

## NOMINATIONS

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TUESDAY, NOVEMBER 2, 2021

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

The committee met, pursuant to notice, at 10:00 a.m., by video-conference, Hon. Tim Kaine presiding.

Present: Senators Kaine [presiding], Shaheen, Markey, Van Hollen, Romney, and Young.

Also Present: Senators Baldwin, Graham, and Hickenlooper.

### **OPENING STATEMENT OF HON. TIM KAINE, U.S. SENATOR FROM VIRGINIA**

Senator KAINE. Good morning to everyone. I see my ranking member for this nominations hearing, Senator Romney, on the line. I think we will go ahead and get started.

This meeting of the Senate Foreign Relations Committee is here to consider four important nominees to be ambassadors to countries that are good allies of the United States: Thomas Barrett to be Ambassador to Luxembourg, Jamie Harpootlian to be Ambassador to Slovenia, Scott Miller to be Ambassador to Switzerland and Lichtenstein, and Erik Ramanathan of Massachusetts to be Ambassador to Sweden.

I want to congratulate each of you on your nominations to these important posts. I know a couple of you pretty well.

Mayor Barrett, it is really good to see you, in particular, and I want to thank you for your willingness to serve and also the willingness of your families to have you serve. This is a family challenge and a family sacrifice and also a family opportunity.

I have four distinguished Senate colleagues who will each introduce one of the nominees: Senators Baldwin, Graham, Hickenlooper, and Markey. We are going to turn to my colleagues first for these introductions before proceeding to open remarks, my opening remarks and Senator Romney's, and then to opening statements from the nominees.

If I could ask Senator Baldwin to begin and introduce Thomas Barrett.

### **STATEMENT OF HON. TAMMY BALDWIN, U.S. SENATOR FROM WISCONSIN**

Senator BALDWIN. Thank you, Chairman Kaine. I am really honored to join you today to introduce Tom Barrett as you consider his nomination as United States Ambassador to the Grand Duchy of Luxembourg.

Tom Barrett learned our strong Wisconsin work ethic as a young man, working his way through college as a parts worker, dock man, and as a factory worker at Harley-Davidson in Milwaukee.

He received a BA Phi Beta Kappa from the University of Wisconsin Madison and a JD with honors from the University of Wisconsin Law School in Madison. After law school, he clerked for the Honorable Robert W. Warren, who was nominated by President Nixon to the Federal District Court for the Eastern District of Wisconsin, based in Milwaukee.

With a deep commitment to public service, Tom has committed his life to working as a public servant, serving in the Wisconsin State Assembly, the Wisconsin State Senate, and working for five terms as a member of the U.S. House of Representatives, where I had the pleasure of calling him a colleague.

He served on the Committee on Energy and Commerce, where he was a tireless advocate for job creation and worker training. He also served on the Banking and Financial Services, Government Reform and Oversight, and Judiciary Committees.

Serving as mayor of Milwaukee since 2004, he has worked hard on economic development efforts, bringing billions of dollars in private investment across the city and working to create jobs and grow our economy.

In addition to spearheading multiple clean green initiatives in the city to clean up rivers, parks, and brownfields, he has led the Great Lakes mayors in both Canada and the United States as chair of the Great Lakes and St. Lawrence Cities Initiative.

Tom Barrett's long career of public service at the state and federal level, combined with years of hands-on business and management experience as mayor, demonstrate that he is well qualified to represent the United States of America as Ambassador to the Grand Duchy of Luxembourg.

I really thank you for giving me the opportunity to join you here today. I have known Mayor Barrett for many years, both as a colleague and a friend, and I strongly support his nomination and respectfully ask the committee to support his nomination as well.

Thank you.

Senator KAINE. Thank you so much, Senator Baldwin.

Next, Senator Graham will introduce Ms. Harpootlian.

**STATEMENT OF HON. LINDSEY GRAHAM,  
U.S. SENATOR FROM SOUTH CAROLINA**

Senator GRAHAM. Thank you very much, Mr. Chairman and Ranking Member. It is my pleasure to introduce to you Jamie Harpootlian from South Carolina.

Slovenia is a very important NATO ally. I was there not long ago. It is a beautiful place and a very dicey region. You want to send your best and I think Jamie was a great choice by President Biden. She is a graduate of Mary Baldwin College, which should go a long way with the chairman here.

[Laughter.]

Senator GRAHAM. She did really well there and went to Tulane Law School and graduated with distinction. She volunteered to be a hearing officer for the Department of Justice for the 9/11 Victims Compensation Fund. She is well known in South Carolina legal cir-

cles and practiced in federal court and has a really great reputation in our state as a problem solver.

I just think President Biden did the country a great service by nominating Jamie to this important posting. She has the skill set, I think, to represent our country in a very honorable and effective way in a region where America's voice is important.

Russia is up to no good all over that part of the world, and with Jamie there, she will keep an eye on the Russians and be a good ally to our friends in Slovenia. I completely wholeheartedly support her and I know that she has the support of people all over my state. She will do a great job for us.

Jamie, congratulations, and hope you get through this thing quickly and I will come see you.

Ms. HARPOOTLIAN. Thank you.

Senator KAINE. Thank you so much, Senator Graham.

Next, if Senator Hickenlooper is on, he will introduce Mr. Miller. Do I see Senator Hickenlooper?

[No response.]

Senator KAINE. I do not, so what I will do is I will go to Senator Markey. Senator Markey is going to introduce Mr. Ramanathan.

Ed, please unmute.

Senator MARKEY. Can you hear me now?

Okay. Beautiful. Thank you, Tim.

**STATEMENT OF HON. EDWARD J. MARKEY,  
U.S. SENATOR FROM MASSACHUSETTS**

Senator MARKEY. It is my pleasure to introduce Erik Ramanathan to be our next ambassador to the Kingdom of Sweden.

Erik grew up in western New York, the son of public school teachers, and while New York is Erik's native home, Massachusetts is where he studied and spent much of his professional life and is his adopted home.

Erik, his husband, Ranesh, and their son, Christopher, live on Heard Pond, one of our state's treasured national wildlife refuges outside of Boston. He is also a graduate of Harvard Law School.

Some years after graduating he returned to Cambridge to run Harvard Center for the Legal Profession, whose mission is to help lawyers and instructors realize their full potential in their respective professions.

After building a career as a life sciences attorney, Erik transitioned to the nonprofit sector, where for more than a decade he has served as the chair of the national public health services nonprofit, Heluna Health, and under Erik's leadership Heluna has grown to help our nation's frontline hospital workers in the battle against the dual opioid and COVID-19 pandemics.

His commitment to helping those in need will serve him well as he embarks upon this important role representing the United States. Our friendship with Sweden dates back to the first Swedish immigrants who arrived in Delaware in the middle part of the 17th century.

Sweden was one of the first countries to recognize U.S. independence in 1783 and it has been a steady partner in advancing our common interests and values. Ingrained in Sweden's foreign policy is a commitment to equality, sustainable development, and human

rights, all issues that Erik has championed in his professional career and public service.

Sweden was one of the first countries in the world to commit to marriage equality, and the Kingdom is second to none in its commitment to gender equality.

As Ambassador, Erik will bring to Stockholm his own lifetime of commitment to fighting for equality, and as the leader of the Board of Immigration Equality, Erik worked to champion the rights of LGBTI asylees.

Erik is on the board of several education and professional development nonprofits in Massachusetts and spends his free time cleaning up the Sudbury and Concord River watersheds, whose beauty have inspired poets and authors alike.

His accomplished career in law, the private sector, public health, and his service to his community make him a great choice to be our next Ambassador to Sweden.

I urge swift confirmation for Erik, an adopted son of the Commonwealth, for this important post.

Thank you, Mr. Chairman, for allowing me to testify.

Senator KAINE. Senator Markey, thank you so much.

Senator Hickenlooper has now joined us and he will introduce our fourth nominee, Mr. Miller.

**STATEMENT OF HON. JOHN W. HICKENLOOPER,  
U.S. SENATOR FROM COLORADO**

Senator HICKENLOOPER. Great. Good morning, Mr. Chairman, and good morning to all of you. Good morning, Mr. Ranking Member, members of the committee.

It is my privilege and my great honor to introduce Scott Miller, who is President Biden's nominee for U.S. Ambassador to the Swiss Confederation and the Principality of Liechtenstein.

I have known Scott for almost 20 years and I cannot imagine a better person to be representing our country and negotiating on our behalf than Scott. If approved by this chamber, Scott will be headed to Europe and I think you could argue this will not be a moment too soon.

There is a lot on the agenda in the months and the years ahead: navigating a global pandemic, facilitating an inclusive economic reality, recovery from that pandemic, shoring up the transatlantic relationship to counter an increasingly assertive China, an increasingly assertive Russia, defending democracy amidst the creeping spread of authoritarianism around the world, and addressing the existential threat of climate change at every level.

Fortunately, Switzerland and Liechtenstein are enduring trusted partners on all of these issues as well as many others. They share our commitment to democratic values, the rule of law, free markets. They have similarly vibrant open economies like our own and they have strong bilateral collaboration based on stable political systems.

Together, we have worked on controlling terrorism and cracking down on money laundering, worked to strengthen intellectual property rights, and much more. We have developed a robust economic and trade relationship and created opportunities for our mutual defense.

As the home of several U.N. agencies, not to mention the World Trade Organization, Switzerland, in particular, is synonymous with this type of international collaboration that is so essential to addressing these and other transnational challenges.

These types of forums are important sources for dialogue and many of the shared priorities highlighted today. I trust Scott's ability to be the appropriate voice of the U.S. in all of these rooms. He is the right leader for this moment.

He has dedicated his life to expanding access to the American Dream. He is a national leader for LGBTQ equality. He has worked to boost STEM in K-12 public schools. He has helped provide over 5½ million meals to Coloradans during the pandemic.

He has experience in business but, more importantly, he has experience in life. He is fiercely committed to creating more seats at the table, investing in the success of the next generation. These kinds of efforts are critical to the innovation and dynamism of our country and its influence abroad. Scott again and again has risen to the occasion.

I am confident that Scott will embody these American values of opportunity and equality in Bern. As I said before, I have known him for almost two decades and in terms of dealing with bringing people together, who are, let us say, disagreeing, in violent disagreement, I do not know anybody better than Scott.

He is the kind of person you want navigating complex issues when people have serious disagreements. He has that knack for putting people at ease, focusing on the facts that really matter, and working to a conclusion—a successful conclusion.

I support Scott's nomination to represent the United States in what some people call the Colorado of Europe—that would be Switzerland. I hope this committee will recognize how important his nomination will be and will support it wholeheartedly, and I will reach out to many of you and just have conversations on the side if we can find time.

Thank you very much for your time. I yield back to the chair.

Senator KAINE. Thank you, Senator Hickenlooper. Great introductions. The four of you are lucky to have these Senators presenting you to the committee.

I will now offer opening remarks and then that will be followed by Senator Romney's opening remarks. We will then hear from each of the nominees and then we will alternate questions beginning first me, then Senator Romney and then we will alternate by party.

There are a set of votes scheduled at 11:00 a.m., and so just for the nominees, you might see some of us coming and going to make sure we do not miss votes. But let me just, again, congratulate each of the four of you on your nominations.

Representing the U.S. as an Ambassador is a tremendous honor and it is a privilege, and based on your impressive professional backgrounds I know you can do these jobs and do them well.

I also want to congratulate you for an experience that you will have, since none of you are career Foreign Service you are going to have probably for the first time in your lives, which is working in a very in-depth way with America's talented Foreign Service officers.

As a member of this committee, I travel around the world and I am always just struck by the tremendous talent and patriotism of those that we have serving us abroad. And so should you be confirmed, that might be the most memorable and impactful part of your job is interacting with these great professionals.

The countries that you represent, several of them, are small but they are mighty. They punch above their weight on the global stage because of strong economies and also entrenched democratic traditions.

Luxembourg was a founder—a founding member of the United Nations and NATO and the EU. Due to the strength of its economy and financial sector, it is a critical partner in economic efforts including efforts to counter money laundering, tax evasion, and terrorism.

Luxembourg has positioned itself to be a leader in many global industries and particularly the commercial space industry, which has significant ties to American companies.

Switzerland provides an invaluable service to global peace and security as a host nation to many U.N. agencies and other international, governmental, and NGO organizations.

We are in the midst of a combined \$7.6 billion deal for Switzerland to purchase F-35 fighter jets and Patriot missiles. Switzerland has a long nonaligned tradition, but it also is a partner in global security efforts, which we appreciate.

The cooperation of neighboring Liechtenstein is also very crucial to this issue of addressing international tax evasion. The combined mission of Switzerland and Liechtenstein is very important.

Slovenia—Slovenia is approaching 20 years as a member of both NATO and the EU. Its economic and democratic gains during that time are a strong demonstration of the value of transatlantic integration and cooperation.

Today, Slovenia is among the major proponents, the greatest proponents, of EU membership for Western Balkans nations, which is a foreign policy objective that the United States shares.

Finally, moving further north to Sweden, Sweden is a leader in holding Russia accountable for aggression in Ukraine and throughout Europe and also a leader in countering Russian disinformation.

Despite not being a NATO member, Sweden has been a very valuable security partner for the United States, an indispensable partner in Afghanistan and Iraq.

The committee looks forward to hearing from each of you today and to asking you questions about the missions that you will undertake, should you be confirmed.

I now turn to the ranking member, Senator Romney, for his opening comments.

