDITIONAL MATERIAL SUBMITTED FOR THE RECORD

RESPONSES OF BRIGADIER GENERAL MARK KIMMITT TO QUESTIONS SUBMITTED  
BY SENATOR RUSSELL D. FEINGOLD

*Question.* The United States' arms export controls are widely regarded as some of the most rigorous in the world, and the United States is often held up as an example for other countries to follow. Our failure to keep track of the small arms we provided to security forces in Iraq has not only increased the likelihood of diversion of United States weapons to terrorists and insurgents but has also undermined this reputation. If confirmed, what steps will you take to prevent problems like this recurring? Do your plans include a comprehensive, systematic overview of current controls—including end-use monitoring and restrictions—on all U.S. arms exports and export programs?

*Answer.* We are proud of our record on export controls and share your concerns over reports of the loss of weapons transferred to Iraq. Under the International Traffic in Arms Regulations (ITAR) and the Arms Export Control Act (AECA), all export authorizations are subject to restrictions against any re-export, retransfer, or change in end-use. The Blue Lantern program is used to perform postshipment end-use checks to confirm that no unauthorized changes in end-use have occurred. PM, along with several other bureaus in the Department, is supporting the Department of Defense Inspector General's efforts to ensure accountability of weapons provided to our friends and allies in Iraq, and we will quickly act on any recommendations they identify regarding the Department's export control procedures for Iraq.

*Question.* Preventing the misuse and diversion of U.S. weapons and military equipment is a critically important part of your mission. Do you think that the end-use monitoring currently performed by the State Department is adequate? If so, how did you arrive at this conclusion? If not, what do you plan to do to strengthen these controls?

*Answer.* The Department and the PM Bureau have done an exceptional job managing the Blue Lantern end-use monitoring program. Initiated over 20 years ago, Blue Lantern was the first program in the world to routinely check end-use of defense exports. The office that manages Blue Lantern is regularly called upon to brief the program to foreign governments, international organizations, and defense industry symposia. In the last 3 years, the Blue Lantern program has greatly increased both the number and quality of end-use checks. Since 2004, the number of new Blue Lantern checks per annum has increased over 75 percent, and the annual number

of unfavorable cases—indicating better targeting of checks—has hit record highs 3 years in a row. Although we could always do more with more resources, it is important to note that the vast majority of defense trade is wholly legitimate and only a small fraction of defense licenses warrant end-use monitoring.

*Question.* As Assistant Secretary for Political-Military Affairs, one of your main tasks will be to oversee U.S. efforts to help foreign governments build up their military forces, police, and other internal security forces to “combat terrorism and enhance stability.” As you know, the Foreign Assistance Act of 1961 gives the Department of State primacy over how and when to provide military assistance to foreign governments. However, in recent years the Department of Defense has assumed a larger role in this area. A December 2006 report by the majority staff of the Senate Foreign Relations Committee concluded that this trend risks “weakening the Secretary of State’s primacy in setting the agenda for U.S. relations with foreign countries,” and cautioned that “some foreign officials question what appears to be to them a new emphasis by the United States on military approaches to problems that are not seen as lending themselves to military solutions.” As Assistant Secretary of State for PM you will be placed right in the center of this debate. Do you see the growing role of the Pentagon in providing military assistance, as witnessed by programs such as 1206 assistance, as a threat to the primacy of the State Department in setting the agenda for U.S. relations with foreign countries?

*Answer.* The State Department welcomed the Congress’s authorization of 1206 and other similar Defense Department-funded military assistance programs as important assets in our efforts to increase the capacities of key international military partners in our common struggle against terrorism. Since the authorization’s inception, it has met key United States foreign policy objectives such as improving the capability of the Lebanese Armed Forces to respond to terrorist threats; expanding our southeast Asian partners’ abilities to secure their strategically important waterways; and equipping key nations in Africa’s Trans-Sahel to battle violent extremists emerging in their midst.

Although 1206-funded programs draw on Defense Department resources, funding the programs requires the Secretary of State’s full concurrence. This requirement ensures the programs’ complete fidelity to U.S. foreign policy objectives. In practice, this has meant close coordination between U.S. Ambassadors and Combatant Commanders in the field, as well as between the Departments of State and Defense in Washington. This collaboration has produced programs that closely match the military needs of our partners to the over-arching goals of U.S. foreign policy.

If confirmed, I pledge to continue the State Department’s efforts to ensure that 1206 and other similar programs are consistent with U.S. foreign policy goals, as the State Department determines them.

*Question.* What are the proper roles of the Departments of Defense and State, respectively, in building the capacity of foreign military forces? What is the role of the ambassador or chief of mission?

*Answer.* Our security assistance programs are among the most valuable foreign policy tools we have for building partner capacity. Given that the vast majority of our security assistance funding is traditionally implemented by the Department of Defense (DoD), as well as our shared strategic interest in building partner capacity, DoD should continue to play an important advisory role in security assistance policy. However, security assistance policy, as an integral element of U.S. foreign policy, remains the responsibility of the Secretary of State. The Bureau of Political-Military Affairs will continue to serve as the primary interface between DoD and the Department of State. Our ambassadors have an important role to play in making recommendations as to which countries should receive military assistance as well as in providing oversight over the execution of programs, end-use monitoring and human rights vetting.

*Question.* Do you believe that the Foreign Assistance Act provides enough flexibility in the area of capacity-building? Would some revisions be helpful? If so, in what areas?

*Answer.* There are several targeted revisions that the State Department has requested that would improve security assistance authorities and permit greater flexibility in building the capacity of important international partners in our battle with terrorism. For example, the State Department supports amending certain sections of the Foreign Assistance Act of 1961 to allow the provision of peacekeeping operations (PKO) funds to law enforcement units such as gendarme forces to supplement military peacekeepers in peace support operations. The State Department has also requested an amendment to section 506 drawdown authority to increase the annual drawdown limit, expand the purposes for which drawdowns are authorized, and

allow the Department of Defense (DoD) to drawdown funds to procure new defense articles and services (vice having to rely on DoD stocks). This would enable quicker and more substantial responses to emergent capacity building needs.

*Question.* When military assistance is granted through traditional areas, your division of the State Department and DoD perform checks to ensure that weapons provided to foreign governments are used in accordance with any transfer agreement. Who performs end-use checks in military equipment granted through 1206 assistance?

*Answer.* All countries receiving assistance through section 1206 authority must enter into an end-use and re-transfer agreement with the United States pursuant to section 505 of the Foreign Assistance Act. This agreement commits the recipient government to use equipment/training in a manner that is consistent with the purposes for which such assistance was furnished. In addition, the 505 agreement provides assurances that the recipient government will safeguard the equipment and technology, and allows for end-use inspections of U.S.-origin defense equipment. As with all assistance provided through the foreign military sales system, end-use monitoring will be conducted as needed by the United States Government under the auspices of the Golden Sentry program.

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RESPONSE OF BRIGADIER GENERAL MARK KIMMETT TO QUESTION SUBMITTED  
BY SENATOR ROBERT P. CASEY, JR.

*Question.* How many MANPADS have been produced worldwide?

*Answer.* We estimate that over 1,000,000 MANPADS have been produced worldwide since the 1960s. Many of those already have been expended or destroyed because of technical obsolescence. Of the remaining systems, we assess that the majority are properly accounted for or safeguarded, but unfortunately a substantial number still remain in weak or loosely secured state stockpiles. Where we can, we work with countries to destroy surplus systems and to improve the security of those retained for legitimate national security. We also work on a multilateral basis, such as through the Wassenaar Arrangement, Organization of American States (OAS), and Asia-Pacific Economic Cooperation (APEC), to strengthen MANPADS control guidelines.

A still smaller, but significant number of MANPADS are outside of national controls, either already in terrorist and insurgent hands or on the international black market. These are obviously our top priority. The number of these unregulated MANPADS is classified, but has been carefully considered in interagency planning activities.

To date the Department has helped destroy over 21,000 foreign-held MANPADS and has commitments from other states to destroy another 6,500.

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RESPONSES OF BRIGADIER GENERAL MARK KIMMETT TO QUESTIONS SUBMITTED  
BY SENATOR JOSEPH R. BIDEN, JR.

*Question.* What are your views on the proper relationship between the Department of Defense and the Department of State in determining security assistance policy and in approving particular programs and operations?

*Answer.* Our security assistance programs are among the most valuable foreign policy tools we have for building partner capacity. Given that the vast majority of our security assistance funding is implemented by the Department of Defense (DoD), as well as our shared strategic interest in building partner capacity, DoD should continue to play an important advisory role in security assistance policy. However, security assistance policy, as an integral element of U.S. foreign policy, remains the responsibility of the Secretary of State. The Bureau of Political-Military Affairs will continue to serve as the primary interface between DoD and the Office of the Director of Foreign Assistance.

*Question.* Given the need to coordinate diplomatic and military activities, how are responsibilities best apportioned? As Assistant Secretary, what will be your role in that, as you see it?

*Answer.* I believe my role will be to continue the inroads my predecessors have made in recent years, where the Departments of State and Defense have benefited from unparalleled cooperation and coordination on diplomatic and military activities. The Bureau of Political-Military Affairs engages the Department of Defense (DoD) on political-military policy issues and coordinates strategic and operational political-military planning between DoD, State, and often USAID. The Bureau co-



ordinates State's input to DoD planning efforts to ensure they fully consider and are consonant with U.S. foreign policy objectives. The Bureau coordinated State's unprecedented participation in DoD's 2006 Quadrennial Defense Review as well as the ongoing development of DoD's new Guidance for Employment of the Force and the Defense Planning Scenarios. The Bureau also continues to lead the whole-of-government Interagency Counterinsurgency Initiative.

*Question.* What steps do you plan to take to improve the planning and coordination of security assistance programs, so that funds are used most effectively and so that foreign policy concerns and objectives are taken into account in the planning and implementation of these programs?

*Answer.* Security assistance remains first and foremost a foreign policy tool. Therefore, foreign policy concerns and objectives take primacy in the planning and implementation of all foreign assistance programs, including security assistance. The State Department has made significant reforms regarding all aspects of foreign assistance, most notably with the creation of a new Director of Foreign Assistance. The Director of Foreign Assistance relies heavily on the expertise of functional bureaus such as the Bureau of Political-Military Affairs for guidance on how best to achieve our national security goals through foreign assistance. Additionally, the Bureau of Political-Military Affairs, as the principal departmental link with the Department of Defense, helps facilitate an interdepartmental dialog through which the advice of our principal partner in security assistance can be considered. If confirmed I will ensure that the Bureau of Political-Military Affairs continues to work closely with the Director of Foreign Assistance, as well as other State bureaus and the Department of Defense, in achieving our common goal of enhancing peace and security.

*Question.* You have served 30 years on active duty in the military and another year as a civilian official at the Department of Defense. What key insights or practices will you take from those experiences in managing interagency relations at the Bureau of Political-Military Affairs? What, if any, major challenges do you anticipate in representing the State Department in interagency discussions on security assistance and other matters?

*Answer.* I believe strongly that State and the Department of Defense (DoD) need to continue to strive to improve the ways in which we communicate and coordinate political-military activities and policies. These two departments, along with the rest of the interagency, must operate as one team in their service to the American people in creating a stable and secure international environment that is hospitable to American interests and values. The current program through which senior officials in both State and the Department of Defense serve exchange tours goes a long way in facilitating a closer relationship by providing senior foreign policy and military policy advice at the most senior levels of departmental leadership. Additionally, we currently have a robust personnel exchange program between mid-level active duty military and State Department officers, and I would look to expand it to provide a greater reservoir of interagency experience in both departments. One of the principal goals I will set for the Bureau of Political-Military Affairs is to leverage new interagency planning and security assistance initiatives to better coordinate the complementary capabilities and resources that are needed to address the diverse threats and opportunities we face as a nation.

*Question.* What actions do you anticipate taking to fulfill Acting Assistant Secretary Mull's July 26, 2007 pledge to improve the interagency jurisdictional dispute mechanism for export control classification?

*Answer.* I understand that Acting Assistant Secretary Mull has taken steps to energize an existing working-level group that reviews and discusses disputed cases and will establish a Deputy Assistant Secretary-level group to convene and resolve commodity jurisdiction cases that rise to that level. I pledge to review these processes to ensure that timelines, established in long-standing guidance issued by the National Security Council, are met.

*Question.* What administrative or organizational improvements, if any, do you plan to make in the current Directorate of Defense Trade Controls or bureau front-office structure regarding defense trade licensing?

*Answer.* It is my understanding the PM Bureau is in the process of delaying the Bureau's management hierarchy, to include restructuring the Directorate of Defense Trade Controls Management Office and adding to the responsibilities of the Deputy Assistant for Defense Trade Controls. I also understand that the Bureau has instituted a series of process reforms in the Defense Trade area, which have resulted initially in more efficient processing and a reduction in the overall backlog. If confirmed, I intend to review these efforts and determine what additional actions

should be taken to optimize the defense trade licensing process. The ultimate goal will be to ensure that the Directorate of Defense Trade Controls is configured and equipped to get the job done.

*Question.* What steps do you think need to be taken to reduce the backlog of cases pending before the Directorate of Defense Trade Controls?

*Answer.* I understand the importance to U.S. national security and foreign policy interests of efficiently adjudicating license applications to export defense articles and services from the United States. The PM Bureau is experiencing an annual 8 percent increase in license applications and went through a period of short staffing in 2006 that led to a backlog of some 10,000 nonadjudicated license applications. I understand this staffing shortfall has been largely addressed and the Bureau has instituted a series of measures, including the streamlining of referrals to DoD and a mandatory management review of cases over 45 and 90 days, to reduce the backlog, which now stands at 6,000 cases. The implementation of the Defense Trade treaties with the United Kingdom and Australia, should the Senate provide its advice and consent, also will reduce the number of license applications to the Bureau. If confirmed, I will make further reforms to the licensing process a priority.

*Question.* Are staffing levels in the Directorate of Defense Trade Controls appropriate, given that they are at such low levels relative to other agencies with similar responsibilities and fewer licenses to process? Would higher numbers of full-time employees better enable the directorate to meet its licensing processing goals and ensure the best protection possible of U.S. national security equities to commercial arms sales?

*Answer.* The Department recognizes the disparity between agencies with export licensing responsibilities and I understand is making progress toward reducing the number of license applications per licensing officer inline with Congressional mandates. For the first time in several years the Directorate has fully manned its military billets and continues to fill all civil service positions. If confirmed, I will make the best use of available resources to meet license processing goals, while protecting U.S. national security equities.

*Question.* Does the Directorate of Defense Trade Controls have sufficient financial resources to carry out its mission?

Should exporters pay greater license fees to increase the resources available to the directorate to process all or particularly time-sensitive cases? Or would that give undue influence to those exporters with the resources to subsidize State Department operations?

Should exporters assume, or be required to assume, a greater burden in inquiring about end users (and end uses) prior to the export of a defense article or defense service?

*Answer.* The Directorate of Defense Trade Controls is currently about 40 percent self-financed through the collection of registration fees. If confirmed, I intend to explore if the Directorate can benefit from increasing their level of self-financing and, if so, how best to collect additional fees (e.g., instituting a fee for license applications or changing the structure of fees paid by registrants). As the Department of State is charged with the regulation of defense trade to protect our national security and foreign policy interests, any fee collection process implemented must be equitable and transparent. We cannot institute a fee collection process that unfairly benefits one exporter over another.

Knowing the end user and end use of an export is a fundamental obligation of an exporter and is essential to the Department's review and consideration of any export application request. The International Traffic in Arms Regulations currently requires all parties to an export to be identified in the export application and this obligation is underscored in the regulations which explicitly make exporters responsible for the use and disposition of any exported defense article. Exporters have long understood this obligation and routinely perform due diligence on their defense trade partners and on their exports. The Department also plays a key role in this process by bringing to bear information from various sources, including classified information, to vet all the parties to an export application prior to approval. This vetting is done by screening applications against a watchlist of ineligible, unreliable, or suspicious parties. This watchlist includes information gathered from classified and other reporting not generally available to companies and private parties.

*Question.* The Bureau of Political-Military Affairs has expanded widely its use of private contractors to train foreign militaries and carry out other missions, and it has approved the transfer of arms directly to such private contractors. What are your views regarding the advantages and risks associated with this trend?

Answer. Broader policy questions regarding the expanded use of private contractors to train foreign militaries and to carry out other missions would be better addressed by the Department of Defense. Pursuant to the provisions of the Arms Export Control Act, PM Bureau must approve any exports of military equipment needed to support these contractors. In deciding whether to approve such exports, the PM Bureau consults closely with DoD and other interested agencies to ensure that they are in keeping with U.S. foreign policy.

With regard to its own limited use of contractors engaged in demining operations in Afghanistan and Iraq, the PM Bureau has required its contractors to take adequate measures to safeguard personnel and protect property. In support of this effort, the PM Bureau has authorized the procurement of weapons and military equipment by the Department of State for use by the contractors. Through the contract, these weapons are considered government furnished equipment and are the property of the Department of State, to be used by the contractors in the performance of the contract and returned to the U.S. Government at the end of the contract.

*Question.* Earlier this year, the executive branch amended the International Traffic in Arms Regulations to permit more radiation-hardened computer chips to be sold to, or manufactured in, countries like China. The justification was that chips for commercial applications were becoming more radiation-hardened, like it or not, and that maintaining existing controls would only damage the competitiveness of U.S. firms. The Defense Department said that although more capable chips might be usable in spacecraft, they would still be behind the standards for U.S. space-qualified systems. Members of this committee warned that the new policy might help other countries to build space-based or nuclear systems, even if they were second-rate. The executive branch said that wasn't a problem yet, but that the regulation on rad-hardened chips might have to be amended again in a few years. So this issue could emerge again on your watch.

What are your views on the risks posed as computer chips get more capable and more radiation-hardened?

What steps will you take to address this concern before industry comes back with a new request to ease the ITAR regulations on radiation-hardened chips?

Answer. It is my understanding that the revision in the parameters of the ITAR reflected the fact that improved chip design, shrinking size, and the use of new materials in their manufacture resulted in improved radiation tolerance as well. Chips designed for civilian uses such as cell phones and laptop computers were approaching ITAR thresholds for radiation hardness that signified military application. Had the administration not acted, the end result would have been control of commercial chips as military items, with a significant impact on the next generation of consumer electronics. The interagency, including DoD space and missile experts, looked at this problem and proposed the revisions that were ultimately published.

I understand that the recent revisions on radiation-hardened chips is considered by all to be an interim solution. The review of the United States Munitions List is ongoing, and administration experts continue to examine the question of appropriate controls for radiation-hardened chips as well as other technologies. If confirmed, I will ensure that our review and any proposed solutions will take into account the possible use of radiation-hardened chips by our strategic competitors.

*Question.* If you are confirmed as Assistant Secretary of State for Political-Military Affairs, you will be responsible for U.S. transfers of weapons or of weapons-relevant technology to other countries. Will you divest any holdings you or your wife may have in companies that manufacture weapons or computer chips?

Answer. Yes. If I am confirmed, I have agreed to divest my holdings in certain companies where it was determined there would be a substantial likelihood of a conflict of interest with my duties as the Assistant Secretary of State for Political-Military Affairs. These included companies that manufacture weapons or computer chips. I also agreed to provide appropriate officials in the Department of State with a list of those interests that I may acquire in order to support my efforts to avoid conflicts of interest.

*Question.* The United States has recently signed defense trade treaties with the United Kingdom and Australia. What other countries have expressed interest in negotiating such treaties, and what answers have they received? What other defense trade negotiations are in progress, have been approved in the C-175 process (11 FAM 724), or are awaiting such approval?

Answer. To my knowledge, no other country has sought negotiation of a treaty similar to those signed with the United Kingdom and Australia. I am not aware of any plans to negotiate further treaties; no negotiations are in progress, and there are no other proposed treaties at any stage in the Circular 175 process.

*Question.* The Bureau for Political-Military Affairs is responsible for liaison with the Department of Defense, and one important aspect of that liaison is planning and implementing disaster relief efforts when there is a major earthquake, tsunami, or hurricane. The United States is famous for the extent and the efficiency of its humanitarian efforts, but we are rarely the first country to provide assistance. Sometimes weeks go by, before significant U.S. help begins to arrive.

Why is U.S. assistance often so slow to get started? Are our logistical resources stretched too thin? Are there bureaucratic roadblocks to quick, effective action, in either the Departments of Defense or State?

If you are confirmed as Assistant Secretary, what will you do to improve U.S. disaster response performance?

*Answer.* The Bureau of Political-Military Affairs is one of several coordinating agencies involved in determining the level of U.S. Government assistance to nations following humanitarian disasters. USAID's Office of Foreign Disaster Assistance (OFDA) and DoD also have a major role in the assessment and response.

There is a process to obtain U.S. Government assistance. Following a disaster, the U.S. Government, through its embassy country team, works directly with the affected nation. The ambassador has authority to make an immediate disaster declaration and can make an offer of financial assistance.

Additionally, USAID provides assessment teams to determine if local, nongovernment organizations, and international organization contributions are insufficient for disaster relief. In cases of slow-onset natural disasters such as the approach of hurricanes, the U.S. Government is able to place assessment/response teams in multiple countries in advance of the disaster.

If the assessment team and the host nation determine additional assistance is required either due to the overwhelming nature of the event or if the required assistance is unique to the military, the ambassador works closely with USAID, the State Department, and the Department of Defense to identify the needs and ensure the flow of U.S. Government assistance is immediate and rapid. USAID has authorities to provide assistance and, as appropriate, identifies whether DoD assistance is required.

While this process may sound complicated, in fact the communication between the embassy, USAID, and the Departments of State and Defense begins immediately, or in some cases even before the disaster's onset. The Bureau of Political-Military Affairs' role is to facilitate the request for disaster assistance between agencies.

In consultation with our colleagues at USAID, and as an illustrative example of my points, I have included a timeline of the ongoing response to the aftermath of Hurricane Felix in Central America. My understanding is that the response to Hurricane Felix occurred while USAID was also responding to the effects of Peru's devastating earthquake.

In response to the second part of the question, I believe there are no roadblocks or delays to the U.S. Government's foreign disaster response. I hope to use my position as Assistant Secretary for Political-Military Affairs to ensure that communications lines among DOS, DoD, and USAID remain open and clear as to intent (U.S. Government interest) and timeliness of a U.S. Government response.

#### HURRICANE FELIX TIMELINE:

Prior to the hurricane season:

- USAID pre-positioned approximately \$45,000 in relief supplies with the Nicaraguan Red Cross to respond to emergency needs.

August 31:

- Tropical depression six formed in the Atlantic Ocean. The U.S. National Hurricane Center began issuing public advisories at 5 p.m. Atlantic Standard Time. USAID/OFDA began monitoring the storm.

September 1:

- Tropical depression six reached tropical storm, and then hurricane strength.

September 2:

- USAID/OFDA began sending out regular hurricane update emails on Hurricane Felix

September 3:

- USAID pre-positioned 23 disaster response specialists Nicaragua, Honduras, Guatemala, El Salvador, Belize, and Mexico in advance of Hurricane Felix. Some of these disaster specialists were repositioned from their previous deployment to respond to Hurricane Dean.

September 4:

- After making landfall on September 4 as a category five hurricane, Felix moved inland over northeastern Nicaragua and Honduras.
- USAID/OFDA provided \$75,000 to support emergency preparedness activities in Nicaragua, Belize, and Honduras.

September 5:

- On September 5, the hurricane severely impacted Honduras and Nicaragua, and resulted in heavy rainfall in Guatemala and Belize.
- On September 5, U.S. Ambassador Paul A. Trivelli declared a disaster due to the effects of the hurricane. In response, USAID/OFDA provided \$150,000 to support the local procurement and transportation of emergency relief supplies to affected populations.