**STATEMENT OF HON. MITT ROMNEY,  
U.S. SENATOR FROM UTAH**

Senator ROMNEY. Thank you, Mr. Chairman. I appreciate the introductions made by our colleagues. I particularly appreciate the willingness of the nominees to serve our country in foreign posts, particularly, at such a critical time.

We face a number of challenges, some among friends, deciding how we can collaborate together to be stronger and provide for our respective populations, but some relate to other nations.

Russia, in particular, poses an ongoing threat to Europe and to places around the world. China has set its tentacles into Europe and is intending to become the leader of the world in military and economic terms, and so the work that we anticipate doing together with our friends and allies around the world is of critical importance.

I have more extensive comments I will ask the chairman to include in the record. But with that introduction, we will be happy to turn to your statements and our respective questions.

Thank you, Mr. Chairman.

Senator KAINE. Thank you. Thank you, Senator Romney. We will now move to opening statements and I would like to do the opening statements in this order—first, Mayor Barrett, then Ms. Harpootlian, then Mr. Miller, finally, Mr. Ramanathan, and then we will begin with questions.

Mayor Barrett, we will begin with you.

**STATEMENT OF THE HON. THOMAS BARRETT OF WISCONSIN,  
NOMINATED TO BE AMBASSADOR EXTRAORDINARY AND  
PLENIPOTENTIARY OF THE UNITED STATES OF AMERICA TO  
THE GRAND DUCHY OF LUXEMBOURG**

Mr. BARRETT. Mr. Chairman, Ranking Member, distinguished members of the committee, it is an honor to appear before you today as President Biden's nominee as U.S. Ambassador to the Grand Duchy of Luxembourg.

I also want to give a big shout out to my friend, Senator Baldwin, for her generous introduction and all the work she does for the people of the state of Wisconsin.

I am truly humbled and honored by the trust and confidence the President and Secretary of State have placed in me. If confirmed, I pledge to work closely with this committee and the Congress to advance U.S. interests and priorities in Luxembourg.

I am here today as a direct result of the love and support of my family. My wife, Kris, who just retired from teaching grade school, has been my best friend and partner for over 30 years. Together, we are blessed with four children, Tom, Annie, Erin, and Kate. All of them are in their 20s. Each of them is a remarkable young adult.

Growing up in Milwaukee, I was also blessed to have parents who set the example of how to be caring and responsible. My dad was a navigator in World War Two and taught my brother, sisters, and me the importance of being responsible.

My mother lost her first husband during the Battle of the Bulge, and then met our father. She taught us resilience and caring.

I have committed my life to public service. I have had the good fortune and honor to serve as an elected official for over 36 years, first as a state legislator, next as a member of Congress for 10 years, and currently as mayor of the city of Milwaukee for the past 17 years.

I am especially proud that my home state of Wisconsin is also the home of many people of Luxembourg descent. In fact, it is the

home of the Luxembourg American Cultural Center, just a short drive from Milwaukee.

The United States-Luxembourg relationship is strong, based on our shared history, our values and mutual interest, our strategic alliance and our economic ties.

Luxembourg, as you mentioned, Mr. Chair, is a charter member of NATO and one of the founding members of the EU. It has also hosted numerous monuments to the American liberators after both world wars and is the final resting place for over 5,000 American service members, including General George Patton.

As a premier financial capital in Europe, Luxembourg is one of the U.S. economy's largest sources and destinations for investment. If confirmed, my number-one priority will be the safety and security of U.S. citizens abroad. There are approximately 3,100 U.S. citizens who reside in Luxembourg and 30,000 U.S. citizens who visit annually.

I also pledge to maintain the safety and security of our mission in Luxembourg. Luxembourg is a small country that is home to one of the largest financial centers in the Euro zone and, remarkably, the second largest investment fund center in the world, behind only the United States.

Luxembourg is a world leader in green and sustainable finance. It is home to the world's first and largest green exchange for debt instruments. It is also home to the EU Investment Bank, which is the lending arm of the European Union.

As mayor of Milwaukee, I have chaired the Great Lakes and St. Lawrence Cities Initiative and have worked to create green solutions to clean up rivers, parks, and brownfields. That is important because it is imperative that we work at all levels of government, domestically and internationally, to support President Biden's efforts to combat global climate change.

If confirmed, I look forward to working with Luxembourg on this important issue. I will work with Luxembourg to address this challenge in areas where it has a competitive advantage, such as sustainable finance. Luxembourg is also a pioneer and an important player in space and one of the original signatories of NASA's Artemis Accords in October 2020.

In 2019, the United States and Luxembourg signed a groundbreaking agreement on space. If confirmed, I will continue to expand our civil, commercial, and defense cooperation in space.

Luxembourg is in the heart of Europe, both psychologically and geographically, and I should note the size of its population is very close to that of Milwaukee. It is home to 10 EU institutions and offices, including the European Court of Justice. It has produced three EU Commission presidents and it is a strong voice for institution building and rulemaking in the European Union.

President Biden has emphasized the importance of our transatlantic relations and working with those who share our values. If confirmed, I will be honored to work with Luxembourg to advance our shared priorities and U.S. interests in Luxembourg.

Thank you very much for the opportunity to appear before you today. I would be happy to answer your questions.

[The prepared statement of Mr. Barrett follows:]



## PREPARED STATEMENT OF HON. THOMAS BARRETT

Mr. Chairman, Ranking Member, and distinguished members of the committee, it is an honor to appear before you today as President Biden's nominee as U.S. Ambassador to the Grand Duchy of Luxembourg. I am truly humbled and honored by the trust and confidence the President and Secretary of State have placed in me. If confirmed, I pledge to work closely with this committee and the Congress to advance U.S. interests and priorities in Luxembourg.

I am here today as a direct result of the love and support of my family. My wife Kris, who just retired from teaching grade school, has been my best friend and partner for over 30 years. Together, we are blessed with four children: Tom, Annie, Erin, and Kate. All of them are in their twenties. Each of them is a remarkable young adult.

Growing up in Milwaukee, I was also blessed to have parents who set the example of how to be caring and responsible. My dad was a navigator in World War II and taught my brother, sisters, and me the importance of being responsible. My mother lost her first husband during the Battle of the Bulge and then met our father. She taught us resilience and caring.

I have committed my life to public service. I have had the good fortune and honor to serve as an elected official for over thirty-six years; first as a state legislator, next as a member of Congress for ten years, and currently as Mayor of Milwaukee, for the past seventeen years.

I am especially proud that my home state of Wisconsin is also the home of many people of Luxembourg descent. In fact, it is the home of the Luxembourg American Cultural Center, just a short drive from Milwaukee.

The United States-Luxembourg relationship is strong, based on our shared history and values, mutual interests, strategic alliance, and economic ties. Luxembourg is a charter member of NATO and one of the founding members of the EU. It is also host to numerous monuments to the American liberators after both World Wars, and it is the final resting place for over 5,000 American service members, including General George Patton. As a premier financial capital in Europe, Luxembourg is one of the U.S. economy's largest sources and destinations for investment.

If confirmed, my number one priority will be the safety and security of U.S. citizens abroad. There are approximately 3,100 U.S. citizens who reside in Luxembourg and 30,000 who visit annually. I also pledge to maintain the safety and security of members of our mission in Luxembourg.

Luxembourg is a small country that is home to one of the largest financial centers in the Eurozone and, remarkably, the second largest investment fund center in the world, behind only the United States. Luxembourg is a world leader in green and sustainable finance. It is home to the world's first and largest "green exchange" for debt instruments. It is also home to the EU Investment Bank, which is the lending arm of the European Union.

As Mayor of Milwaukee, I have chaired the Great Lakes and Saint Lawrence Cities Initiative and have worked to create green solutions to clean up rivers, parks, and brownfields. That is important because it is imperative that we work at all levels of government, domestically and internationally, to support President Biden's efforts to combat global climate change. If confirmed, I look forward to working with Luxembourg on this important issue. I will work with Luxembourg to address this challenge in areas where it has a competitive advantage, such as sustainable finance.

Luxembourg is also a pioneer and an important player in space, and one of the original signatories of NASA's Artemis Accords in October 2020. In 2019, the United States and Luxembourg signed a groundbreaking agreement on Space. If confirmed, I will continue to expand our civil, commercial and defense cooperation in space.

Luxembourg is in the heart of Europe both psychologically and geographically—and, I should note, the size of its population is very close to that of Milwaukee. It is home to ten EU institutions and offices, including the European Court of Justice; it has produced three EU Commission presidents; and it is a strong voice for institution building and rulemaking in the European Union.

President Biden has emphasized the importance of our Transatlantic relations and working with those who share our values. If confirmed, I will be honored to work with Luxembourg to advance our shared priorities and U.S. interests in Luxembourg.

Thank you very much for the opportunity to appear before you today. I would be happy to answer your questions.

Senator KAINE. Thank you, Mr. Mayor.  
Ms. Harpootlian?

**STATEMENT OF JAMIE L. HARPOOTLIAN OF SOUTH CAROLINA, NOMINATED TO BE AMBASSADOR EXTRAORDINARY AND PLENIPOTENTIARY OF THE UNITED STATES OF AMERICA TO THE REPUBLIC OF SLOVENIA**

Ms. HARPOOTLIAN. Chairman Kaine and Ranking Member Romney and distinguished members, thank you for inviting me to appear before you today. I am deeply grateful to President Biden for the confidence he has placed in me and I would also like to thank Senator Graham for his very generous remarks today.

I would also like to take a moment to thank my husband, Richard Harpootlian, who has given me his constant support in this endeavor, and I would like to remember my parents, Charles and Margaret Lindler, who taught me by example to value public service.

My father was a United States naval aviator who served in World War Two, Korea, and Vietnam, while my mother served in naval communications during World War Two. Later at home, she raised two daughters in Dad's absence—well, extended absences overseas.

This past Friday, we laid Dad to rest at Arlington Cemetery. I would like to express my gratitude to the United States government for providing a tremendously meaningful ceremony and resting place to honor its veterans.

Our country has provided me rewarding opportunities for public service in my own career as an attorney, working in the federal judicial system, serving as a court-appointed special master in complex litigation, and serving the Department of Justice pro bono as a hearing officer for the 9/11 Victims Compensation Fund.

In each role, I made pivotal decisions and managed conflicting positions and personalities. I learned that respect for the opinions of others and treating all people with dignity are essential for reaching consensus.

Bringing people with divergent views together is necessary for progress, and overarching all, building and upholding trust is vital for success. If confirmed, I hope to use these skills to successfully advance U.S. interests and values in Slovenia.

Slovenia and the United States have strong military, economic, educational, and cultural ties. Slovenia embraces transatlantic cooperation and shares our commitment to safeguarding democracy, the rule of law, human rights, and free and fair elections.

Slovenia has made impressive contributions to a broad range of regional and global efforts to bolster stability, security, and peace. It has proven itself to be a strong and cooperative partner with the United States, a stalwart NATO ally, a leader in the EU, and a reliable partner in the U.N. and multilateral organizations.

Slovenia contributes troops to almost every NATO mission across the globe. It participates in numerous EU and U.N. missions. This year, Slovenia committed to increase defense spending by 780 million euros through 2026, a significant step toward meeting its NATO Wales pledge commitment.

It holds the EU Council presidency until the end of this year, where its focus is EU-NATO coordination, economic resilience and recovery, and stability in the Western Balkans for EU accession.

To confront the security challenges of Russia and the People's Republic of China, strategic investments in Central Europe's energy transport and digital infrastructure, Slovenia shares our goals for strategic nuclear energy cooperation, protecting 5G communications networks, developing alternative infrastructure and renewable energy sources, and adopting a foreign direct investment screening mechanism.

Slovenia welcomed the United States returned to the Paris Agreement and the Biden-Harris administration's reengagement on global climate change, and Slovenia has one of Europe's fastest growing economies with projected GDP growth of approximately 4½ percent in 2021 and 2022.

If confirmed, my top priority will be the safety and well being of U.S. citizens in Slovenia. I will work to strengthen our bilateral relationship with Slovenia using all the diplomatic tools available to me to build relationships, deepen understanding of the United States, and to counter disinformation.

If confirmed, I will work to ensure Slovenia's strong commitment to stability and security around the world remains steadfast, including its efforts toward Euro-Atlantic integration of the Western Balkans and to meeting its NATO defense spending commitments and capability targets, and I will look forward to working with our Special Presidential Envoy for Climate, John Kerry, to support Slovenia's actions on climate. We are stronger in confronting challenges when we work cooperatively with our allies.

Thank you for your time and consideration.

[The prepared statement of Ms. Harpootlian follows:]

PREPARED STATEMENT OF JAMIE L. HARPOOTLIAN

Mr. Chairman, Ranking Member, and members of this distinguished committee, thank you for the privilege of appearing before you today. I am deeply grateful to President Biden for the confidence he has placed in me to be the United States Ambassador to the Republic of Slovenia.

I would like to acknowledge that I am joined today by my husband, Richard Harpootlian, who has given me his unwavering love and support in this endeavor. Dick has been a fearless public servant and passionate advocate for fairness and justice throughout his life. I am proud of his lifelong efforts to right wrongs and be a force for good in the world.

I also would like to remember my parents who taught me by example to value public service. My father was a United States Naval Aviator who served in World War II, Korea, and Vietnam, while my mother served in naval communications during World War II and later at home raising two daughters in her husband's extended absences overseas.

Our country has provided me rewarding opportunities for public service in my own career as an attorney—working in the federal judicial system, serving as a court-appointed special master in complex litigation, and serving the Department of Justice pro bono as a hearing officer for the 9/11 Victim Compensation Fund. In each role, I made pivotal decisions and managed conflicting positions and personalities. I learned that respect for the opinions of others and treating all people with dignity are essential for reaching consensus. Bringing people with divergent views together is necessary for progress. And overarching all, building and upholding trust is vital for success. If confirmed, I hope to use these skills to successfully advance U.S. interests and values in Slovenia.