September 6:

- On September 6, the first of two USAID/OFDA first relief flights arrived in Puerto Cabezas, Nicaragua, with 120 rolls of plastic sheeting, 1,500 blankets, and 1,536 hygiene kits.
- On September 6, a member of the USAID emergency team traveled to three municipalities in Cortes Department, Honduras, as part of a joint assessment mission with U.N. staff.

September 7:

- In coordination with the Nicaraguan Red Cross, USAID emergency teams are conducting assessments of four of the most affected communities in Nicaragua on September 7. The teams are reaching the impacted areas via U.S. Department of Defense (DOD) helicopters, which will return to the assessed areas with relief supplies.
- A second relief flight, carrying 120 rolls of plastic sheeting, 1,500 blankets, and 1,536 hygiene kits, is scheduled to arrive in Nicaragua on September 7. The initial distribution of the USAID/OFDA relief supplies will begin on September 7 in Sandy Bay and surrounding communities.
- On September 7, DOD aircraft delivered essential supplies, including a water purification system, and provided air support for USAID/OFDA assessments of the affected areas. DOD is also assisting with search and rescue efforts for Nicaraguan fishermen who are missing due to the hurricane.

RESPONSES OF BRIGADIER GENERAL MARK KIMMETT TO QUESTIONS SUBMITTED  
BY SENATOR BARACK OBAMA

(Military assistance programs have traditionally been funded in the Department of State and Foreign Operations budget and overseen by the Political-Military Affairs Department of the State Department. But section 1206 of the fiscal year 2006 National Defense Authorization Act authorized the Secretary of Defense, with the concurrence of the Secretary of State, to equip, supply, or train foreign country military forces to build their capacity to conduct counterterrorism operations or participate in or support stability operations in which the U.S. military also participates.)

*Question.* In your view, should the statutory restrictions on military assistance programs included in the Foreign Assistance Authorization Act or the State Department and Foreign Operations Appropriations apply to the program authorized in section 1206?

*Answer.* Section 1206, by its terms, incorporates other statutory restrictions as assistance cannot be provided if it is otherwise prohibited by any provision of law. Thus, the Department of State currently applies statutory restrictions on military assistance programs to programs executed under section 1206 authority. Since section 1206 is designed to be a flexible tool to respond to meet urgent or emergent requirements, the administration has sought more flexibility, such as the ability to waive certain restrictions when provision of section 1206 assistance would be in the national security interests of the United States. Clearly, where such assistance would not support our foreign policy goals for the country, it would not be provided.

*Question.* If you are confirmed, will Political-Military Affairs apply such restrictions to the program authorized by section 1206?

*Answer.* Since application of these restrictions is required under the law, the Department of State, working with the Department of Defense, will continue to apply such restrictions to programs executed under section 1206 authority.

*Question.* Please explain the procedures Political-Military Affairs currently follows to ensure that individuals or units trained and equipped in the program authorized in section 1206 meet statutory requirements for the respect of human rights.

*Answer.* Section 1206 includes provisions that effectively require that the assistance be provided consistent with other requirements of law. Accordingly, we apply the Leahy amendment requirements set out in the annual Foreign Operations Appropriations Acts to the provision of section 1206 assistance. The State Department takes its responsibilities under the Leahy amendment very seriously. Diplomatic posts overseas are fully informed about the legislative requirement that foreign security units receiving training or assistance must be vetted. The embassy begins the process by reviewing its files and databases on units and/or individuals for human rights violations. The embassy then cables the regional bureau at the State Department providing its search results and requesting a similar review of the Department's files and databases. Information on the unit and/or individual is circulated for review by appropriate personnel in the Department, including the Bureau of Democracy, Human Rights, and Labor (DRL); Intelligence and Research (INR); and Political-Military Affairs (PM). If no credible derogatory information is found, the regional bureau sends a reply cable to Post indicating that the training or assistance may proceed.

*Question.* Do you believe those steps are adequate?

*Answer.* The Department began human rights vetting 10 years ago as a way of implementing the Leahy amendment which was first added to the Foreign Operations Appropriations Act at that time. Since then the process has been refined and improved; currently the Department vets over thousands of names every year, and those numbers continue to increase. The Department has established a working group which meets frequently on Leahy issues, and the Office of the Inspector General regularly inspects Leahy vetting procedures at posts. Nonetheless, the Department continues to look for ways to improve the vetting process, particularly in chaotic and violent environments.

*Question.* Knowing what you know about this program authorized in section 1206, do you believe that other Military Assistance Programs—including those not overseen or administered by Political-Military Affairs, like the training and equipping of Iraqi Security Forces—have effective procedures for ensuring that individuals trained and equipped with taxpayer resources meet certain minimum standards as they relate to respect for human rights?

*Answer.* In accordance with the Leahy amendment, the Department of State is responsible for ensuring that where there is credible evidence that a unit of security forces has committed gross human rights violations, that unit does not receive training or assistance. The State Department applies the Leahy amendment, which has been annually reenacted for many years in the Foreign Operations, Export Financing, and Related Programs Appropriations Act (FOAA), to security assistance programs for military forces funded by Foreign Military Financing (FMF), International Military Education and Training (IMET), Peacekeeping Operations (PKO), and certain Nonproliferation, Anti-terrorism, Demining and Related Programs (NADR) funds. The State Department also applies the Leahy amendment to comparable training and equipping programs for national military forces under section 1206, which is funded with DoD funds. A modified version of the Leahy amendment found in the FOAA is also found in the Defense Appropriations Act and applies to DoD-funded training programs. While dynamic operational environments pose additional challenges to vetting, the goal remains unchanged in implementing Leahy such that no security assistance will be provided to any units of military security forces where there is credible evidence that the unit has committed gross violations of human rights.

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PREPARED STATEMENT OF NANCY GOODMAN BRINKER, NOMINEE TO BE CHIEF OF PROTOCOL, AND TO HAVE THE RANK OF AMBASSADOR DURING HER TENURE OF SERVICE

Mr. Chairman and members of the committee, thank you for the opportunity to appear before you today as the President's nominee to serve as Chief of Protocol of the United States. I'm grateful to the President and Secretary Rice for the confidence and trust they have placed in me by nominating me for this position.

I thank Senator Kay Bailey Hutchison for her gracious introduction and support and Congressman Tom Lantos for his support during this nomination process. I am proud today to be joined by my son, Eric Brinker, from Peoria, IL—as well as by close friends and colleagues.

It was my privilege to appear before this committee 6 years ago, and I thank the members and the Senate for their support of my nomination as U.S. Ambassador to the Republic of Hungary. I am honored and excited by the opportunity to return

to public service and to work on issues important to the United States and the diplomatic community.

During my time in Hungary, we were able to advance a broad range of United States security and economic interests. We promoted United States trade and investment in Hungary, built significant cultural ties between the United States and Hungarian communities and worked with the Hungarians on the war on terror in the wake of 9/11.

Specific successes include expanded security cooperation, development of a closure strategy for the Hungarian Fund, resolving commerce transparency issues, and for the first time, holding a conference on the trafficking and exploitation of workers that health ministers from the neighboring Balkan States attended.

Following my assignment to Budapest, I returned to the Susan G. Komen for the Cure, which is named in memory of my sister, and is the world's largest breast cancer foundation. As its founder, I understand the challenge of leading and coordinating complex organizations.

Another challenge that I have taken on is promoting "medical diplomacy" for the State Department. This effort focuses on the global breast cancer and women's health movements from Eastern Europe to the Middle East. In this position, I have witnessed the ability of our Nation to strengthen bilateral relations by connecting with local communities.

Throughout these three decades of experiences, Mr. Chairman, I have learned a simple truth that, if confirmed, will guide my service as Chief of Protocol: You can make a difference in the lives of people from other races, religions, or cultures if you simply reach out to them with respect, learn their needs, and share the lessons of your own experience and then support them in theirs.

This truth and my experience have prepared me for the position that the President has entrusted me to undertake.

The Office of the Chief of Protocol advises, assists, and supports the President, the Vice President, and the Secretary of State on official matters of diplomatic procedure. During this administration, the Visits Division has supported over 2,300 visits by foreign dignitaries. This division also plans and executes Presidential delegations abroad to represent the President at events. In addition, the Chief of Protocol accompanies the President on official visits overseas.

The ceremonials division arranges official ceremonies and events for the Secretary of State, organizes the participation of the diplomatic corps in special events, and maintains the order of precedence of the United States, coordinating over 130 ceremonial events this fiscal year.

A vital part of the office of the Chief of Protocol is handled by the Diplomatic Affairs division, which oversees the credentialing of foreign bilateral ambassadors to the United States and accreditation of foreign government personnel posted here. If confirmed, I look forward to serving the President as a liaison to the 184 ambassadors accredited to our country. Protocol is also the action office for matters relating to diplomatic and consular immunities.

The office also manages Blair House, the President's guest house. All of this is accomplished by a staff of 63 people, comprised of civil and Foreign Service officers, as well as political appointees.

President Bush and Secretary Rice have highlighted transformational diplomacy as part of the White House's global democracy agenda. I therefore see this assignment as an opportunity to help our foreign dignitaries experience the full fabric of American society, beyond traditional diplomatic circles, and in doing so strengthening the mutual understanding between the people of the United States and the people of the world.

Mr. Chairman, members of the committee, thank you again for the opportunity to appear before you today and for your consideration of my nomination. If confirmed, I look forward to working with you and your staffs to advance our agenda with the diplomatic community.

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RESPONSES OF NANCY GOODMAN BRINKER TO QUESTIONS SUBMITTED  
BY SENATOR JOSEPH R. BIDEN, JR.

*Question.* What are your top priorities for this position, if confirmed? At the end of the Bush administration, what do you hope to be able to report that you have accomplished?

*Answer.* If confirmed, I hope to strengthen and achieve mutual understanding between the people of the United States and the people of the world by helping our guests experience the rich foundation, culture, and history of America, beyond traditional diplomatic circles. I would like to bring together leaders in business, edu-

cation, government, cultural organizations, and not-for-profit organizations to help advance the principles of diplomacy.

Through personal contact with visiting foreign leaders and the diplomatic community throughout the United States, I plan to achieve a better understanding between the American people and our international community which I hope can have a positive impact on bilateral ties.

*Question.* I am concerned about allegations of abuse or mistreatment of workers present in the United States under A-3 and G-5 visas. Diplomats have failed to provide promised compensation to such worker, and in some cases have physically abused or mistreated these workers. Are you familiar with this issue? Do you have any views on what measures the Department might take, consistent with U.S. obligations on diplomatic immunity, to strengthen protection for such workers?

*Answer.* I am aware of this issue and wish to confirm that the Department of State takes this matter very seriously. As the United States seeks to be a leader in the global effort to combat trafficking in persons, we are deeply concerned by these reported abuses, some of which also suggest the possibility of trafficking. We are working to ensure the fair and humane treatment of all domestic workers who come to the United States, including those employed by persons with full immunity. It is essential for all members of the diplomatic community to fully respect U.S. laws. Not only is the welfare of the domestic workers of great concern, but our effectiveness in addressing problems like this, domestically, has the potential to affect the authority with which we speak globally.

The Department recently transmitted a circular diplomatic note to all missions emphasizing the importance of providing fair treatment to domestic workers and requiring the registration of all foreign domestic workers assigned to mission personnel. Given the gravity of the allegations, we are also exploring other possible approaches.

While serving as the United States Ambassador to Hungary, one of the successes of my tenure was that we held, for the first time, a conference on trafficking and exploitation of workers that was attended by health ministers from the neighboring Balkan States. If confirmed, it is my intention to bring together the Chiefs of Mission here in Washington to underscore the fact that the Department takes this matter seriously and to explain our policy and practice in cases that are brought to our attention.

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RESPONSES OF NANCY GOODMAN BRINKER TO QUESTIONS SUBMITTED  
BY SENATOR RICHARD G. LUGAR

*Question.* Is there a "Buy American" rule in place regarding gifts that are given to foreign dignitaries? If not, please explain how gifts are selected. What is the average annual total amount spent for such gifts?

*Answer.* There is no official "Buy American" rule in place regarding gifts. Members of this administration generally choose to purchase products that have been designed, crafted, and manufactured in the United States, when possible.

The Office of the Chief of Protocol, which is responsible for foreign gifting on behalf of the President and First Lady, the Vice President and spouse, and the Secretary of State, offers various gift options on the occasion of visits by foreign dignitaries or officials, foreign trips, special events, and Presidential delegations. The principal makes the choice from the options provided.

The average yearly amount spent on gifts is approximately \$500,000. This amount includes special order gifts as well as the amount spent for the purchase of standard gifts maintained by Protocol for use during the ordinary course of official interaction with foreign visitors.

*Question.* In your responses to Senator Nelson, you mentioned issues related to the funding of the cost of Blair House operations. Please provide a more detailed breakdown of the costs and funding sources used to cover the costs for both maintenance and accommodations.

*Answer.* Thank you, Senator Lugar, for the opportunity to respond to your question.

Blair House is currently maintained using funds available from the Department of State, the General Services Administration, and a not-for-profit 501(c)(3) organization, the Blair House Restoration Fund. The Department of State currently spends approximately \$1.3 million annually in operations and maintenance costs and small-scale capitol improvements and repairs. Annual payments to GSA are approximately \$960,000 annually of which a portion is also utilized to fund maintenance costs.



Blair House Restoration Fund provides approximately \$250,000 exclusively for use to repair and refurbish decorative elements of Blair House.

The expenses of visits by foreign chiefs of state or heads of government are paid through the Department of State allocation known as the Emergencies in Diplomatic and Consular Affairs (K Fund) which reports directly to Congress on an annual basis with an itemized accounting of expenses that includes the cost of guests at Blair House. Recent examples include: In 2006 Blair House hosted a record number of 25 world leaders over a period of 75 days at a cost of \$395,725.07. In 2005, Blair House hosted 18 world leaders in a period of 50 days at a total cost of \$285,453.42.

If confirmed, I plan to seek a complete and full evaluation of Blair House funding, maintenance, and operating costs. There must be a comprehensive maintenance and repair plan to avoid an increase in building deficiencies and unanticipated mechanical and electrical failures. A band-aid approach to operations is risky and short-sighted, putting the structure itself at risk and creating uncomfortable or even hazardous conditions for visitors and guests.

Some of the building systems and parts of the infrastructure of the Blair House have been renovated or repaired, but many of the piecemeal upgrades are no longer viable and new problems are developing as the building continues to age and settle.

RESPONSES OF NANCY GOODMAN BRINKER TO QUESTIONS SUBMITTED  
BY SENATOR BILL NELSON

*Question.* Please describe circumstances where sending governments have waived the immunity of their diplomats?

*Answer.* Immunities are provided to diplomats in order to ensure the efficient performance of diplomatic missions in the representation of states. Sending states typically consider on a case-by-case basis requests to waive the immunities of diplomats. While there are many instances in which states do not waive diplomats' immunities, there are also instances in which they do. In a few very serious incidents such as vehicular manslaughter in Washington in 1997, and an earlier homicide in Florida in 1989, the sending states granted requests by the Department of State to waive the diplomatic immunity of their mission members. In these cases, the individual stood trial and was sentenced in accordance with the laws of the jurisdiction.

In some lesser criminal incidents sending states often have not waived their diplomat's immunities. They have occasionally, with prosecutors' agreement, participated in diversionary programs, for example counseling. For driving offenses, if a sending state does not waive a diplomat's immunities and permit the diplomat to appear in court or otherwise reach an agreement with a prosecutor, the Department of State imposes points on the diplomat's driver license (issued by the Department of State) and will suspend or revoke a license as appropriate.

*Question.* When have we requested waiver of immunity for our persons overseas?

*Answer.* We receive requests from host governments to waive immunity for U.S. Government personnel in criminal and civil cases very rarely. The only recent case was Russia requesting, in 1998, that we waive immunity for the Consul General in Vladivostok who was involved in an auto accident resulting in a young man becoming a quadriplegic. In response, we asked Russia to provide more details about the charges that would be brought and the evidence indicating our employee was at fault. Russia did not respond and so we did not waive or refuse to waive immunity.

This is not to suggest that we have never waived immunity for our overseas employee, but we do so without a formal request from the host State. A common example is a request from local prosecutors for a DEA or other law enforcement agency to testify in a criminal prosecution (which happens almost once a month). All of our accredited embassy and consular personnel have testimonial and jurisdictional immunity regarding their official acts. This immunity must be (and almost always is to assist prosecutions) waived before the individual can subject him or herself to the jurisdiction of the local court.

Similarly, our employees sometimes receive notification that they are the subject of proceedings in local criminal or civil courts. Because they are members of a diplomatic or consular mission, they all have immunity from civil and criminal jurisdiction for official acts. Diplomatic agents have complete criminal and civil immunity for any conduct, while members of an embassy's administrative and technical staff have criminal immunity for all off-duty acts. In response to these notices of litigation, the embassies are instructed to prepare a diplomatic note either asserting or waiving immunity. The notes and original documents are transmitted to the Ministry of Foreign Affairs. Generally speaking, we do not waive immunity for foreign

court litigation against our employees or their family members (when they are covered by immunity). On average, an assertion of immunity takes place about once a month.

There have been two recent occasions where we have waived criminal immunity for a covered individual without formal requests from the host State. In both, our ambassadors weighed in strongly urging that the immunity be waived. One case involved drunk driving where the embassy had issued clear guidance precluding such behavior. The other involved an embassy dependent who'd gotten into a fight along with several military dependents. Since the military dependents had no immunity in that situation, the ambassador felt that it was unfair that the embassy dependent (who had been equally involved in the altercation) was not punished. In both cases, immunity from criminal jurisdiction for adjudication of guilt was waived and the issue of whether execution of a criminal sentence (i.e., jail or fine) would be permitted was reserved. In both cases, however, there were plea agreements so no further waivers were issued.

*Question.* What is the condition of Blair House today? Can you send me a paper on Blair House?

*Answer.* Thank you, Senator Nelson, for the opportunity to inform you of the condition of Blair House. Because of its age, Blair House needs significant reconditioning in order to function properly as the President's official guest house for visiting foreign dignitaries. Extraordinary efforts have been put into keeping this historical house looking as good as it does, but sustained annual support is required.

What today is known as Blair House is actually four private 19th century residences that have been combined and interconnected to operate as one unit. In addition, a new wing was added to the complex in the 1980s. The oldest home was completed in 1824, another in 1859, and two others in 1860. The Federal Government purchased the earliest homes in 1942 and 1943 to create a guest house for the Nations distinguished foreign guests. The two later homes were added to the complex in 1970. The entire facility was renovated between 1982 and 1988. Seven million dollars were allocated from Congress for structural work and an additional \$7 million were raised privately to cover decorative expenses. Today, the facility contains approximately 70,000 square feet—a full 5,000 square feet larger than the executive mansion.

*Question.* I would like you to send me a renovation plan and needed annual maintenance supplied by private sector and what is required by the Federal budget.

*Answer.* Thank you, Senator Nelson, for the opportunity to provide a renovation plan and report which outlines details needed for annual maintenance. If confirmed, I plan to seek a complete and full evaluation of Blair House funding, maintenance, and operating costs. There must be a comprehensive maintenance and repair plan to avoid an increase in building deficiencies and unanticipated mechanical and electrical failures. A band-aid approach to operations is risky and short-sighted, putting the structure itself at risk and creating uncomfortable or even hazardous conditions for visitors and guests.

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Blair House is currently maintained using funds available from the Department of State, the General Services Administration, and a not-for-profit 501(c)(3) organization, the Blair House Restoration Fund. The Department of State currently spends approximately \$1.3 million annually in operations and maintenance costs and small-scale capital improvements and repairs. Annual payments to GSA are approximately \$960,000 annually, of which a portion is also utilized to fund maintenance costs. Blair House Restoration Fund provides approximately \$250,000 exclusively for use to repair and refurbish decorative elements of Blair House.

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PREPARED STATEMENT OF NED L. SIEGEL, NOMINEE TO BE  
AMBASSADOR TO THE COMMONWEALTH OF THE BAHAMAS

Mr. Chairman and members of the committee, I am honored to come before you as the President's nominee to serve as the Ambassador of the United States of America to the Commonwealth of the Bahamas. I want to thank President Bush and Secretary Rice for their confidence and support in nominating me for this position. I also wish to thank the members of the Senate and, in particular, this committee, for the opportunity to come before you today.

I would like to introduce and acknowledge my family members who are here with me today—my wife and partner in life for 31 years, Stephanie. I am also honored

to have my brother, Marc, and my nephew, Robert, joining us. I have been extremely fortunate to have had the love and support of my family in all of my endeavors, and I realize I would not be here today without them. Over the years, I have had the opportunity to visit the Bahamas to celebrate various special family occasions. I have always considered the Bahamas as a special place, and my family and I have many fond memories of the Bahamas over the years. If confirmed, I look forward to creating many, many new ones.

The opportunity to appear before you today in this exceptional process can only be described as a privilege. This is not my first time to appear before a Senate confirmation committee, but I would like to share with the members of this committee my qualifications to serve as the United States ambassador to the Commonwealth of the Bahamas.

From 1999 to 2004, I served as an appointee to the Board of Directors of Enterprise Florida, Inc. (EFI), a public-private partnership that acts as Florida's primary organization for statewide economic development. The mission of EFI is "to diversify Florida's economy and create better-paying jobs for its citizens by supporting, attracting, and helping create business in innovative, high-growth industries." I traveled to Israel on the Governor's Trade Mission in 1999 and worked throughout my tenure to bring Israeli companies to Florida.

In 2003, I was nominated by the President and appointed to serve as a member of the board of directors of the Overseas Private Investment Corporation, a position I currently hold. Throughout my tenure as an OPIC director, I have been able to evaluate and approve projects that mobilized U.S. capital to provide people in developing countries with first-time access to credit for new small businesses and low- and moderate-income housing. These efforts have had a tangible effect on job creation and economic growth, helping to lift people from poverty—all carried out in cooperation with the private sector.

In September of 2006, I was again honored by the President to serve as a Public Delegate to the U.S. Mission to the United Nations and as a United States Representative to the 61st General Assembly. This was a unique opportunity to serve at an exceptional time in our efforts to build international support for U.S. policies through the United Nations. Through my experience at the U.N., I gained a greater appreciation for the strategy and preparation necessary to advance U.S. interests on the world stage. I also experienced firsthand the tremendous impact that small countries can have through their ITN votes on the United States' ability to carry out its foreign policy and enhance our national security. Without a doubt, my time as a delegate to the United Nations provided me an opportunity to gain exposure to the conduct of our Nation's international affairs at the highest level, and thereby to sharpen my own diplomatic skills.

Through my experiences at Enterprise Florida, OPIC, and the United Nations, I have acquired a broad knowledge of the political sensitivities of promoting sustainable investment while advancing U.S. foreign policy and development initiatives. That knowledge, coupled with my extensive business experience has prepared me to serve effectively as the United States Ambassador to the Commonwealth of the Bahamas, should I be confirmed.

The United States and the Bahamas enjoy a close and productive bilateral partnership built on all four pillars of the President's Western Hemisphere Strategy: bolstering security, strengthening democracy, promoting prosperity, and investing in people. Our shared interests, common commitment to the rule of law, and geographic proximity make the Bahamas one of our closest operational partners in the Western Hemisphere.

The Bahamian public is broadly committed to the values that we as Americans hold dear—democratic governance, the rule of law, and respect for human rights. These shared values provide a firm foundation to build a productive partnership, but it is up to the embassy to ensure that our message is heard and our actions are understood. If confirmed, my embassy team will step up efforts to explain, promote, and defend U.S. policies and actions in order to build support for U.S. strategic goals in the region: We will focus our outreach efforts to support our counterdrug and crime efforts, promote greater public awareness of HIV/AIDS, encourage a stronger Bahamian international role on human rights and democracy, and promote improved education.