Slovenia and the United States have strong military, economic, educational, and cultural ties. Slovenia embraces transatlantic cooperation and shares our commitment to safeguarding democracy, the rule of law, human rights, and free and fair elections.

Slovenia is a Central European country with a population of two million that has made impressive contributions to a broad range of regional and global efforts to bolster stability, security, and peace. It has proven itself to be a strong and cooperative

partner with the United States, a stalwart NATO Ally, a leader in the EU, and a reliable partner in the UN and multilateral organizations.

Slovenia contributes troops to almost every NATO mission across the globe. It participates in numerous EU and UN missions. This year, Slovenia committed to increasing defense spending by 780 million euros through 2026; a significant step toward meeting its NATO Wales Pledge commitment to spend at least 2 percent of its GDP on defense by 2026. It holds the EU Council presidency until the end of this year, through which it is emphasizing EU-NATO coordination, supporting economic resilience and recovery, and working to bolster stability in the Western Balkans for EU accession. And it participates in several successful bilateral programs with the United States to support strong military relationships.

To confront the security challenges of Russian and People's Republic of China (PRC) strategic investments in Central Europe's energy, transport, and digital infrastructure, Slovenia shares our goals for strategic nuclear energy cooperation, protecting 5G communications networks, developing alternative infrastructure and renewable energy sources, and adopting a foreign direct investment screening mechanism.

If confirmed, I will work to ensure Slovenia's strong commitment to stability and security around the world remains steadfast, including its efforts toward Euro-Atlantic integration of the Western Balkans, and to meeting its NATO defense spending commitments and fulfilling NATO Capability Targets.

Slovenia welcomed the United States' return to the Paris Agreement and the Biden-Harris administration's reengagement on global climate change. One of the top priorities of the Slovenian EU Council presidency is advocating for reduction of greenhouse gases by at least 55 percent by 2030 and reaching carbon neutrality in 2050. If confirmed, I will work with our Special Presidential Envoy for Climate John Kerry to support Slovenia's actions on climate.

Slovenia has one of Europe's fastest growing economies with projected GDP growth of approximately 4.5 percent in 2021 and 2022. Positive economic factors include a well-educated, multilingual workforce, and technical expertise.

If confirmed, my top priority will be the safety and well-being of U.S. citizens in Slovenia. I will work to strengthen our bilateral relationship using all the diplomatic tools available to me to build relationships, deepen understanding of the United States, and to counter disinformation. And I will foster our shared vision of democracy. We are stronger in confronting challenges when we work cooperatively with our allies.

It would be the greatest honor of my life to serve in this capacity. Thank you for your time and consideration. I look forward to your questions.

Senator KAINE. Thank you, Ms. Harpootlian, and we will next hear from Mr. Miller.

You need to unmute, Mr. Miller.

**STATEMENT OF SCOTT MILLER OF COLORADO, NOMINATED TO BE AMBASSADOR EXTRAORDINARY AND PLENIPOTENTIARY OF THE UNITED STATES OF AMERICA TO THE SWISS CONFEDERATION, AND TO SERVE CONCURRENTLY AND WITHOUT ADDITIONAL COMPENSATION AS AMBASSADOR EXTRAORDINARY AND PLENIPOTENTIARY OF THE UNITED STATES OF AMERICA TO THE PRINCIPALITY OF LIECHTENSTEIN**

Mr. MILLER. That is about right.

[Laughter.]

Senator KAINE. You will not be the last either.

Mr. MILLER. Apologies. Thank you, Chairman Kaine, and thank you, Ranking Member Romney. I would also like to thank my dear friend, Senator Hickenlooper, for his introduction. You are not only an exceptional friend, but you were a terrific mayor and governor, and I am so proud to call you my Senator.

To each member of the committee, please accept my gratitude for the privilege of speaking with you today as the President's nominee

to be the next United States Ambassador to both the Swiss Confederation and the Principality of Liechtenstein.

I am grateful to President Biden and Secretary Blinken for their confidence in my ability to serve in this role, and will work on behalf of our great country and to represent the interests of the American people.

If I am privileged enough to do so with the confidence of this committee, it would be the greatest honor of my life. I would like to thank my entire family, and while he will not enjoy me singling him out, I am so proud to be joined today by my husband, Tim Gill, albeit virtually.

He is no doubt wincing right now as he is watching as he enjoys attention and praise about as much as a root canal. But without Tim's love and support and without his tireless work on behalf of LGBTQ people everywhere, I would not be sitting in front of this committee today.

A lifetime of experience has prepared me for this moment. I worked as a banker at UBS and a management consultant at Accenture. I also joined my husband, Tim, as co-chair of the Gill Foundation, where together and with so many others we have advocated for the full equality of all Americans.

In our home state, we have devoted considerable resources and effort to enhance the lives of our fellow Coloradans through STEM education, public broadcasting, and programs to fight food insecurity.

Over the course of my career in finance, philanthropy, and civil rights advocacy, I have learned the importance of nurturing friendships and building coalitions, and to view those with whom I may disagree with today as future friends and partners tomorrow.

If confirmed, I vigorously look forward to applying this principle to America's relationships with Switzerland and Liechtenstein to the benefit of all three.

To that end, I would like to outline four policy priorities that will guide my work as U.S. Ambassador to Switzerland and Liechtenstein, if confirmed.

My top priority will be ensuring the safety and well being of Americans in Switzerland and Liechtenstein as well as the broader mission community.

Two, to deepen ties and cooperation through the lens and application of our core values, including support for democracy, respect for universal human rights, and the promotion of peace and security.

Three, to increase support for the United States and our policies through active engagement with both host governments and civil society, as well as through educational, cultural, and people-to-people ties and exchanges.

Four, to grow our already strong economic and commercial relationship to advance America's competitive advantage in both countries. I believe we have untapped potential to gain greater access for American products to the Swiss and Liechtenstein markets. If confirmed, I would work hard to realize that potential.

I would like to take a moment to say that growing up as a shy kid on the Western Slope of the great state of Colorado, being in this remarkable place today would have been impossible to imag-

ine. Indeed, that young boy too often felt, as many LGBTQ kids often do, that there was no place for him.

I am here today thanks to countless heroic Americans who dedicated their lives to ensuring that someone like me could grow up to enjoy all the promises and responsibilities of this wonderful country, and I want to pledge to this committee and to the American people that, if confirmed, the security and vital national interests of the United States and its citizens would be my priority.

I would work tirelessly to further deepen and enhance our bilateral relationships with Switzerland and Liechtenstein, and I will look for every opportunity to increase trade, foster development, and promote cultural exchanges and understanding between our nations.

I would pursue all this work shoulder to shoulder with the remarkable and very talented U.S. Foreign Service officers and local Embassy staff in Bern, who have already done so much to advocate on behalf of the United States and who could not be praised enough for their dedication and public service, and, if confirmed, I would proudly serve the United States with integrity, humility and compassion.

Mr. Chairman, Ranking Member, and all the members of the committee, I thank you so much for the opportunity to testify today. I am happy to answer any questions.

[The prepared statement of Mr. Miller follows:]

PREPARED STATEMENT OF SCOTT MILLER

Mr. Chairman, Ranking Member, distinguished members of the committee, I am grateful for the privilege of speaking with you today as the President's nominee to be the next United States Ambassador to both the Swiss Confederation and the Principality of Liechtenstein.

I am grateful to President Biden and Secretary Blinken for their confidence in my ability to serve in this role and to work on behalf of our great country and to represent the interests of the American people. If confirmed by this committee, serving as Ambassador would be the greatest honor of my life.

He won't enjoy me singling him out, but I am so proud to be joined today by my husband, Tim Gill. I would not be here without his support.

A lifetime of experience has prepared me for this moment. I worked as a banker and as a management consultant. I also joined my husband Tim as co-chair of the Gill Foundation where, together and with so many others, we have advocated for the full equality of all Americans. In our home state, we have devoted considerable effort to enhance the lives of our fellow Coloradans through STEM education, public broadcasting, and programs to fight food insecurity.

I'd like to take a moment to say that growing up as a shy kid on the Western Slope of the great state of Colorado, being in this remarkable place today would have been impossible to imagine. Indeed, that young boy too often felt, as many LGBTQ kids too often do, that there was no place for him.

Over the course of my career, I've learned the importance of nurturing friendships and building coalitions—and to view those with whom I may disagree today as future friends and partners tomorrow. If confirmed, I look forward to vigorously applying this principle to America's relationships with Switzerland and Liechtenstein, to the benefit of all three.

To that end, I'd like to outline four policy priorities that will guide my work as U.S. Ambassador to Switzerland and Liechtenstein, if confirmed:

- My top priority will be ensuring the safety and well-being of Americans in Switzerland and Liechtenstein, as well as of our broader mission community.
- Two, to deepen ties and cooperation through the lens and application of our core values, including: support for democracy, respect for universal human rights, and the promotion of peace and security.

- Three, to increase support for the United States and our policies through active engagement with both host governments and civil society, as well as through educational, cultural, and people-to-people ties and exchanges.
- Four, to grow our already strong economic and commercial relationship to advance America's competitive advantage in both countries. I believe we have untapped potential to gain greater access for American products to the Swiss and Liechtenstein markets. If confirmed, I will work hard to realize that potential.

I am here today thanks to countless heroic Americans who dedicated their lives to ensuring that someone like me could grow up to enjoy all the promises and responsibilities of this wonderful country.

I want to pledge to this committee and to the American people that, if confirmed, the security and vital national interests of the United States and its citizens would be my highest priority. I would work tirelessly to further deepen and enhance our bilateral relationships with Switzerland and Liechtenstein. And I would look for every opportunity to increase trade, foster development, and promote cultural exchanges and understanding between our nations.

I would pursue all this work shoulder to shoulder with the remarkable and talented U.S. Foreign Service officers and local Embassy staff in Bern, who have already done so much to advocate on behalf of the United States, and who cannot be praised enough for their dedication and public service.

If confirmed, I look forward to proudly serving the United States with integrity, humility, and compassion.

Mr. Chairman, ranking member and all the members of the Committee—I thank you so much for the opportunity to testify today.

I am happy to answer any questions you have.

Senator Kaine. Thank you so much, Mr. Miller.

And Mr. Ramanathan, please, your opening comments.

**STATEMENT OF ERIK D. RAMANATHAN OF MASSACHUSETTS,  
NOMINATED TO BE AMBASSADOR EXTRAORDINARY AND  
PLENIPOTENTIARY OF THE UNITED STATES OF AMERICA TO  
THE KINGDOM OF SWEDEN**

Mr. RAMANATHAN. Thank you.

Mr. Chairman, Ranking Member, and distinguished members of the committee, it is a privilege to appear before you, and thank you to Senator Markey for that kind introduction and for his service.

I am honored to be the nominee for U.S. Ambassador to Sweden, and I thank President Biden and Secretary Blinken for their confidence in me. Endless gratitude goes to my husband of more than 30 years, Ranesh Ramanathan, the love of my life and constant companion on life's journey, whose kindness, humor, and devotion in the face of the countless challenges we have navigated are unparalleled, and to my 16-year-old Chris, who inspires me every day with fresh perspective and boundless potential, and who drives me to want to make our country and the world we share a better place for future generations.

With Chris' future in mind, I made the decision 15 years ago to pivot from a successful private sector career in law and life sciences to a portfolio of service roles where I felt I could have a larger-scale impact.

Combining my fire-tested corporate and legal experience with lessons learned fighting for the civil rights and well being of the LGBTQ and HIV-positive communities, I reckoned that I could be an effective leader bringing stakeholders from disparate backgrounds together in pursuit of bigger missions.

Collaborative service became my compass as I built an academic platform at Harvard Law and took on a constellation of nonprofit

leadership roles, culminating in a decade leading the board of Heluna Health.

With perseverance, Heluna grew tenfold larger and transformed into a true catalyst to meet the public health and community resilience challenges facing tens of millions of Americans, including the direct and indirect effects of the COVID-19 pandemic.

I am deeply proud of the diverse and talented team of professionals who join together every day to make this life-changing work possible.

If confirmed, I plan to apply and foster a similarly vigorous service ethic, creative and collaborative mindset, and seriousness of purpose to expanding and deepening our historic close friendship and like-minded partnership with Sweden.

The relationship in diplomacy between our people both bilaterally and on the global stage can have a tremendously positive impact on our shared prosperity over the course of decades to come.

I look forward to continuing to listen and learn from many stakeholders and, if confirmed, I see three core priorities at the outset.

First, enhancing bilateral and regional security efforts. If confirmed, my foremost priority will always be the safety and security of Americans in Sweden, including personnel and family members of Embassy Stockholm.

But our shared security interests extend further. As a NATO-enhanced opportunities partner, Sweden has made robust contributions on the international stage.

If confirmed, I look forward to building on this history and on our bilateral statement of intent to support interoperability and coordination as Sweden increases investments in its defense and security infrastructure and capabilities.

Second, growing and deepening bilateral economic ties. The U.S. and Sweden are two of the world's leading innovators, with robust business and technology ecosystems deeply intertwined with academic, civil society, and government collaboration.

As both nations recover from the COVID-19 pandemic, we should focus not only on reopening for business but also on unlocking new sources of job opportunity and mutual prosperity, such as joint pursuit of green technologies.

Increasing bilateral exports and job-creating foreign direct investment in the U.S. can contribute to economic prosperity in both nations while providing a stronger and more secure counterbalance to trade and investment with partners who may seek to compromise intellectual property or sensitive infrastructure.