Should I be confirmed, I will work to improve the United States' vital, cutting edge efforts to combat international crime, drugs, and illegal migration. We will do this by maintaining full U.S. support for Operation Bahamas Turks and Caicos in a coordinated multinational, multi-agency effort to combat international drug trafficking into and through the Bahamas. As a result of OPBAT's success, we have dramatically reduced the percentage of cocaine destined for the United States that

flows through the Bahamas from a high of 70 percent in the 1980s to the current level of less than 10 percent.

Working together, the Royal Bahamas Defense Force and the U.S. Coast Guard monitor Bahamian and international waters for illegal migration. Our Comprehensive Maritime Agreement (CMA) allows Bahamian officials to ride on U.S. vessels while they patrol in order to be in position to authorize the boarding of vessels in Bahamian waters to pursue illegal migrant and drug traffickers. Our efforts to combat narcotics trafficking and shut down illegal migration also serve to close off pathways that could be used by terrorists. Last year alone, the United States and the Bahamas together interdicted 5,762 illegal migrants.

Second, I will ensure that Embassy Nassau's Consular Section continues to provide first-rate assistance to United States Citizens in the Bahamas and the Turks and Caicos Islands—a protectorate of the United Kingdom, over which we have consular jurisdiction. Over 4 million United States citizens travel to or reside in the Bahamas every year, and I will work to expand outreach programs that educate both Bahamians and United States residents residing or visiting within the Bahamas so they have the information, services, and protection they need to live, conduct business, or travel between our countries. To protect the most vulnerable, we will intensify our dialog with Bahamian authorities on sexual assault cases and work with police to prevent assaults, care for victims, and ensure effective prosecutions.

Third, I will work to further improve United States efforts to work with the Bahamians to prevent and respond to terrorism. Cruise ships, vacation resorts, passenger jets, and commercial shipping vessels could all become potential terrorist targets if not secured and screened. The Freeport Container Port is one of the largest in the world and one of the closest foreign ports to the United States. In 2004, the United States signed a Memorandum of Understanding with the Bahamas to include Freeport in the United States Megaports Initiative to screen United States-bound cargo for radiological materials. In 2006, a Memorandum of Understanding for a Container Security Initiative (CSI) was concluded. Through CSI, over 90 percent of the cargo moving through Freeport—one of the 25 busiest transshipment ports to the United States—will be screened and suspicious containers will be segregated and searched. To expand our joint efforts to combat the threat of proliferation of weapons of mass destruction, we will seek to conclude a Proliferation Security Initiative (PSI) Ship Boarding Agreement. The Bahamas has the third largest ship registry in the world, and their participation in PSI is vital to its success.

Finally, should I be confirmed, I am looking forward to using my business experience and acumen to promote the prosperity that is essential to the Bahamas' continued stability and its ability to take on greater responsibilities as a multidimensional partner for the United States. The Bahamas has the highest per capita income in CARICOM and its consumer market is attuned to United States products. Over 80 percent of Bahamian imports come from the United States, but competitors such as China and Brazil are working to increase their market shares. My embassy team will seek to increase United States trade and investment in the Bahamas by linking Bahamian importers to United States suppliers, fostering Bahamian business development, and promoting United States-Bahamian business connections, including through our outstanding National Guard State Partnership Program with the State of Rhode Island. We will continue to work with the Bahamas to promote energy diversification and sustainable tourism, fishing, and agriculture. The embassy will continue to promote legal and regulatory changes that will promote sustainable development, an important goal of United States policy.

Our relationship with the Bahamas is strong and vibrant. The Bahamas will continue to be an active partner in our efforts to stem the flow of illegal narcotics, prevent illegal migration, ensure the safety and security of American citizens abroad, combat potential terrorism, and promote prosperity and security in our hemisphere. Should I be confirmed, I look forward to building new areas of cooperation with one of our closest neighbors and to deepening one of our closest bilateral partnerships in the hemisphere.

Throughout my life, the same threads have woven the successes in my family life, my business life, and my philanthropic service life—those common threads being the ability to assess and understand situations, and to listen and manage people to achieve acceptable and positive results.

Thank you for the opportunity to appear before you today, and if confirmed, I look forward to working with you as the United States Ambassador to the Commonwealth of the Bahamas. I would be pleased to answer any questions you may have.

PREPARED STATEMENT OF BRIGADIER GENERAL MARK KIMMITT, NOMINEE TO BE  
ASSISTANT SECRETARY OF STATE FOR POLITICAL-MILITARY AFFAIRS

Mr. Chairman and members of the committee, thank you for holding this hearing today. I am deeply honored to have been nominated by President Bush and Secretary of State Rice to serve as the Assistant Secretary of State for Political-Military Affairs and I wish to thank you for the opportunity to appear before you today.

THE PM MISSION

At this particular time in our Nation's history, I am honored to have been offered the opportunity to lead an organization that plays a critical role in our foreign policy and national security. With the mission of integrating diplomacy and military power to foster a stable and secure international environment, the Bureau of Political-Military Affairs serves not only as the primary bridge between the Departments of State and Defense on operational military matters, but also as an interface between two of our most important instruments of national power. As a career Army officer with service in peace and war, I fully appreciate the paramount importance of skillfully coordinating the use of these two instruments to meet the challenges facing American interests around the world.

In the few minutes that I have, I would like comment on some of the ways in which the Bureau of Political-Military Affairs is helping to meet the challenges we face. In broad terms, the Political-Military Affairs Bureau provides policy direction in the areas of international and regional security, security assistance, military operations and exercises, defense strategy and policy, and defense trade—all of which involve the integration of diplomacy and military power. These can be further categorized into three major areas of responsibility: counterterrorism, regional stability, and humanitarian assistance to victims of conflict.

COUNTERTERRORISM

In meeting its counterterrorism responsibilities, the PM Bureau is playing a key role in the war on terror in several ways. First, the Bureau provides diplomatic support and foreign policy guidance to U.S. military forces for military and humanitarian operations and maritime threat response. PM also negotiates base access agreements and provides legal protections to our soldiers, sailors, Marines, and airmen through the negotiation of Status of Forces and Article 98 agreements. To expedite this diplomatic support, the Bureau maintains a 24/7 operations center designed to facilitate communications between commanders in the field and the State Department and other agencies here in Washington. PM also enhances coordination and communication between State and military commanders through its Foreign Policy Advisors (POLAD) program which currently has 21 senior State Department officers assigned to the four Service Chiefs, the Combatant Commanders, and other senior commanders in the field. Efforts are underway to expand this program in the next several years.

PM also plays a key role in coordinating the participation of other countries in coalitions such as Operation Enduring Freedom and Operation Iraqi Freedom. After initially working to enlist the participation of other countries, the PM Bureau now maintains regular contact with troop contributing governments to ensure that they are kept abreast of operational matters and that their needs for logistical support are met.

In the policy realm, PM is working closely with the Department of Defense to better coordinate our national military strategy through its work in the Quadrennial Defense Review process and similar high-level defense planning efforts. One particularly noteworthy development in this regard is PM's Counterinsurgency or COIN Initiative which seeks to do for the civilian side of the Federal Government what General Petraeus has done for the military—to craft counterinsurgency working documents for use by State, USAID, Agriculture, and other nonmilitary agencies.

A final aspect of PM's counterterrorism efforts that I will discuss is the Bureau's program to keep excess small arms and light weapons, to include man-portable air defense systems or MANPADS, out of the hands of terrorists and insurgents who would threaten U.S. interests and destabilize other parts of the world. Since its inception in 2002, PM's Small Arms/Light Weapons Destruction Program has destroyed over 1 million weapons, 90 million rounds of ammunition, and over 21,000 MANPADS in over 25 countries. The Bureau, working with the Defense Threat Reduction Agency (DTRA) has also assisted countries in properly securing their stocks of weapons and ammunition to keep them from inadvertently falling into the wrong hands. If confirmed, I will seek to further expand this very important program.

## REGIONAL STABILITY

The Small Arms/Light Weapons Destruction Program also contributes directly to PM's second major area of responsibility, regional stability. In addition to eliminating weapons that could be used to create unrest, the PM Bureau promotes stability around the world by fostering effective defense relationships.

Each year PM conducts high-level regional security discussions with friends and allies that address a variety of security-related issues of mutual interest including military assistance, combined training, and, when appropriate, the basing of U.S. military forces. In the past year, these discussions have enhanced important relationships in South America, Europe, and Asia.

Another key component of PM's regional security role is the Gulf Security Dialog (GSD), a regional security coordination mechanism with the Gulf Cooperation Council (GCC) states. This dialog, co-lead by the PM Bureau and the Office of the Secretary of Defense, is a reflection of our broader commitment to Gulf security and is part of our larger strategy to deal with the interconnected conflicts in the Middle East. The GSD addresses conventional as well as nonconventional, asymmetrical, and terrorist threats to Gulf security. To counter these threats, the GSD is focused on six distinct, yet interconnected pillars: regional security, enhanced defense capabilities and cooperation, critical energy infrastructure protection, counterterrorism, counterproliferation, and developing a shared assessment on Iraq. If confirmed, I will continue this fruitful dialog and other efforts with our Gulf partners to improve Gulf security under each of the six pillars.

Related PM efforts to promote regional stability through security dialogs with friends and allies include its management of nearly \$5 billion in security assistance. This funding, which includes the Foreign Military Financing (FMF), the International Military Education and Training (IMET), and the Peacekeeping Operations (PKO) programs, provides resources necessary to ensure that our partners are equipped and trained to work toward common security goals. They also deepen our military-to-military relationships as well as increasing understanding and cooperation.

One program that is funded under the PKO program that I would like to highlight is the Global Peace Operations Initiative (GPOI), which seeks to increase the number of properly trained and equipped peacekeepers available for peace support operations around the world. GPOI's goals include training 75,000 additional peacekeepers, providing transportation and logistics support for peace operations, and, in partnership with the Government of Italy, establishing an international training center for gendarmes to help fill the security gap between military forces and civilian police. This program is an important means of offsetting the need for U.S. military support for peace operations and if confirmed, I will make it one of my priorities.

Finally, PM promotes regional stability and builds the partnership capacity of our allies through its regulation of U.S. defense trade. Through its export licensing, end-use monitoring, and compliance programs, the Bureau plays a key role providing the military hardware necessary for our allies to fight the war on terror, while ensuring that U.S. defense equipment and technologies do not fall into the wrong hands. This is no small task as the volume of license applications submitted for adjudication is growing 8 percent annually and is expected to reach 80,000 at the end of fiscal year 2007. Although processing the growing number of applications is of great importance, equally so are the PM Bureau's efforts to monitor the end use of exported military equipment. Through its "Blue Lantern" program, PM checks the bona fides of potential recipients and makes sure that defense equipment that is exported is used only for approved purposes. PM also supports the efforts of Federal law enforcement agencies in criminal actions initiated pursuant to the Arms Export Control Act and the International Traffic in Arms Regulations. If confirmed, I will make it a priority to meet these responsibilities fully.

## HUMANITARIAN ASSISTANCE TO VICTIMS OF CONFLICT

PM's third major area of responsibility is the provision of humanitarian assistance to victims of conflict. Since 1993, PM has been responsible for the management of U.S. humanitarian mine action programs around the world and since that time has committed over \$1 billion to assist in the removal of landmines in over 40 countries. In addition to removing landmines that threaten the well-being and livelihood of millions, these funds have been used to educate children as to the dangers of landmines and to assist landmine victims.

I am pleased to say that this is an area in which we are truly making a difference. Landmine casualties are decreasing and several countries have been declared landmine "impact free"—a designation that means they are no longer suffering social

and economic dislocation due to landmines. This is a program we can all be proud of and one that if confirmed, I will be most happy to provide leadership to.

CONCLUSION

In conclusion, while I have only touched of a portion of PM's many responsibilities, I think they attest to the important contributions that the Bureau is making to our national security and to the furthering American foreign policy objectives.

Given the magnitude of these responsibilities, I am truly honored to have been nominated by the President and Secretary Rice to lead the Bureau of Political-Military Affairs.

If confirmed, I will do my utmost to demonstrate to the President and the Secretary—and to the more than 300 men and women who serve in the PM Bureau—that their trust in me was fully justified.

Thank you and I look forward to answering your questions.

PREPARED STATEMENT OF HARRY K. THOMAS, JR., NOMINEE TO BE  
DIRECTOR GENERAL OF THE FOREIGN SERVICE

Mr. Chairman, members of the committee, I appreciate the opportunity to appear before you today.

I would like to introduce my wife, Ericka Smith-Thomas, a musician, and my mother, Mrs. Hildonia Thomas, a retired social worker and teacher. Our daughter, Casey, is away at Guilford College.

I would like to express my sincere appreciation to President Bush for nominating me as Director General of the Foreign Service and Director of Human Resources at the Department of State. I am grateful for the confidence that the President and Secretary Rice have shown in selecting me for this position. I must also thank Father Brooks, his fellow Jesuits, and my College of the Holy Cross professors who first opened my eyes to the importance of global issues.

I have traveled a long way from the Harlem of my birth to this day, as has our great country, which has given me the opportunity to appear before you today seeking, if confirmed, the opportunity to take charge of human resources for the world's finest diplomatic service. The State Department's primary mission is to take care of American citizens and American interests abroad, and I welcome the opportunity to help prepare our employees to do so.

Mr. Chairman, if confirmed, I will continue Secretary Rice's and former Director General Staples' work to implement transformational diplomacy. We are transforming our overseas presence to meet 21st century demands. We are stressing the efficient management of our team of employees. We are sending officers beyond foreign capitals to run one person American presence posts and opening American corner libraries in rural villages and urban areas alike to give people a chance to learn about America and become more educated. We are taking advantage of new technologies with virtual presence posts, training and development opportunities for our worldwide workforce via digital video conference, and "Diplopedia," our version of wikipedia.

We have introduced an improved Foreign Service selection process, including a shorter, computer-based exam that will be offered several times a year. The new process will allow us to consider applicants' leadership and foreign language skills, as well as global work and study experience, and should reduce the time it takes to bring on new hires. We expect to have nearly 20,000 registrants for this examination annually and are very proud that we are the number one choice in the public sector for college students seeking to serve our country.

Today's State Department employees are eager to serve our country. Many work in hazardous and challenging environments. Over 25 percent of the Foreign Service has served in Iraq or Afghanistan. A number of civil service employees have also stepped forward. More than 750 of our overseas jobs are at unaccompanied posts. And some of our colleagues have made the ultimate sacrifice in service of our Nation. We are offering and expanding the counseling available to employees before and after they serve in dangerous environments. We must ensure that spouses and children receive full support. We must have safe and secure facilities for our employees.

We recognize the importance of a modernized performance-based pay system that compensates fairly our men and women working abroad and will ask your help, Mr. Chairman, in authorizing this system.

Mr. Chairman, I share the Secretary's commitment to a diverse and merit-based State Department. The Department has made tremendous strides during my 23

years of service, but we can and must continue with aggressive recruitment, development, and retention strategies. If confirmed, I will work toward that goal.

In conclusion, Mr. Chairman, I am humbled and honored to have the opportunity to appear before you and the members of the committee. I ask for your assistance and support in ensuring that we are able to safeguard American citizens, defend our ideals and values, and manage the Department's greatest resource: our civil service, Foreign Service national, and Foreign Service specialist and generalist corps.

And, if confirmed, I look forward to helping the Secretary make certain that we are prepared for future opportunities and trials.

Thank you.

RESPONSES OF HARRY K. THOMAS, JR., TO QUESTIONS SUBMITTED  
BY SENATOR RICHARD G. LUGAR

*Question.* What are your top three priorities for this position? By the end of the Bush administration, what do you hope to be able to report that you have accomplished?

*Answer.* If confirmed, I plan to continue the efforts of the Secretary, other senior Department of State officials, and my predecessors to ensure that the Department is prepared to take on the challenges of our critical foreign policy mission in the 21st century. Ongoing issues, such as addressing the Department's personnel shortages, ensuring adequate training and development for all State employees, and securing critical legislative changes, including Foreign Service pay modernization, are critical to maintaining the Department's operational readiness.

In addition to pursuing these ongoing challenges, one of my top priorities as the Director General will be to continue the Secretary's commitment to a diverse and merit-based State Department. The Department has made tremendous strides during my 23 years of service, but we can and must continue with aggressive recruitment, development, and retention strategies. I plan to work closely with the Office of Recruitment, Employment, and Examination, as well as the Office of Civil Rights, toward that goal.

I would also like to expand the opportunities for civil service employees at the Department of State. I hope to do more to support, develop, and take full advantage of the skills and capabilities of the 8,500 civil service employees who form the backbone of the Department's domestic operations. I plan to meet with the Office of Personnel Management, as well as to expand existing initiatives within the Department, to see what more can be done for civil service employees during my tenure as the Director General.

My third priority would be to improve the customer service provided by the Bureau of Human Resources to all State Department personnel. I hope to take advantage of online capabilities and other technology to simplify and speed up check-in/check-out procedures for transferring employees, eliminate unnecessary paperwork, and consolidate operations, as needed, to better serve our internal customers.

If I am confirmed as the Director General, I look forward to pursuing these three priorities within the scope of my greater mission of managing the Department's greatest resource: our civil service, Foreign Service national, Foreign Service specialist and generalist corps, and eligible family members.

*Question.* What measures is the Department taking to address the shortfall of officers at the mid-levels? Are these measures sufficient to fill staffing gaps? If not, what measures will you consider recommending to address these gaps?

*Answer.* The Department will continue to deal with staffing shortfalls by eliminating or not filling some less critical positions, considering "stretch" assignments on a case-by-case basis, seeking qualified civil service volunteers and eligible family members to fill vacant Foreign Service positions, and waiving language requirements for certain assignments. In conjunction with the third phase of the global repositioning exercise in fiscal year 2007, we eliminated several domestic Foreign Service and civil service positions to provide a small number of positions for language training. This small increase notwithstanding, the Department will continue to be faced with the choice between not training sufficient numbers of Foreign Service officers in our most critical needs languages, such as Arabic, or continuing to increase our language training enrollments and leaving more vacancies at overseas and domestic locations.

Of particular concern is the potential for overseas vacancies at a time when the Department is striving to increase its overseas presence and more actively engage nongovernmental organizations, foreign media, and host country populations outside of capital cities. The Department's fiscal year 2008 budget request emphasized posi-



tions to meet increased overseas mission requirements, not in place of our global repositioning initiatives, but in addition to what has been repositioned to our most strategic locations.

The Department is also faced with the critical task of fully implementing the Secretary's vision of enhanced U.S. Government civilian capacity to act in situations of reconstruction and stabilization following natural or manmade crises. Without resources dedicated to this endeavor, the Department will be limited in its ability to lead, coordinate, and institutionalize the U.S. Government's capacity to prevent or prepare for post-conflict situations, and help societies in transition.

*Question.* Where do you believe are the most significant gaps, in terms of capabilities, in the Foreign Service? What should be done to close these gaps?

*Answer.* The Department faces structural personnel deficits, as well as shortages of officers with particular language capabilities. Our most significant structural deficit is at the FO-02 level in the public diplomacy and management cones. The total deficit at the FO-02 level is 210 officers. This structural deficit is largely due to underhiring at USIA in the 1990s prior to the merger with the Department of State. As the new Foreign Service personnel hired under the Diplomatic Readiness Initiative in 2002-2004 work their way through the system, the gap between positions and available officers should narrow significantly. In the meantime, the Department is encouraging officers from other cones to consider public diplomacy and management positions, utilizing qualified civil service employees and eligible family members to fill vacant Foreign Service positions, eliminating some domestic Foreign Service positions so that officers can serve overseas in these positions, and leaving some less critical positions vacant.

The Department is also working to address training shortfalls, particularly of Foreign Service personnel with proficiency in particular languages. Increasing demands since 9/11, as well as the lack of an adequate training complement, have stymied the Department's ability to train personnel, particularly at the pace that additional language-designated positions have been created overseas. Since 2001, the number of language-designated positions that require proficiency in critical needs languages, including Arabic, Chinese, Farsi, and Korean, which are often the hardest to teach and can require upwards of 2 years to gain working proficiency, have increased by 170 percent. There has not, however, been a concurrent increase in the Department's training complement. The Department's fiscal year 2008 budget request included 94 new Foreign Service positions specifically for training, and while many will be devoted to foreign language training we must also train to meet the other requirements of transformational diplomacy. The increasing need for training will also be taken into consideration as we develop the Department's fiscal year 2009 budget request.

*Question.* A recent inspection report of the Bureau of Human Resources by the State Department Inspector General concludes that the "civil service system may not be adequate to meet the needs of the Department. It fails to develop the knowledge, skills and abilities of Civil Service employees to the best advantage of the employees and the Department. . . . The Department needs a domestically based service that can develop personnel who can manage global political, military, economic, and social issues and provide administrative support to the Department."

(a) Do you agree with this assessment by the Inspector General? If so, what measures would you propose in response?

(b) The report recommended a high-level external review on the future of the civil service. Do you know if that recommendation has been accepted by the Under Secretary for Management?

*Answer.* If confirmed as Director General, one of my priorities will be to expand the opportunities for civil service employees at the Department of State. I hope to do more to support, develop, and take full advantage of the skills and capabilities of the 8500 civil service employees who form the backbone of the Department's domestic operations. Working together with the Under Secretary for Management and within the context of other management reforms underway at the Department, I plan to meet with the Office of Personnel Management to see what more can be done to best utilize the Department's civil service corps.

The Department has a number of new and ongoing initiatives aimed at developing the knowledge, skills, and abilities of our civil service workforce. Some examples of these initiatives include:

- Civil Service Mid-level Rotational Program.—This program is designed to provide developmental assignments for Department of State civil service employees at the GS-12 and GS-13 grade level in order to broaden their skills, increase

their knowledge, and enhance their personal and professional growth. The program, started as a pilot in 2007, will be expanded in 2008.

- **Training Continuum for Civil Service Employees.**—The Department's Foreign Service Institute has recently updated and expanded training and professional development guidelines by job series. The continuum addresses required, recommended, and suggested individual development needs at the basic, intermediate, and advanced level.
- **SES Development Program.**—The Department is offering an SES training program to highly skilled, high performing GS-14 and GS-15 employees. Upon completion of the 1 to 2 year individually-designed training program, the graduates will be noncompetitively eligible for SES positions as they become available.
- **Civil Service Mentoring Program.**—Now in its fifth year, the civil service mentoring program includes formal mentoring partnerships and situational mentoring on an as needed basis. To date, 1,681 employees have participated.
- **Career Entry Program (CEP).**—The Department's version of the Federal Intern Program actively addresses hiring and employee development specific to mission-critical occupations as determined by the Domestic Staffing Model (DSM). The 2-year structured career ladder program is designed to fast-track high potential employees to address future staffing needs.
- **Upward Mobility Program (UPMO).**—This program has just undergone a major policy and guideline review to address employee development needs at the GS 7-9 levels. A shorter version of the CEP program, UPMO also represents a career-ladder program with specific training and experiential requirements to qualify and advance employees specific to a job series.
- **Career Development Resource Center (CDRC).**—The CDRC provides comprehensive career development services to help individuals make effective career decisions and improve on-the-job performance. The services offered by the CDRC include confidential career counseling, assistance with planning and implementing Individual Development Plans (IDP), assessment and interpretation of interests, skills and abilities, help in negotiating change and barriers to career success, group workshops on career related topics, and customized presentations for bureaus and employee groups.
- **Civil Service Excursions.**—Civil service employees have the opportunity to bid on and serve in vacant Foreign Service positions overseas. These excursion assignments, often at dangerous and difficult posts including Iraq and Afghanistan, broaden the participants' view of the State Department's mission and benefit the Department by filling positions that might otherwise have been left vacant.