Third, collaborating to address key existential challenges of our time on the global stage. Not only is Sweden a strong partner in foreign policy, but it is also an ideal collaborator in many unprecedented challenges facing the world, most notably fighting climate change, combating COVID-19 and preventing future pandemics, promoting democracy, protecting human rights, and safeguarding the rules-based international order.

If confirmed, I eagerly await working with the talented team at Embassy Stockholm to build on their successes and advance these shared goals together. I look forward to partnering with Congress to further U.S. priorities in Sweden, and I enthusiastically await



hearing from people across Sweden, sharing our ideas and deepening people-to-people ties as we strive toward a better tomorrow.

Thank you for the opportunity to testify today. I look forward to your questions.

[The prepared statement of Mr. Ramanathan follows:]

PREPARED STATEMENT OF ERIK D. RAMANATHAN

Mr. Chairman, Ranking Member, and distinguished members of the committee, it is a privilege to appear before you. I am honored to be the nominee for U.S. Ambassador to Sweden, and I thank President Biden and Secretary Blinken for their confidence in me.

Endless gratitude goes to my husband of more than 30 years, Ranesh Ramanathan, the love of my life and constant companion on life's journey, whose kindness, humor, and devotion in the face of the countless challenges we've navigated are unparalleled. And to my 16-year-old, Chris, who inspires me every day with fresh perspective and boundless potential, and who drives me to want to make our country and the world we share a better place for future generations.

With Chris' future in mind, I made the decision 15 years ago to pivot from a successful private sector career in law and life sciences to a portfolio of service roles where I felt I could have a larger-scale impact. Combining my fire-tested corporate and legal experience with lessons learned fighting for the civil rights and well-being of the LGBTQ and HIV+ communities, I reckoned that I could be an effective leader bringing stakeholders from disparate backgrounds together in pursuit of bigger missions.

Collaborative service became my compass as I built an academic platform at Harvard Law and took on a constellation of nonprofit leadership roles, culminating in a decade leading the board of Heluna Health. With perseverance, Heluna grew tenfold larger and transformed into a true catalyst to meet the public health and community resilience challenges facing tens of millions of Americans, including the direct and indirect effects of the COVID-19 pandemic. I am deeply proud of the diverse and talented team of professionals who join together every day to make this life-changing work possible.

If confirmed, I plan to apply and foster a similarly vigorous service ethic, creative and collaborative mindset, and seriousness of purpose to expanding and deepening our historic close friendship and like-minded partnership with Sweden.

The relationship and diplomacy between our people—both bilaterally and on the global stage—can have a tremendously positive impact on our shared prosperity over the course of decades to come. I look forward to continuing to listen and learn from many stakeholders and if confirmed, I see three core priorities at the outset:

- First, enhancing bilateral and regional security efforts. If confirmed, my foremost priority will always be the safety and security of Americans in Sweden, including personnel and family members of Embassy Stockholm. But our shared security interests extend further. As a NATO Enhanced Opportunities Partner, Sweden has made robust contributions on the international stage. If confirmed, I look forward to building on this history and on our bilateral Statement of Intent to support interoperability and coordination as Sweden increases its investments in its defense and security infrastructure and capabilities.
- Second, growing and deepening bilateral economic ties. The U.S. and Sweden are two of the world's leading innovators, with robust business and technology ecosystems deeply intertwined with academic, civil society, and government collaboration. As both nations recover from the COVID-19 pandemic, we should focus not only on reopening for business but also unlocking new sources of job opportunity and mutual prosperity such as joint pursuit of green technologies. Increasing bilateral exports and job-creating foreign direct investment in the U.S. can contribute to economic prosperity in both nations, while providing a stronger and more secure counterbalance to trade and investment with partners who may seek to compromise intellectual property or sensitive infrastructure.
- Third, collaborating to address key existential challenges of our time on the global stage. Not only is Sweden a strong partner in foreign policy, but it is also an ideal collaborator in many unprecedented challenges facing the world, most notably fighting climate change, combating COVID-19 and preventing future pandemics, promoting democracy, protecting human rights, and safeguarding the rules-based international order. Among other efforts, Sweden has pledged over \$500 million for global vaccine equity. Sweden is a respected leader in combating climate change and pledged to double its climate aid to over \$1.8 billion

by 2025. If confirmed, I look forward to strengthening our partnership with Sweden to address these global challenges.

If confirmed, I eagerly await working with the talented team at Embassy Stockholm to build on their successes and advance these shared goals, together. I look forward to partnering with Congress to further U.S. priorities in Sweden. And I enthusiastically await hearing from people across Sweden, sharing our ideas, and deepening people-to-people ties as we strive toward a better tomorrow.

Thank you for the opportunity to testify today. I look forward to your questions.

Senator Kaine. Thank you very much for all of your opening testimonies. Before we begin precise questions about the countries and your missions, should you be confirmed, I do have a set of standard questions that I want to ask to all the nominees, so if the four of you could all unmute yourself.

These are questions that enable the committee to stress the importance that we place on responsiveness by all officials in the executive branch to this oversight committee, and we ask these because they give you an idea of what we will expect from you. I would ask each of you on the following questions to provide just a yes or no answer.

First, do you agree to appear before this committee and make officials from your office available to the committee and designated staff when invited?

[All witnesses answer in the affirmative.]

Senator Kaine. Second, do you commit to keep this committee fully and currently informed about the activities under your purview?

[All witnesses answer in the affirmative.]

Senator Kaine. Third, do you commit to engaging in meaningful consultation while policies are being developed, not just providing notification after the fact?

[All witnesses answer in the affirmative.]

Senator Kaine. And finally, do you commit to promptly responding to requests for briefings and information requested by the committee and our designated staff?

[All witnesses answer in the affirmative.]

Senator Kaine. Thank you for those answers. Let me begin now with Mayor Barrett.

Mr. Mayor, you talked briefly about the fact that Luxembourg is positioning itself well to be a center of the commercial space industry. This is a particular interest in Virginia because more rockets are shot out of Wallops Island than out of either Florida or California, and both NASA and commercial space is a growing industry sector here.

Talk to us a little bit about the U.S.-Luxembourg cooperative agreement of 2019, and should you be confirmed what you might do to try to enhance our cooperation on commercial space activities.

Mr. Barrett. Thank you very much for that question, Mr. Chairman, and if confirmed, I will continue the strong relationship that we have developed with Luxembourg. Luxembourg and the United States have been working closely together and you mentioned the accord that we reached with them.

There is the Artemis Accord, which, obviously, creates a mechanism for us to return to the moon. There is the efforts to do what we can with them or independently on space exploration.

And I think both of those, as well as some of the work that we have been doing with them on satellites, for example—the investment they are making in satellites, which goes towards their defense spending goal—I think all of those position us in a very, very good way to continue to work together.

I think that there is a strong foundation there and, again, if I am fortunate enough to be confirmed, I want to continue that relationship and make it even stronger.

Senator KAINE. Thank you, Mr. Mayor.

Mr. Miller, Switzerland has this long-standing commitment to neutrality but it does contribute to NATO missions in Kosovo and other U.N. and EU security operations.

How do you evaluate Swiss contributions to international security and what might you do to encourage them consistent with their own domestic traditions to take an even more forward leaning role?

Mr. MILLER. Thank you, Mr. Chairman.

I think we know that Switzerland is clear-eyed when it comes to their approach in dealing with other nations and what they are doing around the world, and that they have a keen interest in making sure to address any threat to the international order.

Both Switzerland and Liechtenstein are committed allies. I am very lucky, if confirmed, to step into this role of having not only a partner in these missions but to be able to have the high-level discussions that we are able to have with both Switzerland and Liechtenstein and in our work, broadly, in Europe.

Senator KAINE. Thank you.

Ms. Harpootlian, you talked in your opening testimony about Slovenia's commitment to greater defense investment. They have one of the lowest levels of investment in terms of GDP percentage of NATO allies.

They have indicated a desire to ramp up that investment. Does that defense modernization plan present opportunities for the United States and U.S. companies?

Ms. HARPOOTLIAN. Thank you for the question, Senator, and I appreciate the opportunity to address it.

Slovenia—this past year they have increased their defense spending by €780 million and that is a significant increase from any of the prior years. I feel as if we are making progress in the right direction.

If I am confirmed, I will continue to push Slovenia to meeting those goals. Right now, they are scheduled for 2026 to meet the 2 percent guidelines and that includes NATO capability targets and force modernization.

Senator KAINE. I would encourage you. I am glad to see them make those commitments. There may well be opportunities for U.S. companies and others to be involved in helping Slovenia reach those goals and I know you will focus on those.

Finally, to Mr. Ramanathan, Sweden has been a very strong partner in countering Russian aggression and one area that they particularly focused on is trying to counter disinformation. This is an area where we have had challenges here. We are a robust First Amendment society and that sometimes means that a lot of disinformation crowds up all of our inboxes.

What is Sweden doing that we might emulate or how could we and Sweden partner together on anti-disinformation efforts?

Mr. RAMANATHAN. Thank you, Senator, for that question.

Sweden takes a very clear-eyed view on disinformation—particularly from Russia. There has been increased malign activity relating to disinformation and misinformation campaigns. They have a whole of government approach to combating disinformation, and we coordinate with Sweden on monitoring and pushing back on those kind of campaigns.

If confirmed, I look forward continuing to collaborate on monitoring and pushing back on disinformation campaigns, and also on using public diplomacy and interacting with media, both traditional and social media, and in-person conversations, of course, with the people of Sweden to ensure that our messages and priorities are clear and that that too can be a way of pushing back on disinformation.

Senator KAINE. Thank you for that answer.

Senator Romney?

Senator ROMNEY. Mayor Barrett, a number of us were concerned as we saw that Luxembourg signed on to the Belt and Road Initiative that China has been promoting throughout the world, and I am interested in your perspective, if you have that at this stage, about what the status of that is in Luxembourg and what you think our objectives might be with regards to communicating with Luxembourg on that topic and perhaps encouraging them to take a course which is less favorable to China.

Mr. BARRETT. Senator Romney, thank you for that question, and I hope I got the gist of it. My terminology is a little sketchy right now.

But it sounded like you were asking about the Belt and Road Initiative and the fact that Luxembourg has signed on to it, which it has, in fact, one of the few Western European countries that has done so.

Luxembourg prides itself on having good relations—investment relations—with many countries throughout the world and that, I think, is one of the factors that led it to signing this.

At the same time, obviously, as a key member of the European Union it recognizes that it is working with its neighbors. I think we are also fortunate that because of our strong historic ties, our economic ties, our community of interests in terms of democracy, that that provides a checkpoint, if you will, and we will make sure that we will continue to work but—with Luxembourg.

And if I am confirmed, I, certainly, plan to work with Luxembourg to make sure that they understand, which I am very confident that they do, the challenges that come from that Chinese initiative.

Again, I think that because of our historic ties, I think that that puts us in a good place. But it is something that, if confirmed, I am very, very sensitive to and mindful of the challenges that it presents.

Senator ROMNEY. Thank you, Mayor. I apologize if you could not hear me but your response was spot on to the question I asked. I appreciate that.

Mr. BARRETT. Thank you.

Senator ROMNEY. Ms. Harpootlian, I am interested in your perspective on how the people of Slovenia and the leadership of Slovenia looks at Russia when they think Russia's objectives might be in the Balkans. What type of commitment do you think we can make to supporting the independence of the Balkans from Russia influence?

But I guess the beginning of that question is do you have a sense of how the leadership in Slovenia and the people of Slovenia consider Russia objectives, what they consider them to be with regards to the Balkans?

You are muted. I am sorry.

Ms. HARPOOTLIAN. Thank you for the question, Senator, and I am happy to address it. I, first, want to point out that Slovenia is a very strong NATO ally and it shares our democratic values and interests.

Slovenia's heart is in the West and that is something to—it is important to remember that when we are talking about Russia and China engagement.

The fact is that Russia and Slovenia do have an active economic relationship and they have cultural ties and diplomatic ties, and they have engaged in high-level visits.

But Slovenia is very aware of issues regarding destabilization and, in particular, the fact that by virtue of geology and existing infrastructure Russia provides virtually all of Slovenia's natural gas.

In response to that, Slovenia and the United States have been working together. They have signed a Memorandum of Understanding on civil nuclear cooperation for clean and safe nuclear energy.

Slovenia is very interested in developing a second nuclear reactor and the U.S. is interested in competing for providing the technology on that. The U.S. also supports Slovenia in an initiative called the Three Seas Initiative and that is designed to develop infrastructure on north-south access, which would compete with the old Soviet east-west infrastructure lines. All of these are steps that Slovenia is taking to create independence from Russia influence in the country.

I hope that answered your question.

Senator ROMNEY. Thank you.

Mr. Chairman, I think my time is up. I will turn back to you and I will get a chance to continue with the others in the next round.

Senator KAINE. Thank you, Senator Romney.

Senator Shaheen is next.

Senator SHAHEEN. Thank you, Chairman, and congratulations to each of the nominees, and thank you for your willingness to serve the country at this critical time.

My first question is, really, for each of you, and I have been following very closely for a number of years now the impact of what is known as Havana syndrome or anomalous health incidents on American personnel around the world and, sadly, we have now seen attacks against personnel on all continents except Antarctica.

Obviously, the State Department personnel are one of the main targets of these attacks. I want to ask each of you—because I understand that the State Department includes a briefing on AHIs as

part of the ambassadorial seminar program that you are required to attend.