If confirmed as the Director General, I plan to closely monitor these initiatives and expand or revise them, as necessary, to ensure they are most effectively serving the Department and the civil service.

*Question.* Some 2,000 Foreign Service members have volunteered to serve in dangerous jobs in Iraq since 2003, but the size of the U.S. Mission there appears to be straining the Foreign Service personnel system. Do you expect that, in future years, the Department will run short of volunteers? If so, what measures would be taken? Do you expect that it will be necessary to use directed assignments? Are there other alternatives?

*Answer.* To date, the Department has relied on volunteers to staff positions in Iraq. We are grateful to the dedicated men and women who, in the finest tradition of the Foreign Service and the Department in general, are committed to serving the needs of America and have answered the call to serve in Iraq. The Department cannot, however, sustain current levels of Iraq staffing over many years within our current personnel and assignments structure without asking employees to serve multiple tours or directing assignments. The challenge of staffing more than 250 1-year Foreign Service positions in Iraq with our relatively small corps of Foreign Service generalists and specialists is further exacerbated by the Department's structural personnel shortages in the Foreign Service mid-levels and among Arabic speakers.

To meet the challenge of staffing Iraq, we will continue to review the incentives for service in Iraq, including a new initiative to link some assignments in Iraq to onward assignments elsewhere, offer opportunities to qualified civil service employees and eligible family members to fill vacant Foreign Service positions, and, depending on which positions do not attract volunteers, we may also be able to utilize shorter-term employees hired under 5 U.S.C. 3161. If and when we run out of volunteers for positions in Iraq or elsewhere, we are prepared to direct assignments.

*Question.* What have been the effects of the requirements to staff Iraq and Afghanistan on United States diplomatic posts elsewhere, both in terms of personnel and the resultant impacts on mission objectives?

*Answer.* We are doing all we can to maintain operational readiness at all of our missions around the world and effectively carry out the Department's critical foreign policy mission. We are proud of our success to date, including our ability to staff Iraq and Afghanistan, but we also acknowledge that, despite our best efforts, the Department's staffing needs exceed our current resources. The recent reports from the GAO, the Foreign Affairs Council, CSIS, and other groups have highlighted the Department's deficit of mid-level Foreign Service officers and the need for an adequate training float.

The requirement to staff missions in Iraq and Afghanistan is just one aspect of the personnel issues facing the Department. We must also balance our changing needs and requirements with the limited number of positions set aside for training and determine when it is in the Department's long-term interest to leave some positions temporarily vacant to allow for training or to fill other higher priority jobs. At the same time, we are realigning our personnel resources around the world to better reflect emerging policy priorities and reach population centers beyond foreign capitals. These challenges, as well as the increasing number of positions at unaccompanied and limited accompanied posts, have required that we adapt our assignments processes, prioritize positions, and fill some Foreign Service positions with qualified civil service employees and eligible family members. While there are some vacancies overseas and domestically, we feel that our efforts and planning to date have enabled our missions to continue to maintain operational readiness and implement the Department's critical priorities around the world.

RESPONSES OF HARRY K. THOMAS, JR. TO QUESTIONS SUBMITTED  
BY SENATOR RICHARD G. LUGAR

*Question.* The Department recently introduced changes to the exam process for Foreign Service generalists. Along with the performance on the examination, an applicant's educational background and work experience, including overseas experience, will be taken into account.

What aspect of the recent McKinsey study led the Department to conclude that it needed to alter the Foreign Service exam process?

At what point in the process is a candidate's resume examined? How will you guard against politicization of the process—political jobs held, knowledge of influential people, etc?

*Answer.* Although McKinsey found the Department's use of a written test and an oral assessment to be best practices for identifying candidates with the greatest potential, their study recommended that we make our Foreign Service selection process faster and more accessible. For this reason we have put the Foreign Service selection process online and will be offering the test four times a year.

More importantly, McKinsey recommended we adopt more of a "Total Candidate" approach, a best practice used by many other employers, in our Foreign Service selection process. This approach uses a structured resume to explore candidates' full range of knowledge, skills, and abilities. Our new process retains the best-practice elements of a merit-based test and an oral assessment, and introduces the application form and personal narrative, our equivalent of a structured resume, and the new qualifications review panels to review them. The result is that we now will look at many facets of candidates, not just test scores, to decide who advances to the orals.

Candidates' resumes—that is, the information conveyed in candidates' application forms and personal narratives—are examined after candidates pass the Foreign Service Officer Test (FSOT) and the essay. To assess this information, we have established the Qualifications Evaluation Panels (QEPs). There are several QEPs, each consisting of three career Foreign Service officers from the mid- and senior ranks. The QEPs will evaluate the information in the application forms (principally education and work history) and the personal narratives (principally qualifying experience and skills), along with candidates' FSOT Test scores and scores in critically needed languages. By thus evaluating much more information than test scores alone, the QEP will be better able to identify the most promising candidates to invite to the orals. As the result of four pilots monitored by an outside expert, we have a well-structured QEP system that exceeds benchmark standards for reliability.

QEP members are drawn from the same group of FSOs that conduct the oral assessment, and they will carry out their duties with the same insulation from outside influence that has always applied to the oral assessment process. As an added precaution, QEP members are expressly forbidden to communicate with persons outside

the QEP about candidates and are instructed to report any attempts to communicate about candidates to the Director of the Board of Examiners.

**Question.** (a) Please provide the total FTE, by grade, for each fiscal year since fiscal year 2000 for both FS and GS.

(b) Please provide for the committee a list of the total FS and GS personnel working for each fiscal year from fiscal year 2000, by grade.

(c) For each year, please provide the number, by grade, of FS and GS who departed (this can combine retirement, resignation, time in class, and termination) since fiscal year 2000.

(d) For each year, please provide the number, by grade, of FS and GS who were hired since fiscal year 2000.

Answer. Notes:

- The data in the following charts reflect totals at the end of each fiscal year, except fiscal year 2007 (which is as of 7/31/07).
- Civil service totals include General Schedule as well as other equivalent pay plans (including EX, AD, WG, etc.). Political appointees are included in the civil service personnel totals, except when on limited noncareer Foreign Service appointments.

(a) Number of Foreign Service and civil service positions:

#### FOREIGN SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
FECM .....	37	48	46	41	42	41	42	43
FEMC .....	393	389	394	410	417	416	418	424
FE0C .....	457	462	475	487	513	518	547	553
FS01 .....	1,114	1,142	1,177	1,209	1,249	1,286	1,347	1,359
FS02 .....	2,048	2,099	2,196	2,283	2,401	2,448	2,521	2,518
FS03 .....	2,262	2,219	2,305	2,388	2,442	2,545	2,669	2,682
FS04 .....	1,679	1,781	2,222	2,446	2,657	2,756	2,775	2,823
FS05 .....	792	817	836	841	859	862	801	797
FS06 .....	418	397	397	407	418	418	407	412
FS07 .....	96	90	80	78	75	87	88	79
FS08 .....	—	1	—	—	—	—	—	—
FS09 .....	—	—	—	—	—	—	2	—
F* 00 .....	27	11	8	6	12	8	6	6
<b>Total</b> .....	<b>9,323</b>	<b>9,456</b>	<b>10,136</b>	<b>10,596</b>	<b>11,085</b>	<b>11,385</b>	<b>11,623</b>	<b>11,696</b>

The \* 00 grade level includes positions that are at various grades for training and overcomplement.

#### CIVIL SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
SES .....	252	235	241	247	242	253	258	248
GS 15 .....	712	706	734	769	785	838	893	900
GS 14 .....	904	976	1,032	1,121	1,169	1,284	1,375	1,422
GS 13 .....	1,544	1,657	1,768	1,889	1,968	2,077	2,168	2,155
GS 12 .....	1,145	1,176	1,258	1,345	1,436	1,493	1,511	1,541
GS 11 .....	1,052	1,082	1,183	1,235	1,301	1,258	1,351	1,258
GS 10 .....	64	64	56	50	44	46	48	41
GS 09 .....	859	896	928	847	805	846	868	911
GS 08 .....	424	397	366	382	357	342	352	327
GS 07 .....	792	735	722	729	733	694	788	835
GS 06 .....	311	269	260	231	219	171	151	138
GS 05 .....	242	202	207	165	130	114	123	181
GS 04 .....	61	51	51	41	27	20	26	19
GS 03 .....	49	45	20	15	15	12	16	12
GS 02 .....	34	43	5	6	3	1	4	2
GS 01 .....	28	3	1	2	1	—	6	2
AD05* .....	—	—	—	—	257	308	359	475
<b>Total</b> .....	<b>8,473</b>	<b>8,537</b>	<b>8,832</b>	<b>9,074</b>	<b>9,493</b>	<b>9,757</b>	<b>10,297</b>	<b>10,467</b>

\*AD05 includes positions in the Iraq Transition and Assistance Office (ITAO).

(b) Number of Foreign Service and civil service employees:

## FOREIGN SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
FECM	92	55	83	33	29	28	21	28
FEMC	329	361	358	424	438	425	439	438
FEOC	459	463	470	463	468	480	477	504
FS01	1,147	1,123	1,142	1,154	1,173	1,209	1,245	1,297
FS02	1,853	1,930	1,960	2,005	2,040	2,069	2,054	2,122
FS03	1,882	1,788	1,876	1,888	1,929	1,983	2,193	2,476
FS04	1,563	1,912	2,256	2,501	2,883	3,268	3,239	3,134
FS05	1,250	1,028	1,322	1,276	1,077	1,020	921	
FS06	484	563	871	661	612	569	576	531
FS07	197	102	102	127	139	130	126	89
FS08	27	1	1	1	—	1	2	
Total	9,283	9,326	10,089	10,579	10,988	11,238	11,397	11,542

## CIVIL SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
SES	212	167	198	201	212	208	214	205
GS 15	617	595	650	679	680	715	736	788
GS 14	757	808	884	967	1,015	1,078	1,151	1,220
GS 13	1,264	1,340	1,491	1,621	1,700	1,771	1,849	1,806
GS 12	931	961	1,043	1,114	1,169	1,250	1,234	1,273
GS 11	892	906	1,034	1,090	1,125	1,069	1,092	1,090
GS 10	52	52	49	45	36	41	39	37
GS 09	712	745	734	700	665	698	660	767
GS 08	375	343	317	335	317	299	292	267
GS 07	620	588	559	599	594	574	642	680
GS 06	243	204	185	185	162	139	113	100
GS 05	188	149	159	130	102	98	100	153
GS 04	43	43	41	43	37	24	28	33
GS 03	35	26	19	18	16	10	11	11
GS 02	14	14	4	3	1	1	1	1
GS 01	3	2	1	1	—	—	—	—
AD05*	—	—	—	—	—	117	108	139
Total	6,958	6,943	7,368	7,731	7,831	8,092	8,270	8,570

\*AD05 includes positions in the Iraq Transition and Assistance Office (ITAO).

(c) Number of Foreign Service and civil service employees who departed:  
 [NOTE. Includes employees who departed due to resignation, retirement, removal, death, and termination.]

## FOREIGN SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
FECM	6	63	6	10	6	7	5	2
FEMC	31	35	43	29	49	68	61	35
FEOC	22	29	31	31	37	46	46	18
FS01	76	72	63	82	90	110	93	44
FS02	67	81	93	70	85	96	103	56
FS03	88	101	71	87	79	101	78	45
FS04	88	118	113	128	149	155	213	104
FS05	40	42	35	33	56	67	56	17
FS06	21	22	18	21	24	21	25	20
FS07	8	6	0	5	5	2	1	1
FS08	1	1	0	0	0	0	0	0
Total	448	570	473	496	580	673	681	342

## CIVIL SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
SES	16	84	14	29	17	43	30	19

## CIVIL SERVICE—Continued

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
GS15	23	76	40	57	71	77	78	41
GS14	37	58	43	55	64	89	82	69
GS13	44	90	63	95	114	161	121	108
GS12	27	48	55	56	98	105	101	61
GS11	34	52	33	48	64	71	86	34
GS10	2	4	4	2	5	5	4	2
GS09	31	48	38	38	52	47	61	28
GS08	17	12	16	13	23	14	18	18
GS07	21	38	31	29	48	42	42	27
GS06	11	13	16	12	14	20	14	7
GS05	18	14	6	15	9	11	7	10
GS04	7	2	2	6	3	3	1	1
GS03	5	1	3	1	2	1	1	0
GS02	0	1	3	0	1	0	0	0
GS01	0	0	0	0	1	0	0	0
AD05*	0	0	0	0	0	0	75	35
<b>Total</b>	<b>293</b>	<b>541</b>	<b>367</b>	<b>456</b>	<b>586</b>	<b>689</b>	<b>722</b>	<b>460</b>

\*AD05 includes positions in the Iraq Transition and Assistance Office (ITAO).

## (d) Number of Foreign Service and civil service employees hired:

## FOREIGN SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
FECM	14	—	25	—	1	—	1	—
FEMC	32	17	3	4	21	16	24	9
FE0C	89	1	2	1	2	1	2	—
FS01	201	11	14	4	22	11	11	13
FS02	224	16	13	13	13	7	6	3
FS03	176	38	70	62	51	26	32	23
FS04	128	448	217	296	322	261	224	159
FS05	289	14	377	343	282	259	255	95
FS06	145	36	437	221	255	171	202	103
FS07	38	6	45	64	73	71	51	19
FS08	8	—	—	—	—	—	—	—
<b>Total</b>	<b>1,344</b>	<b>587</b>	<b>1,203</b>	<b>1,008</b>	<b>1,042</b>	<b>823</b>	<b>424</b>	

Categories above include personnel on limited noncareer appointments (LNAs).

## CIVIL SERVICE

Class	FY2000	FY2001	FY2002	FY2003	FY2004	FY2005	FY2006	FY2007
SES	24	31	27	13	16	26	22	8
GS15	98	26	55	45	51	41	46	39
GS14	147	56	44	55	49	66	78	47
GS13	348	130	143	119	107	141	128	76
GS12	191	75	133	126	121	126	102	66
GS11	109	57	76	55	59	60	59	54
GS10	7	—	4	1	—	3	2	—
GS09	177	33	100	102	76	104	87	58
GS08	73	11	14	20	4	9	14	8
GS07	126	38	91	126	120	126	211	169
GS06	60	5	32	22	16	21	6	10
GS05	55	8	27	28	12	13	33	49
GS04	5	1	2	6	14	2	7	8
GS03	1	1	1	1	1	—	2	—
GS02	1	—	—	—	—	—	—	1
GS01	3	—	—	—	—	—	—	—
AD05*	—	—	—	—	—	99	58	73
<b>Total</b>	<b>1,425</b>	<b>472</b>	<b>749</b>	<b>719</b>	<b>646</b>	<b>837</b>	<b>855</b>	<b>666</b>

\*AD05 includes positions in the Iraq Transition and Assistance Office (ITAO).

*Question.* What is the current representation of minorities in the Foreign Service? What initiatives is the Department undertaking to address this issue?

*Answer.* The breakdown of Foreign Service generalists and specialists, as of May 31, 2007, is as follows:

	Foreign Service Employees	
	Number	Percentage
White .....	9,457	82.2
African American .....	764	6.6
Hispanic .....	611	5.3
American Indian .....	38	0.3
Asian .....	633	5.5
Total .....	11,503	100

*NOTE.* Employees who did not identify a racial category (less than 50 employees) were not included in any category.

If confirmed, I will continue the Department's efforts to attract the most talented, diverse applicants to our exciting foreign affairs career opportunities. The Department's Strategic Recruitment Plan is modeled on successful recruitment efforts of private industry and the public sector. It seeks to achieve the long-term objectives of a workforce that meets the Department's skill needs and that represents America's rich diversity. One important focus of the plan is aggressive minority recruitment and outreach.

Key elements of our minority outreach strategy are the 17 diplomats in residence (DIRs), senior Foreign Service officers assigned to university and college campuses throughout the United States. We also have 10 full-time DC-based recruiters who cover every region of the country. The mandate of DIRs and recruiters includes recruiting, informing, and mentoring potential applicants for Foreign Service and civil service employment at the Department of State. Of the 10 recruiters, one is a full-time Hispanic Recruitment Coordinator and another is a full-time African American Recruitment Coordinator.

At the core of our minority recruitment and outreach are 59 targeted schools, 10 targeted professional organizations, and 41 targeted constituency organizations with which the DIRs and recruiters work on a regular basis to find minority candidates with the knowledge, skills, and abilities that the Department is seeking. DIRs and recruiters conduct active programs to develop and present workshops regarding employment, internship, and fellowship opportunities to minority students and professionals throughout the United States. DIRs and recruiters attend approximately 800 recruiting events every year, in addition to hundreds of one-on-one personal contacts via e-mail, telephone, and office meetings.

Working with the Minority Professional Network (MPN), the Department of State conducted special State Department networking nights in major metropolitan areas including Los Angeles, Anaheim, Atlanta, Chicago, Raleigh, San Diego, San Antonio, and Miami. The networking nights are often on the margins of conferences such as the National Society of Hispanic MBAs and the National Black MBA conferences. Through leveraging MPN and U.S. Department of State relationships with local partner organizations, these cost-effective turnkey events resulted in media recognition and interviews.

The State Department works with the Hispanic Association of Colleges and Universities (HACU), the National Association for Equal Opportunity in Higher Education (NAFEO) and the American Indian Science and Engineering Society (AISES), to provide opportunities for summer interns in Washington or in one of the embassies and consulates overseas. This is a unique opportunity for students interested in international careers to obtain hands-on experience. Two needs-based student fellowship programs, the Pickering and Rangel programs, have also been important sources of minority recruitment for the Foreign Service.

*Question.* What specific changes have been made at FSI to address the new skills highlighted in the Secretary's Transformational Diplomacy proposals?

*Answer.* Training is key to the success of the Secretary's Transformational Diplomacy (TD) framework. The Foreign Service Institute (FSI) has developed a variety of stand-alone courses and seminars to support that framework and has incorporated TD themes throughout its curriculum. Examples include:

## TRANSFORMATIONAL DIPLOMACY COURSES

- FSI developed a new online course, "Transformational Diplomacy Overview," to help employees at every level understand what TD means and how they can practice it. To date, 345 employees have completed the course.
- All Orientation Division courses (generalist, specialist, and civil service orientation courses and Washington Tradecraft) include specific sessions on transformational diplomacy. Senior level speakers (including the Deputy Secretary and the Under Secretary for Political Affairs) and subject matter experts are urged to include practical references to and examples of transformational diplomacy in their presentations. Secretary Rice explained her vision of transformational diplomacy in February 2007 to all three orientation classes (generalists, specialists, and civil service). The text and/or video recording of that speech have been presented to each subsequent orientation class.
- The Political/Economic Tradecraft course is a 3-week course that trains about 275 new Foreign Service officers per year. In line with transformational diplomacy themes, the course includes skill-building sessions on public speaking, public diplomacy, trafficking in persons, human rights, commercial advocacy, environmental issues, working with the military, and working with nongovernmental organizations. A full-day exercise featuring transformational diplomacy best practices has been added to each of the 10–12 annual offerings of this course. The exercise provides many specific ideas for ways officers can implement TD initiatives related to democracy promotion, political-military roles, counterterrorism, economic development, foreign assistance, conflict analysis, and stabilization and reconstruction work.

## LEADERSHIP TRAINING

- All levels of FSI's mandatory leadership training courses—from mid-grades through senior levels, including new ambassadors and Deputy Chiefs of Mission—now incorporate discussions of transformational diplomacy. These discussions are built around the skills that leaders use to build teams and produce results and about how the leadership challenges we face today differ from those of the past.

## AMERICAN PRESENCE POSTS

- FSI has developed a 3-week training program for American Presence Post (APP) officers. Expanding the number of APP posts is a core TD priority of the Secretary and this course focuses on the responsibilities and skills needed to set up and effectively function in an APP.

## FOREIGN LANGUAGE TRAINING

- Language proficiency is critical to successful transformational diplomacy. Language enrollments at FSI continue to increase, including a record-breaking 565 in the September 2007 intake.
- FSI has undertaken a broad range of initiatives to enhance Arabic and other language training in support of transformational diplomacy. These include: A pilot program of internships with Arabic satellite media (our first student interned with a pan-Arab television station in Dubai in June 2005); Arabic media workshops have been held in Tunis for advanced Arabic students as part of their training program and special training workshops held for officers from Arabic-speaking posts throughout the region. Both target on-camera and "ambush" interview skills; Spanish-language media workshop provided to five outgoing DCMs at the conclusion of the July 2007 DCM course; A Spanish-language media training workshop is scheduled to be held in Mexico City from Sept. 18–20, 2007 for all principal officers currently serving in Mexico, and another workshop for several WHA region Public Affairs Officers is planned for January 2008. We are exploring expanding this model to other languages such as French, Russian, and Chinese; FSI has added 14 additional distance learning language courses in seven languages since 2004. A total of 27 courses in 13 languages are currently available online. FSI has increased opportunities for advanced language training, including "Beyond-3" training in Chinese, Arabic, Japanese, and Korean.

## PUBLIC DIPLOMACY

- Public Diplomacy training courses are constantly updated to keep pace with transformational diplomacy and to reflect the Department's current priorities and initiatives. FSI has added new courses on "Advocacy through the Media"



and "Engaging Foreign Audiences," and included PD modules in the new-hire Foreign Service officer orientation, the ambassadorial and DCM/principal officers seminars, plus seven other tradecraft courses (political, economic, consular, administrative management, information management, APP and PRT).

#### INTERAGENCY COOPERATION

- FSI's new National Security Executive Leadership Seminar, which includes participants from the State Department and other foreign affairs agencies, builds the kind of networking skills that are a central aspect of transformational diplomacy.
- Transformational diplomacy seminars also bring together leaders from across the interagency community to apply transformational leadership skills to specific policy challenges that affect fundamental American interests. Policy topics have included democracy building, fighting corruption, and countering pandemic disease. Nine such seminars have been held thus far, with over 180 State and other agency participants. Five seminars are planned for the next fiscal year.

#### RECONSTRUCTION AND STABILIZATION

- FSI also has developed a slate of nine reconstruction and stabilization courses, intended for interagency audiences, focusing on how the U.S. Government can better respond to global situations of instability and conflict.

#### FOREIGN ASSISTANCE

- As a key element in reaching our transformational diplomacy goals, more State officers and employees overseas are being required to assume responsibility for designing, implementing, and managing a wide range of foreign assistance awards at their embassies. A new FSI course on Managing Foreign Assistance Awards Overseas directly supports transformational diplomacy in its effort to give officers the skills they need to better align our assistance awards with our foreign policy priorities.

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#### RESPONSE OF HARRY THOMAS TO QUESTION SUBMITTED BY SENATOR BILL NELSON

*Question.* How can the Department of State work to access military facilities, the ones for veterans, to get treatment and information on PTSD?

*Answer.* The Department of State's Office of Medical Services (MED) has had excellent experiences working with the Uniformed Services University of Health Sciences on PTSD and other issues. MED is currently in discussions with them about further assistance in the form of educational materials and training. The Department will continue to explore other options for cooperation and collaboration with the Department of Defense (DOD) and the Department of Veterans Affairs (VA) to better support State Department employees who may be experiencing Post Traumatic Stress Disorder or Traumatic Brain Injuries. Legislative changes would be required to allow nonveteran State Department employees to access DOD or VA medical facilities.