I want to to ask each of you if, if confirmed, you will commit to attending the ambassadorial seminar on AHIs and seek a classified briefing with the State Department once you are confirmed.

If I could just have everyone respond either positively or negatively to that.

[All witnesses answer in the affirmative.]

Senator SHAHEEN. Thank you. That was a good leading question. You all passed with flying colors.

Ms. Harpootlian, I want to start with you on another issue because I think Slovenia—I chair the European Affairs Subcommittee of Foreign Relations, and I think Slovenia is a beautiful country and of all of the countries in the Balkans that made up the former Yugoslavia, Slovenia has done probably the best job, at least it has been the most successful in integrating with the West and the EU.

But I fear now that we are beginning to see some backsliding in Slovenia, and there are recent developments that may curtail the full and free operation of an independent media and civil society there.

Can you talk about how you will approach this issue with Bratislava and how you will connect what might happen there with that backsliding to the potential for Russia and China to make inroads in Slovenia?

I am sorry. I think you are still on mute.

Ms. HARPOOTLIAN. I am so sorry. My apologies. Thank you for the question.

Senator SHAHEEN. That is—we have all been going through a whole year and a half of being on mute, so we understand.

Ms. HARPOOTLIAN. There are a lot of issues that you have presented in your question that are very important. I think that, first and foremost, Slovenia embraces transatlantic cooperation. Democratic values are the foundation of our transatlantic alliance with Slovenia.

In Slovenia, there are multiple parties. It is a multi-party system with a well entrenched system of checks and balances. It is unlikely that in Slovenia you would ever have one party taking control. Right now, there are nine parties sitting in Parliament.

You mentioned Bratislava. But in Ljubljana, I think that the focus is wanting to be a good member of NATO, a good member of the EU where, as you are well aware, Slovenia currently holds the EU Council presidency, and it is working toward accession of the Western Balkan states into the EU, which, if that happens, they have certain thresholds for the Copenhagen criteria in order to demonstrate that they are a stable democracy, that they have freedom of the press, they respect human rights, and Slovenia is working very hard on those issues and pushing for the EU accession.

It will not happen anytime soon. But by striving to create stable democracies in those countries, I think that we are going to combat the issues that you have raised.

Senator SHAHEEN. Thank you, and thank you for correcting my misspeaking on Bratislava rather than Ljubljana.

[Laughter.]

Ms. HARPOOTLIAN. But, if confirmed, I will support Slovenia in its efforts to support democracy throughout the region and I look forward to having the opportunity to do that.

Senator SHAHEEN. Thank you.

Mr. Chairman, I know I am almost out of time. But I would really like to ask Mr. Ramanathan a question about Sweden because, as we know, competition in the Arctic is becoming even more critical today and we are seeing increasing incursions by Russia into the Arctic.

And so what I would like to know is, if confirmed, Mr. Ramanathan, how you will engage not just in Sweden but within the State Department and with ambassadors for the other Arctic nations about the role of the United States and how we can cooperate with our allies in the Arctic.

Mr. RAMANATHAN. Of course, Sweden, like the United States, is an Arctic nation and we are represented together on the Arctic Council, which is the premier forum for governance around Arctic—issues ranging from environment, sustainable development of the Arctic, scientific research, and so forth.

You also referred to military buildups by Russia. Obviously, the Arctic Council does not include security matters and those are left to sovereigns.

But we do have a strong relationship with Sweden on the defense and security front and, if confirmed, I look forward to collaborating with Sweden on our continued efforts towards interoperability and coordination, defense activities under both our bilateral agreements as well as their NATO-enhanced opportunities partner status, and addressing these issues, going forward.

Senator SHAHEEN. Thank you. Thank you, Mr. Chairman.

Senator KAINE. Absolutely. Unless—I think Senator Young was next in the queue, but I am not sure he is currently signed on. Senator Young, are you with us?

[No response.]

Senator KAINE. If not, Senator Van Hollen, you are up next.

Senator VAN HOLLEN. Thank you, Mr. Chairman, and congratulations to all of you on your nominations.

Mr. Miller, a couple of questions about Swiss practices when it comes to banking and bank secrecy and other issues.

As you know, Switzerland is the world's largest offshore financial center, managing about a quarter of global cross-border assets, which is, of course, an astounding number.

Over the years, issues regarding bank secrecy and taxation have become irritants in U.S.-Swiss relations. How would you assess Switzerland's current compliance with the U.S. Foreign Account Tax Compliance Act and the OECD automatic exchange of information agreement?

Mr. MILLER. Thank you, Senator, and it is good to see you again.

My background in finance and, in particular, working at UBS has given me a front row seat to this particular topic. I was lucky enough to work for UBS for a decade many years ago, but many of the—this particular topic popped up while there.

And what I would like to say is, unfortunately, there were incidents of the past of us not being able to get the information that

we wanted as it related to U.S. citizens and their banking in Switzerland.

I do believe, through a series of actions by the Department of Justice and continued negotiations by Treasury, that we do have greater confidence and insight into the foreign—into FATCA. I am trying to not use acronyms, but this is the government.

But I do believe we are—we feel very confident in our dealings with Switzerland as it relates to the banks and I know banks there are anxious to switch from a Tier—they are currently a Tier Two model where banks report directly to the United States to switching to a model, a Tier One, that would allow the Swiss government to do the reporting and, in turn, would allow reciprocal information to go from the U.S. to Switzerland as well.

Senator VAN HOLLEN. Got it. I appreciate that.

As you know, one of top priorities of this administration has been to prevent a race to the bottom when it comes to corporate taxation in developed countries, and one of the great success stories, of course, has been the President and Secretary Yellen's ability to get the G-20 to adopt the idea of a 15 percent minimum global corporate tax rate.

I saw Switzerland did sign on in July. But as you well know, the local cantons there have lots of power within Switzerland. How do you assess—how are you going to, if confirmed, use your influence to make sure that Switzerland moves to comply with the goal?

Mr. MILLER. Again, thank you, Senator.

Again, thanks to the efforts not just of this administration but also the previous administrations, the conversations that we have had with Switzerland of reducing their dependence and reliance on using reduced corporate taxes has started to diminish and Switzerland, as you did point out, did sign on the guidelines of the international taxation OECD of committing to the 15 percent global tax rate.

And, if confirmed, I think the most important part of this job is for me to communicate with my interlocutors the importance of a level playing field and that would be, as you pointed out, with each canton because of their decentralized government.

But I think that is a skill that I have and I look forward to those conversations.

Senator VAN HOLLEN. I appreciate that. I think we need to work quickly in this area.

Mayor Barrett, congratulations. Good to see you, and I have a question—a similar question with a little different twist, but related to Luxembourg.

How responsive has Luxembourg been, in your opinion, to U.S. and international concerns about money laundering and tax evasion? Luxembourg is often named as one of those tax havens. Can you just comment on that, briefly?

Mr. BARRETT. Thank you for the question, Senator. It is great to see you.

I, certainly, think it has made progress in the last eight years and I am pleased to see the progress that it has made. Also, as you noted in your previous conversation about the G-20 and the minimum tax rate has agreed to that as well, which I think is an important step.



But I think it is important to note that the Financial Action Task Force, which is the international watch dog that periodically goes to the countries to make sure there is no money laundering or illegal money, will be in Luxembourg this month, actually, and I intend, if I am confirmed, to look very carefully at what the Financial Action Task Force recommendations are and then work with the Luxembourg government to make sure those become a reality.

But I think it has made progress and I think that that is something we should recognize and applaud and give positive reinforcement to.

Senator VAN HOLLEN. Thank you. Appreciate it. And thank you, Mr. Chairman.

Senator KAINE. Absolutely. I do not believe there are additional Senators on.

Senator Romney, you indicated you had other questions. I will go back to you. I will have some additional questions after you unless we have other senators who join.

Senator ROMNEY. Thank you, Mr. Chairman.

Just a couple of comments. As we talk about international tax rates we do not know exactly what is going to happen here, of course, but I do think there is a difference between leaders coming together over a social event and drinks and meetings and saying, hey, let us all agree to a 15 percent international tax rate and that actually becoming the law, having passed by their—being passed by their respective parliaments and congresses and so forth. I think there is a big gap between that.

I would not want to see a circumstance where we, in our nation, took action, which would then not be matched by other nations and put our enterprises at a competitive disadvantage. Depending on what we do here, it will be important to make sure that other nations follow through as well.

Let me turn to Mr. Miller with regards to our relationships in Switzerland, obviously, a nation which is given to high standards of human rights historically, a nation which considers itself to be a leader on various social issues, and I wonder how they square that with a relatively friendly relationship with China, China carrying out genocide.

I mean, in this day and age for a nation to be carrying out genocide is really inexplicable and I wonder whether the Swiss are going to be able to continue to look away from the reality of what is happening in China and whether you might be able to help them understand that their interests really lie in becoming closer and closer with those nations which honor the same types of values they have long said they espouse.

Mr. MILLER. Thank you, Senator Romney.

As you aptly point out, how we approach China, our greatest competitor, is a focus that all of us, if we are lucky enough to be confirmed, will have to address.

The good news for me in a potential, if confirmed, relationship with Switzerland is that Switzerland does already have in a long-standing meeting and dialogue that they have had with People's Republic of China, starting since 1991.

Unfortunately, due to COVID, many of these conversations have been postponed. But also I would like to point out that Switzerland

did come out and join the criticism of the situation in Xinjiang and also the Uighurs—the situation that is, obviously, happening with the Uighurs.

I do hope that Switzerland will be proactive in reestablishing that conversation, that annual conversation, to make sure that they understand that China is doing these practices, and I think that it is also incumbent upon the Swiss government to be proactive in having a dialogue with the companies based in Switzerland to make sure that they understand also the risks of doing business in China.

I am fully aware of, and I think we all are, on this, as we testified today, the threat that China poses is significant and we must work with all of our interlocutors on making sure in our meetings that they understand that, despite needing the economic relations, perhaps, with the People's Republic that it is also still okay to criticize them and hold them accountable and to make sure that we are pushing them to do better every day.

Senator ROMNEY. Thank you, Mr. Miller.

Mr. Ramanathan, Sweden has shown a lot of backbone relative to, perhaps, other countries in the world as it relates to Russia and to China, for that matter, and China has retaliated against a number of Swedish businesses, Ericsson among others.

Do you have a sense of whether there is backsliding on the part of the leadership or the business community in Sweden? Meaning, are the backbones still strong and how can we encourage them to continue to have the kind of strength they have had in the past? Because we may need to step in and show them that if they are punished by one side they could be more rewarded by the other.

Mr. RAMANATHAN. Thank you for the question.

And my sense is that the backbone of Sweden is strong, indeed. While they are a trading nation reliant on trade for half of their GDP, they understand and are clear-eyed about what that means with respect to China, the need to protect sensitive infrastructure, intellectual property, and the like.

You mentioned 5G and Ericsson. Obviously, they—as you may be aware, the administrative courts in Sweden have upheld Swedish regulations banning Huawei and ZTE from Sweden's own 5G build out, which I think sends an important signal about the continued focus on protecting sensitive infrastructure.

Obviously, Ericsson has also invested, opening a new \$134 million plant in Texas working on 5G equipment and other investments in the United States on that front, and we have been a good partner of Ericsson's.

I think these are indications that things are very, very strong. But, if confirmed, I look forward to continuing that close dialogue and continuing to ensure that we are creative and collaborative in ways that we find to ensure our mutual security and prosperity.

Senator ROMNEY. Thank you, Mr. Ramanathan.

Mr. Chairman, I turn back to you. I have asked the questions I came with.

[Laughter.]

Senator KAINE. Excellent. Thank you, Senator Romney.

And there is no other members on the call who have not asked questions in the first round. I will ask a couple more questions, and

then if no one else joins we will adjourn. There are votes now on the floor. But I have a question, first, for Mr. Miller.

I was intrigued when Switzerland made the decision to buy a \$5.5 billion contract to buy F-35s from the United States because there were less expensive offers on the table, both from Boeing and a French manufacturer, and then also a Spanish—a Spain-Italy-U.K.-Germany conglomerate. But the Swiss made the decision to go with the more expensive U.S. technology.

And I just was wondering, as somebody who is not an expert on Swiss politics, I was wondering if you might explain that to me. I think that is a heartening sign but I am curious how I should interpret that.

Mr. MILLER. I am not fully familiar to the sensitive negotiations as it relates to the sale of United States defense equipment. But what I can attest to is to American greatness and our exceptional military aircraft and ground to base—ground to air base missile defense.

And I think Switzerland, again, wanting to strengthen our very, very strong bilateral relationship with the United States as a replacement to the F-18 aircraft that they have used for many years, see this as a familiar relationship and a known quantity as they look to replace their strategic air defense capabilities.

I would love nothing more once I am fully briefed on the sensitive background of this to follow up with you. But I, again, am really heartened by this and I think, obviously, that the Swiss government made a fantastic decision and I look forward to helping complete that deal, if confirmed.

Senator KAINE. I think it is interesting. It probably has something to do, I would imagine, just intuiting also with the interoperability of the F-35 as a platform that many nations that are allied with the United States are now embracing, and a desire not only to have a capacity but to have a capacity that is interoperable is probably one of the reasons. But I would love to know more about that.

And finally, Mr. Ramanathan, one more question for you that is also just something I want to understand, not being an expert on Swedish politics. Sweden has been an absolute global leader in acceptance and permanent resettlement of refugees from Syria, from Iraq, from Afghanistan.

There are proposals on the table in Sweden that would significantly curtail this. How do you assess kind of the current Swedish dynamic regarding this long-standing tradition of being welcoming to refugees from places of danger and violence in the world?

Mr. RAMANATHAN. Thank you, Senator, for that question. The Swedes have been a very welcoming country to asylees over the years and current UNHCR quota refugees. They take about 5,000 refugees per year and recently announced that because they were unable to take 5,000 refugees in 2020 because of COVID pandemic issues that they will actually add the deficit to what they are doing this year and will take about 6,400 refugees and asylees.

And Sweden has, of course, been a close partner in Afghanistan and otherwise, and they have taken over 650 asylees from Afghanistan as one part of that commitment.

I expect—if confirmed, I will look forward to continuing a close dialogue about asylee and refugee issues and about human rights in general.

Senator KAINE. Thank you, Mr. Ramanathan.

If there are no more questions for the witnesses, and I believe there is no additional senators who have joined, the record for the hearing is going to remain open until the close of business tomorrow, Wednesday, November 3rd.

Please ensure that questions for the record are submitted no later than the close of business tomorrow if you are a member of this committee, and I would encourage the nominees, if there are questions submitted, please try to answer fully and expeditiously so that the committee can consider your nominations as soon as possible.

Thanks again to all the nominees for your willingness to serve. Congratulations on being nominated.

And with that, this hearing is adjourned.

[Whereupon, at 11:17 a.m., the hearing was adjourned.]

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### Additional Material Submitted for the Record

RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD SUBMITTED  
TO HON. THOMAS BARRETT BY SENATOR ROBERT MENENDEZ

#### *Anomalous Health Incidents*

*Question.* I am very concerned about directed energy attacks on U.S. government personnel (so-called Anomalous Health Incidents). Ensuring the safety and security of our personnel abroad falls largely on individual Chiefs of Mission and the response of officers at post. It is imperative that any individual who reports a suspected incident be responded to promptly, equitably, and compassionately.

- Do you agree these incidents must be taken seriously, and pose a threat to the health of U.S. personnel?

*Answer.* If confirmed, I would take every report of an anomalous health incident very seriously, and do all in my power to investigate, protect those affected, and respond. I believe these incidents pose a threat to the health of U.S. personnel. I would share information on the latest updates and how our Mission would respond should such a case arise.

*Question.* If confirmed, do you commit to ensuring that any reported incident is treated seriously and reported quickly through the appropriate channels, and that any affected individuals receive prompt access to medical care?

*Answer.* If confirmed, I commit to take every report of an anomalous health incident very seriously, and do all in my power to investigate, protect those affected, and respond quickly. I would make sure affected individuals are treated promptly.

*Question.* Do you commit to meeting with medical staff and the RSO at post to discuss any past reported incidents and ensure that all protocols are being followed?

*Answer.* If confirmed, I absolutely commit to meeting with medical staff and the RSO at post to discuss past reported incidents and ensure all protocols are being followed. The health and security of Mission personnel would be my top priority.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD SUBMITTED  
TO HON. THOMAS BARRETT BY SENATOR JAMES E. RISCH

*Question.* In the 2021 State Department Trafficking in Persons report, Luxembourg remained on Tier 1 due to its sustained efforts to combat human trafficking, but during the last reporting period, courts issued more lenient sentences which undermined trafficking efforts.

- If confirmed, how will you engage with the Government of Luxembourg on this issue?

*Answer.* Luxembourg continues to take trafficking in persons issues seriously and has been a steadfast partner in coordinating on the issue with the United States. If confirmed, I will engage with U.S. and Luxembourg authorities to encourage cooperation and regularly raise trafficking in persons at the highest levels of the Luxembourg Government. I will urge the Government of Luxembourg to take further concrete actions to address the recommendations from this year's Trafficking in Persons Report, including the issue of lenient sentences for convicted human traffickers.

*Question.* In the 2020 reporting period, the 2020 State Department Report on International Religious Freedom indicated that Anti-Semitism incidents increased from 2019 from 47 to 64.

- If confirmed, what steps can you take to address this issue?

*Answer.* Luxembourg takes religious freedom seriously and is committed to countering anti-Semitism. If confirmed, I will work closely with the Special Envoy to Monitor and Combat Anti-Semitism and other U.S. officials to engage with government authorities, civil society, and religious actors to encourage cooperation and take further steps to combat and condemn all manifestations of anti-Semitism, particularly in light of the global rise in anti-Semitism.

*Question.* How will you engage with civil society and the Government to promote better societal respect for all religious minorities?

*Answer.* to promote respect for human rights and fundamental freedoms, including for members of religious minority groups. As I understand, the U.S. Embassy in Luxembourg enjoys strong and longstanding relationships with religious leaders and civil society organizations supporting the rights of members of minority groups and advocating for access to justice for vulnerable communities. I would also work closely with the Ambassador-at-Large for International Religious Freedom and other U.S. officials to promote the freedom of religion or belief for all.

*Question.* According to the 2020 State Department Human Rights Report, there were no significant human rights abuses reported in Luxembourg. However, there is always work to be done.

- If confirmed, how will you work with the Government and civil society to bolster human rights in the country?

*Answer.* Luxembourg is a key partner in promoting human rights, including efforts to promote them globally. If confirmed, I will continue to foster and encourage Luxembourg's positive track record in the area of human rights promotion, including Luxembourg's efforts to responsibly apportion development assistance in a manner that encourages respect for human rights and dignity.

*Question.* What do you consider to be the top human rights priority?

*Answer.* If confirmed, I will look to prioritize human rights in all their forms and encourage the Government of Luxembourg to continue to be a key partner for the United States in this regard. I believe that the top human rights priority is respect for others. With respect as our core value, we can work to include that in all our actions as a nation and as individuals.

*Question.* Mission Luxembourg has been under enormous stress over the past few years due to COVID.

- What is your understanding of morale throughout Mission Luxembourg?

*Answer.* Luxembourg and all of Europe was hit hard by COVID. Travel and other restrictions, heightened uncertainty, health concerns, and family obligations have been stressful for Mission Luxembourg officers and their families. If confirmed, I pledge to work with my team to address concerns and strengthen morale in the Mission.

*Question.* Mission Luxembourg has been under enormous stress over the past few years due to COVID.

- How do you intend to improve morale across all of Mission Luxembourg?

*Answer.* If confirmed, I will make clear that the safety and morale of the Mission is of paramount importance to me. I appreciate the wealth of talent and experience of the current team and will ensure that they know that I will do everything I can to take care of them and their families. If confirmed, when I arrive, I will hold a Town Hall to seek input from all members of the Mission. I will also work with my management team to see how we can work together to address ongoing concerns

from employees in the Mission and create an environment where people feel safe and can thrive. I will meet regularly with all sections of the Mission to share my appreciation for the invaluable work and contributions they make and listen to their concerns.

*Management: A Key Responsibility for Chiefs of Mission*

*Question.* How do you intend to create a unified mission and vision across Mission Luxembourg?

*Answer.* As Mayor of Milwaukee since 2004, I have worked hard to create a unified administration where communication, cooperation and coordination are paramount. I understand that motivating people and providing resources to accomplish our goals are key to success. If confirmed, I will work with my country team to establish clear goals and empower my staff to reach them.

*Question.* How would you describe your management style?

*Answer.* I work hard to create a team approach. I appreciate and seek input from all members of my team. I also understand that, as team leader, I am ultimately responsible for my team's actions and decisions.

*Question.* How do you believe your management style will translate to an Embassy setting, where resources may not be readily available and your diplomatic workforce are career employees?

*Answer.* As a long time public servant, I understand how to work with limited resources and other career public servants. If confirmed, I believe as a team we will be able to use what resources we have to accomplish targeted goals.

*Question.* As a political appointee rather than career diplomat, do you believe it is incumbent on new Chiefs of Mission to integrate themselves into Embassy operations and culture? If yes, how do you intend to do so?

*Answer.* Yes, I do believe that it is important to integrate myself into the Embassy operations and culture. If confirmed, I intend to proactively support and participate in activities set up by the Mission for Mission employees and families. I will maintain the smooth operation of the Embassy by following the established regulations and protocols. I am looking forward to becoming a part of the Mission family.

*Question.* Do you believe it is ever acceptable or constructive to berate subordinates, either in public or private?

*Answer.* No, I do not believe it is constructive to berate subordinates in public or private. If there are issues, I will address them professionally and constructively.

*Question.* How do you envision your relationship with your Deputy Chief of Mission?

*Answer.* If confirmed, I intend to have an excellent, professional relationship with my Deputy Chief of Mission.

*Question.* If confirmed, what leadership responsibilities do you intend to entrust to your Deputy Chief of Mission?

*Answer.* If confirmed, I intend to support the Deputy Chief of Mission's role in the day-to-day management of the Mission and as my key advisor.

*Question.* It is imperative that U.S. diplomats get outside of posts abroad to meet with local actors, including host government officials, non-government organizations, and everyday citizens.

- How do you intend to increase the ability of U.S. diplomats to access all local populations? Public diplomacy is an important aspect of U.S. foreign policy efforts.

*Answer.* If confirmed, I intend to encourage officers to meet with contacts as the COVID situation allows, and to travel around the country to meet a diverse range of Luxembourgers. As mayor, I understand and embrace the value of people-to-people exchanges, and I intend to promote U.S. policies by supporting the Mission's public diplomacy programming.

*Question.* What is the public diplomacy environment like in Luxembourg? What public diplomacy challenges do U.S. diplomats face?

*Answer.* The media environment in Luxembourg is professional, modern, respectful, multi-lingual, and mildly partisan. If confirmed, I will work with the public diplomacy section to raise the profile of U.S. priorities, such as in space cooperation, economic ties, and climate challenges. As the population ages, traditional support from those who recall the U.S. liberation of Europe have less salience. I will work

with my public diplomacy section to build closer ties with the youth in Luxembourg, so they too understand the important role the United States played in the history of Luxembourg.

*Question.* How do you balance the importance of Main State versus the in-country mission when it comes to tailoring public diplomacy messages for foreign audiences?

*Answer.* If confirmed, I will work with my public diplomacy section to tailor messages on policy priorities with the realities on the ground. I will work with my team to communicate with Main State and make sure that our messaging resonates with Luxembourgers. I will also encourage creative ways of sharing our message to appeal to targeted audiences.

*Question.* Have you received a briefing on the anomalous health incidents that have occurred to U.S. Government personnel around the world, including at U.S. Embassies and other diplomatic posts? If you have not, and if you are confirmed, do you commit to receiving a briefing on the incidents before you depart for your post?

*Answer.* I have received an unclassified briefing on the anomalous health incidents, and have followed the issue in the news. If confirmed, I commit to receiving additional, classified briefings on the incidents.

*Question.* In the event of an anomalous health incident among your Embassy personnel or eligible family members, do you commit to maintain detailed records of the incident, and share the information with the State Department and other embassies to contribute to the investigation of how these attacks are affecting U.S. missions and personnel around the world?

*Answer.* Yes, if confirmed I will maintain detailed records of the incident and share it with the State Department and others to contribute to the investigation.

*Question.* The past occurrences and ongoing threat of anomalous health incidents among Embassy personnel and their families poses a serious challenge to morale. When personnel at post fear for their safety or doubt that their case will be taken seriously if they were affected, the performance of Embassy operations can suffer. Whether or not anomalous health incidents occur at your Embassy, how will you work to restore and preserve morale that may be lost due to the knowledge these attacks have been occurring at posts around the world?

*Answer.* If confirmed, I will take every measure to keep our staff safe and secure and would take any report of an anomalous health incident very seriously. I will do my best to ensure those affected receive the attention they deserve, that incidents are investigated fully, and that we work with the appropriate offices and agencies to ensure required reporting, investigation, potential countermeasures, and provision of medical care. I would share what information I can with my team and the mission community-remaining cognizant of people's medical privacy.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD SUBMITTED  
TO JAMIE L. HARPOOTLIAN BY SENATOR ROBERT MENENDEZ

*Anomalous Health Incidents*

*Question.* I am very concerned about directed energy attacks on U.S. Government personnel (so-called Anomalous Health Incidents). Ensuring the safety and security of our personnel abroad falls largely on individual Chiefs of Mission and the response of officers at post. It is imperative that any individual who reports a suspected incident be responded to promptly, equitably, and compassionately.

- Do you agree these incidents must be taken seriously, and pose a threat to the health of U.S. personnel?

*Answer.* This is a sensitive ongoing investigation and is a top priority for Secretary of State Antony Blinken. I understand there is a major interagency effort to investigate what is causing the incidents and how the Embassy community can be protected. If confirmed, I will do my utmost to ensure anyone who reports anomalous health incidents receives immediate and appropriate attention and care, and I consider it my primary responsibility to ensure the safety and security of the Embassy community.

*Question.* If confirmed, do you commit to ensuring that any reported incident is treated seriously and reported quickly through the appropriate channels, and that any affected individuals receive prompt access to medical care?

Answer. If confirmed, I will ensure that any employees or their family members who report a possible health incident will receive immediate and appropriate attention and care. If confirmed, I will communicate with our workforce to provide care for affected employees and their family members and work together with partners in Washington and the interagency to do what we can to protect against these incidents and, of course, to find the cause of what has been afflicting these members of our Embassy teams. I also consider it my primary responsibility to ensure the safety and security of the Embassy community.

*Question.* Do you commit to meeting with medical staff and the RSO at post to discuss any past reported incidents and ensure that all protocols are being followed?

Answer. Yes. If confirmed, I will consider it my primary responsibility to ensure the safety and security of the Embassy community.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD SUBMITTED  
TO JAMIE L. HARPOOTLIAN BY SENATOR JAMES E. RISCH

*Question.* In the 2021 State Department Trafficking in Persons report, Slovenia remained on Tier 1 for fully meeting the minimum standards to eliminate trafficking. The Government also convicted more traffickers and adopted a national anti-trafficking plan.

- If confirmed, how will you continue to engage with the Government on this issue to capitalize on the success of their trafficking efforts?

Answer. Slovenia continues to take trafficking in persons issues seriously and is a steadfast partner in coordinating on the issue with the United States. If confirmed, I will engage with U.S. and Slovenian authorities to encourage cooperation and regularly raise trafficking in persons at the highest levels of the Slovenian Government. I will urge the Slovenian Government to take further concrete actions to address the recommendations from this year's Trafficking in Persons Report. Specifically, I will encourage the Government of Slovenia to increase efforts to identify victims among vulnerable groups, ensure all victims have access to services, and increase efforts to identify victims of labor trafficking.

*Question.* How can you work with regional Ambassadors to use Slovenia as a model for other surrounding countries not on Tier 1 but aspiring to be?

Answer. If confirmed, I will work with regional Ambassadors to highlight best practices in Slovenia to other surrounding countries not on Tier 1. For example, NGOs in Slovenia noted continued strong cooperation with police on the identification of sex trafficking victims, as police continued to invite NGO care-providers to police interactions with commercial sex establishments to assist in victim identification. The United States encourages all governments to pursue strong cooperation between civil society and law enforcement to identify trafficking victims and to provide assistance.

*Question.* According to the 2020 State Department Report on International Religious Freedom, Slovenia lacks general respect for religious freedom with noted Anti-Semitic and anti-Muslim incidents in the reporting period.

- Please describe your plan of engagement, if confirmed, with the host government and civil society to increase societal respect for religious freedom.

Answer. Slovenia's constitution provides for freedom of religion or belief; other laws and policies contribute to the generally free practice of religion in Slovenia. There were, however, occasional reports of societal abuses or discrimination, including incidents of anti-Muslim hatred in 2020. If confirmed, I look forward to working together with the Ambassador at Large for International Religious Freedom, as well as the Department's Special Envoy to Monitor and Combat Anti-Semitism, to bolster societal respect for the freedom of religion or belief and the rights of members of religious minority groups.

*Question.* In the 2020 State Department Human Rights Report, Slovenia was identified as having significant human rights abuses, including threats of violence against journalists. Ending this threat and impunity for violence against journalists remains a challenge globally.

- If confirmed, how will you work with the Government and civil society to bolster human rights in country?

Answer. If confirmed, I will work closely with civil society organizations to help us assess human rights issues, develop programs, and advocate for stronger policies



and reforms. The U.S. Embassy in Ljubljana enjoys strong and longstanding relationships with civil society on human rights and democracy issues. Civil society has played an important role in promoting accountability of elected leaders, driving meaningful reform, supporting the rights of members of minority groups and access to justice for vulnerable communities, and strengthening independent media.

*Question.* What do you consider to be the top human rights priority?

Answer. Media freedom is essential to a free and democratic society. Slovenia has an open media environment, yet some government actors have called into question the integrity of media outlets and launched verbal attacks on journalists. The Government also has withheld financial support required by law to the national press agency. Friends should be able to discuss difficult topics with each other, and this is an area where we have to engage with the Slovenian Government. If confirmed, I will have these conversations to emphasize the importance of media freedom.

*Question.* How can you work with the Government to improve their efforts to protect journalists?

Answer. Media freedom is fundamental to a free and democratic society. If confirmed, I will emphasize the importance of media freedom and urge the Government of Slovenia to strongly condemn and, if appropriate, thoroughly investigate such threats and any violence against journalists. If confirmed, I will ensure that the Embassy continues to track this issue closely and will also prioritize continued outreach to members of the Slovenian press to continue to develop their ability to safely carry out their profession and to promote good governance and anti-corruption objectives through investigative journalism.

#### *Embassy Management*

*Question.* Mission Slovenia has been under enormous stress over the past few years due to COVID.

- What is your understanding of morale throughout Mission Slovenia?

Answer. Slovenia has enforced strict national lockdowns. The American and local employees at Embassy Ljubljana have dealt with significant challenges posed by COVID-19. I am grateful for their service, despite the difficulties. If confirmed, I will prioritize listening to, and supporting, Embassy employees, including the Deputy Chief of Mission, to better understand the impact of the pandemic on the mission.

*Question.* How do you intend to improve morale across all of Mission Slovenia?

Answer. If confirmed, I will work with my Deputy Chief of Mission to ensure that we create an atmosphere in which our staff knows that they can bring serious issues to us and know that they are being heard at the highest level. I will do personal outreach to the staff when I arrive at Post and will ensure that everyone in the Mission understands that my highest priority is the safety and security of the team. If confirmed, I will promote training and professional development, and ensure that all staff members are aware of the employee and family support resources that the Department offers to assist employees.

*Question.* How do you intend to create a unified mission and vision across Mission Slovenia?

Answer. If confirmed, I plan to establish a strong team with a clear understanding of our goals and objectives, maintain open and transparent communications throughout the Mission by sharing information, and seek ways to support and ensure the safety and community of the Mission—both American and local staff. I will treat the team with respect and professionalism and give them the tools they need to do their jobs. I believe that all members of U.S. Embassy Ljubljana are one team working for the good of the U.S.-Slovenia relationship and the interests of the United States and the American people, and, if confirmed, my goal will be to have everyone inspired to work in that direction.

#### *Management: A Key Responsibility for Chiefs of Mission*

*Question.* How would you describe your management style?

Answer. I have a collaborative management style. I believe in sharing information and empowering my team, being open to ideas and suggestions from throughout the mission, and providing clear guidance and decisions as needed to lead. If confirmed, I will regularly engage with members of my team and always seek to create a space for open dialogue, creativity, and diversity of thought.

*Question.* How do you believe your management style will translate to an Embassy setting, where resources may not be readily available and your diplomatic workforce are career employees?

*Answer.* As I understand it, the State Department continuously reviews its priorities, organization, and staffing relevant to the needs of each mission. If confirmed, my commitment will be to ensure we use our available resources as effectively as possible to advance our top policy priorities. If necessary, I would advocate for additional resources to carry out our mission.

*Question.* As a political appointee rather than career diplomat, do you believe it is incumbent on new chiefs of mission to integrate themselves into Embassy operations and culture? If yes, how do you intend to do so?

*Answer.* Yes. If confirmed, one of my first actions as ambassador will be to meet the entire team at our Embassy in Ljubljana and to schedule opportunities for regular coordination and planning of Embassy operations. I also will create opportunities for more informal meetings and events with members from across the Embassy community, so that I have a strong awareness of community concerns and the state of Embassy morale.

*Question.* Do you believe it is ever acceptable or constructive to berate subordinates, either in public or private?

*Answer.* I do not believe it is ever acceptable or constructive to berate subordinates, either in public or private.

*Question.* How do you envision your relationship with your Deputy Chief of Mission?

*Answer.* If confirmed, I hope to establish a high constructive relationship with my Deputy Chief of Mission, who will be my trusted partner, confidante, and alter ego in managing and leading the Mission.

*Question.* If confirmed, what leadership responsibilities do you intend to entrust to your Deputy Chief of Mission?

*Answer.* If confirmed, I look forward to having a close working relationship with my Deputy Chief of Mission (DCM). The DCM must be fully engaged and informed about all aspects of policy and Mission management should the Deputy need to step in to lead. If confirmed, I look forward to working with my DCM once I arrive in Ljubljana to collaboratively work through the best division of labor in managing the Mission.

*Question.* It is imperative that U.S. diplomats get outside of posts abroad to meet with local actors, including host government officials, non-government organizations, and everyday citizens. How do you intend to increase the ability of U.S. diplomats to access all local populations?

*Answer.* If confirmed, I would lead by example to demonstrate the importance of getting outside of our Embassy. Access to and engagement with local contacts and populations is an important part of our work overseas. If confirmed, I look forward to participating in public outreach with all parts of society, including students, non-governmental organizations, academics, scientists, and the media, and will encourage the diplomats of Embassy Ljubljana to do the same.

*Public Diplomacy: An Important Aspect of U.S. Foreign Policy Efforts*

*Question.* What is the public diplomacy environment like in Slovenia? What public diplomacy challenges do U.S. diplomats face?

*Answer.* In Slovenia, as throughout the world, COVID-19 has affected in-person public diplomacy programming. Recently announced new travel rules, once implemented, should alleviate the perceived imbalance in measures that make travel to the United States restrictive for Slovenes. U.S. public diplomacy programming supports Mission goals through student and scholarly exchanges, media engagement, educational outreach, speaker series, support for culture and the arts, and entrepreneurship, bilateral trade and investment ties. If confirmed, I look forward to engaging with the Slovenian public to increase dialogue about a range of issues and build support for our policies.

*Question.* How do you balance the importance of Main State versus the in-country mission when it comes to tailoring public diplomacy messages for foreign audiences?

*Answer.* If confirmed, I will work with the Public Diplomacy Section to closely coordinate the efforts of Washington and Ljubljana-based public diplomacy professionals to ensure that there is a unified approach to highlighting the key U.S. messages and policies in Slovenia and around the world. The Public Diplomacy Section

engages on a variety of different social media platforms to deliver tailored messages on U.S. foreign policy priorities, promote Embassy activities and events, provide information on security, voting, and other topics to U.S. citizens, and communicate with the Slovenian public.

*Anomalous Health Incidents*

*Question.* Have you received a briefing on the anomalous health incidents that have occurred to U.S. Government personnel around the world, including at U.S. Embassies and other diplomatic posts? If you have not, and if you are confirmed, do you commit to receiving a briefing on the incidents before you depart for your post?

*Answer.* I have already received an overview at the unclassified level on potential anomalous health incidents reported by U.S. Government personnel in regions around the world. If confirmed, I look forward to receiving an in-depth briefing on the incidents before I depart for my post. Protecting the health and safety of members of my team is my very highest priority.

*Question.* In the event of an anomalous health incident among your Embassy personnel or eligible family members, do you commit to maintain detailed records of the incident, and share the information with the State Department and other embassies to contribute to the investigation of how these attacks are affecting U.S. missions and personnel around the world?

*Answer.* As the Department does, I consider the safety and health of our employees and their family members as my top priority. If confirmed, I will vigorously and diligently support the Department's established reporting and care protocols for possible anomalous health incidents.

*Question.* The past occurrences and ongoing threat of anomalous health incidents among Embassy personnel and their families poses a serious challenge to morale. When personnel at post fear for their safety or doubt that their case will be taken seriously if they were affected, the performance of Embassy operations can suffer. Whether or not anomalous health incidents occur at your Embassy, how will you work to restore and preserve morale that may be lost due to the knowledge these attacks have been occurring at posts around the world?

*Answer.* I am deeply troubled by potential anomalous health incidents that have affected U.S. Government personnel and their family members. I agree that such incidents may pose a threat to the wellbeing of U.S. personnel and must be taken extremely seriously. If confirmed, the health, safety, and security of Embassy Ljubljana staff, their family members, and all those supporting the Mission will be my highest priority. If confirmed, I commit to meeting with the Embassy community to discuss these issues. If confirmed, I also commit to meeting with the RSO and medical staff to ensure that I am most prepared to protect the safety of Embassy Ljubljana staff in case any potential anomalous health incidents are reported.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD  
SUBMITTED TO SCOTT MILLER BY SENATOR ROBERT MENENDEZ

*Anomalous Health Incidents*

*Question.* I am very concerned about directed energy attacks on U.S. Government personnel (so-called Anomalous Health Incidents). Ensuring the safety and security of our personnel abroad falls largely on individual Chiefs of Mission and the response of officers at post. It is imperative that any individual who reports a suspected incident be responded to promptly, equitably, and compassionately.

- Do you agree these incidents must be taken seriously, and pose a threat to the health of U.S. personnel?

*Answer.* Yes. This is a sensitive ongoing investigation and is a top priority for Secretary of State Antony Blinken. I understand a major interagency effort is investigating what is causing the incidents and how the Embassy community can be protected. If confirmed, I will do my utmost to ensure anyone who reports anomalous health incidents receives immediate and appropriate attention and care, and I will consider it my primary responsibility to ensure the safety and security of the Embassy community.

*Question.* If confirmed, do you commit to ensuring that any reported incident is treated seriously and reported quickly through the appropriate channels, and that any affected individuals receive prompt access to medical care?

Answer. If confirmed, I will ensure that any employees or their family members who report a possible health incident will receive immediate and appropriate attention and care. If confirmed, I will communicate with our workforce to provide care for affected employees and their family members and work together with partners in Washington and the interagency to do what we can to protect against these incidents and, of course, to find the cause of what has been afflicting these members of our Embassy teams. I will also consider it my primary responsibility to ensure the safety and security of the Embassy community.

*Question.* Do you commit to meeting with medical staff and the RSO at post to discuss any past reported incidents and ensure that all protocols are being followed?

Answer. Yes. If confirmed, I will consider it my primary responsibility to ensure the safety and security of the Embassy community.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD  
SUBMITTED TO SCOTT MILLER BY SENATOR JAMES E. RISCH

*Question.* In the 2021 State Department Trafficking in Persons report, Switzerland remained on Tier 2 due to ongoing lacking efforts by the Government to hold traffickers accountable, fund victim services, and without legal safeguards to protect victims.

- Please explain, in detail, how you plan to engage with the Swiss Government, if confirmed.

Answer. If confirmed, I would work with the Deputy Chief of Mission and Country Team to develop and implement both a short and long-term strategy of engagement with government officials, business leaders, and civil society in Switzerland and Liechtenstein. If confirmed, I would work with my Country Team to prioritize engagement with Swiss and Liechtenstein Government officials and entities based on policy needs and priorities. If confirmed, I would also more closely consider engagement with Swiss and Liechtenstein Government entities and officials who may seek greater U.S. Government interaction.

*Question.* Please explain why you believe the Swiss Government has not made serious and sustained efforts to combat trafficking in persons.

Answer. If confirmed, I will ensure Swiss and Liechtenstein interlocutors understand the United States is committed to combating trafficking in persons in Switzerland, Liechtenstein, and beyond. While the Swiss Government is making significant efforts to address this issue, lenient sentencing, resulting in 60 percent of traffickers receiving fully suspended sentences or fines, undercut efforts to hold traffickers accountable. The Government did not report the number of trafficking investigations for the third year in a row, reported fewer convictions, and continued to lack sufficiently disaggregated data on trafficking. For the third consecutive year, the Government decreased victim identification and remained without a national standardized identification and referral mechanism.

*Question.* According to the 2020 State Department Report on International Religious Freedom, Anti-Semitic incidents in Switzerland were in the hundreds but on the decline from previous reporting periods.

- How can you use regional ambassadors and the Special Envoy to Monitor and Combat Anti-Semitism to emulate other successful regional programs in Switzerland?

Answer. If confirmed, I will work with the Office of International Religious Freedom to promote universal respect for freedom of religion or belief in Switzerland and Liechtenstein. I will also work with both the Office of International Religious Freedom and the Office of the Special Envoy to Monitor and Combat Anti-Semitism to ensure the Embassy recommends, develops, and implements policies and programs to combat discrimination and promote tolerance. I will also engage with various religious communities across Switzerland and Liechtenstein to better understand where challenges remain and raise these challenges with the Governments of both countries. Finally, if confirmed, I will seek to promote inter-religious dialogue among religious groups in Switzerland and Liechtenstein.

*Question.* Please describe your plan of engagement, if confirmed, with civil society to increase societal respect for religious freedom.

Answer. If confirmed, I will work closely with civil society organizations, religious minorities, and government entities to assess and increase societal respect for religious freedom, develop programs, and advocate for appropriate policies and reforms.

*Question.* In the 2020 State Department Human Rights Report, Switzerland was identified as having no significant human rights abuses. However, there is always work to be done.

- If confirmed, how can you promote religious freedom and tolerance with federal and cantonal government officials?

Answer. Switzerland's constitution guarantees freedom of faith and conscience, and the penal code prohibits discrimination against any religion or its members. Switzerland also has an independent judicial system capable of holding accountable those who commit hate-based crimes. If confirmed, I will work closely with federal and cantonal government officials—as well as civil society and religious minorities—to promote religious freedom and advocate for appropriate policies and reforms. If confirmed, I will also work with my team to ensure we leverage a whole-of-government approach in engagement with federal and sub-national officials, such as initiatives focused on promotion of interfaith tolerance by cantonal officials and local procedures.

*Question.* If confirmed, how will you work with the Government and civil society to bolster human rights in country?

Answer. If confirmed, I will work closely with civil society organizations and government entities to assess and bolster human rights and advocate for appropriate policies and reforms. If confirmed, I will work with my team to ensure we leverage the whole-of-government and U.S. subject matter experts to develop engagement and reporting strategies that effectively bolster human rights in Switzerland and Liechtenstein.

*Question.* What do you consider to be the top human rights priority?

Answer. The protection of fundamental human rights was a foundation stone in the establishment of the United States over 200 years ago. Since then, a central goal of U.S. foreign policy has been the promotion of respect for human rights, as embodied in the Universal Declaration of Human Rights. Partnering with Switzerland and Liechtenstein on supporting democracy around the world not only promotes such fundamental American values as religious freedom and worker rights, but also helps create a more secure, stable, and prosperous global arena in which the United States can advance its national interests. If confirmed, I would commit to deepening cooperation with my host governments on promoting respect for human rights wherever they are under threat.

#### *Embassy Management*

*Question.* Mission Switzerland and Mission Liechtenstein have been under enormous stress over the past few years due to COVID.

- What is your understanding of morale throughout Mission Switzerland and Mission Liechtenstein?

Answer. Like most overseas Posts, Embassy Bern has endured strict host nation mitigation measures and varying conditions in response to the COVID-19 pandemic. Consequently, American and local employees at Embassy Bern have dealt with significant challenges posed by COVID-19. Beyond the pandemic, Embassy Bern has a lean staffing pattern across multiple sections. I am grateful for their service, despite these difficulties. If confirmed, I will prioritize meeting with and supporting Embassy employees, including the Deputy Chief of Mission, to understand the impact of the pandemic and lean-staffing patterns on the mission. If confirmed, I will advocate for more resources for Embassy Bern as appropriate to ensure our staffing aligns with mission priorities and needs.

*Question.* How do you intend to improve morale across all of Mission Switzerland and Mission Liechtenstein?

Answer. If confirmed, I will prioritize meeting with and supporting Embassy employees, including the Deputy Chief of Mission, to understand the impact of the pandemic and lean-staffing patterns on the mission. If confirmed, I will advocate for more resources for Embassy Bern as appropriate to ensure our staffing aligns with mission priorities and needs. I will work with my Deputy Chief of Mission to ensure we create an atmosphere in which our staff knows that they can bring serious issues to us and know that they are being heard at the highest level. I will do personal outreach to the staff when I arrive at Post and will ensure that everyone in the Mission understands that my highest priority is the safety, security, and resiliency of

the team. If confirmed, I will promote work/life balance, training, and professional development, and ensure that all staff members are aware of the employee and family support resources that the Department offers to assist employees.

*Management: A Key Responsibility for Chiefs of Mission*

*Question.* How do you intend to create a unified mission and vision across Mission Switzerland and Mission Liechtenstein?

*Answer.* If confirmed, I will work with my Deputy Chief of Mission and Country Team to ensure our mission priorities and plans incorporate input and suggestions from diverse stakeholders, are well-known, and are communicated effectively through venues like Town Halls and Country Team meetings. I would consider it a priority to ensure the mission and vision is unified and clear to all under my authority.

*Question.* How would you describe your management style?

*Answer.* Management is a critical responsibility for any chief of mission. If confirmed, I want Americans and local staff under my leadership to feel heard, respected, and engaged; and I plan to set the tone by my example, which includes being considerate, communicative, consistent, and calm. I would also seek to develop and grow new leaders through mentorship and appropriately challenging tasks and roles. If confirmed, I would work closely with the Council on Inclusion and Diversity to adopt and model best practices. I would be available and present for my entire team. If confirmed, I would seek to ensure my team maintains a healthy work-life balance while ensuring the mission is complete.

*Question.* How do you believe your management style will translate to an Embassy setting, where resources may not be readily available and your diplomatic workforce are career employees?

*Answer.* If confirmed, I would seek to advance mission policies and priorities shoulder-to-shoulder with the remarkable and talented U.S. Foreign Service officers and local Embassy staff in Bern, who have already done so much to advocate on behalf of the United States, and who cannot be praised enough for their dedication and public service. I understand the State Department continuously reviews its priorities, organization, and staffing relevant to the needs of each mission. If confirmed, my commitment will be to ensure we use our available resources as effectively as possible to advance our top policy priorities. If necessary, I would work with my Deputy Chief of Mission and Country Team to advocate for additional resources to carry out our mission.

*Question.* As a political appointee rather than career diplomat, do you believe it is incumbent on new Chiefs of Mission to integrate themselves into Embassy operations and culture? If yes, how do you intend to do so?

*Answer.* Yes. If confirmed, one of my first actions as ambassador will be to meet the entire team at our Embassy in Bern and to schedule opportunities for regular coordination and planning of Embassy operations. I will also create opportunities for more informal meetings and events with members from across the Embassy community, so that I have a strong awareness of community concerns and the state of Embassy morale.

*Question.* Do you believe it is ever acceptable or constructive to berate subordinates, either in public or private?

*Answer.* I do not believe it is ever acceptable or constructive to berate subordinates, either in public or private.

*Question.* How do you envision your relationship with your Deputy Chief of Mission?

*Answer.* If confirmed, I hope to establish a positive relationship where my Deputy Chief of Mission will be my trusted partner, confidante, and alter ego in managing and leading the Mission.

*Question.* If confirmed, what leadership responsibilities do you intend to entrust to your Deputy Chief of Mission?

*Answer.* If confirmed, I look forward to having a close working relationship with my Deputy Chief of Mission (DCM). The DCM must be fully engaged on and informed about all aspects of policy and Mission management should the Deputy need to step in to lead. If confirmed, I look forward to working with my DCM to collaboratively work through the best division of labor in managing the Mission.

*Public Diplomacy: An Important Aspect of U.S. Foreign Policy Efforts*

*Question.* It is imperative that U.S. diplomats get outside of posts abroad to meet with local actors, including host government officials, non-government organizations, and everyday citizens.

- How do you intend to increase the ability of U.S. diplomats to access all local populations?

*Answer.* Public diplomacy is an important aspect of U.S. foreign policy efforts. If confirmed, I will encourage all parts of the mission to engage regularly with the widest possible range of the local population, across the entire country, while always working to ensure the safety and security of everyone on our team.

*Question.* What is the public diplomacy environment like in Switzerland? What public diplomacy challenges do U.S. diplomats face?

*Answer.* COVID-19 has affected in-person public diplomacy programming in Switzerland, as it has everywhere. Recently announced new travel rules, once implemented, should help alleviate increased skepticism about the perceived imbalance between measures that make travel to the United States restrictive for the Swiss. U.S. public diplomacy programming supports Mission goals through student and scholarly exchanges; media engagement; educational outreach; speaker series; support for culture and the arts; and entrepreneurship, bilateral trade and investment ties. If confirmed, I look forward to engaging with the Swiss public to increase dialogue about a range of issues and build support for our policies.

*Question.* How do you balance the importance of Main State versus the in-country mission when it comes to tailoring public diplomacy messages for foreign audiences?

*Answer.* If confirmed, I will work with the Public Diplomacy Section to closely coordinate the efforts of Washington and Bern-based public diplomacy professionals to ensure that there is a unified approach to highlighting the key U.S. messages and policies in Switzerland and around the world. The Public Diplomacy Section engages on a variety of different social media platforms to deliver tailored messages on U.S. foreign policy priorities; promote Embassy activities and events; provide information on security, voting, and other topics of interest to U.S. citizens; and communicate with the Swiss public.

*Anomalous Health Incidents*

*Question.* Have you received a briefing on the anomalous health incidents that have occurred to U.S. Government personnel around the world, including at U.S. Embassies and other diplomatic posts? If you have not, and if you are confirmed, do you commit to receiving a briefing on the incidents before you depart for your post?

*Answer.* I have received an overview at the unclassified level on potential anomalous health incidents reported by U.S. Government personnel in regions around the world. If confirmed, I look forward to receiving an in-depth briefing on the incidents before I depart for my post.

*Answer.* In the event of an anomalous health incident among your Embassy personnel or eligible family members, do you commit to maintain detailed records of the incident, and share the information with the State Department and other embassies to contribute to the investigation of how these attacks are affecting U.S. missions and personnel around the world?

*Answer.* As the Department does, I consider the safety and health of our employees and their family members as my top priority. If confirmed, I will energetically support the Department's established reporting and care protocols for possible anomalous health incidents.

*Question.* The past occurrences and ongoing threat of anomalous health incidents among Embassy personnel and their families poses a serious challenge to morale. When personnel at post fear for their safety or doubt that their case will be taken seriously if they were affected, the performance of Embassy operations can suffer. Whether or not anomalous health incidents occur at your Embassy, how will you work to restore and preserve morale that may be lost due to the knowledge these attacks have been occurring at posts around the world?

*Answer.* I am deeply troubled by potential anomalous health incidents that have affected U.S. Government personnel and their family members. I agree that such incidents may pose a threat to the wellbeing of U.S. personnel and must be taken extremely seriously. If confirmed, the health, safety, and security of Embassy Bern staff, their family members, and all those supporting the Mission will be my highest priority. If confirmed, I commit to meeting with the Embassy community to discuss

these issues. If confirmed, I also commit to meeting with the Regional Security Officer and medical staff to ensure that I am most prepared to protect the safety of Embassy Bern staff in case any potential anomalous health incidents are reported.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD  
SUBMITTED TO SCOTT MILLER BY SENATOR TIM KAINE

*F-35 Sale*

*Question.* Earlier this year, Swiss voters approved in a referendum a \$5.5 billion deal for Switzerland to purchase Lockheed Martin F-35s as its next-generation fighter jet, along with a \$2.1 billion agreement to buy Patriot surface-to-air missiles from Raytheon. The Swiss Government chose the F-35s over competing bids from Boeing, Dassault (France), and a Germany-Spain-Italy-UK conglomerate. The decision followed an analysis from the Swiss Federal Council assessing that the F-35 offered the highest overall benefit at the lowest overall cost—costing around \$2 billion less than the next lowest bidder.

- The Swiss Government and Swiss voters clearly recognized the value of the F-35. And the F-35 offers capabilities over and above the economic considerations. How do you assess Switzerland's decision to buy F-35s from the United States, over options from European competitors? As Ambassador, how will you build on this success?

*Answer.* Switzerland's decision to acquire \$6.5 billion in F-35 fighters will contribute to a lasting, mutually beneficial security and technological partnership for decades to come. The Swiss government conducted a systematic, unbiased, and transparent competition. Not only would Switzerland derive the benefit of the F-35's interoperability capabilities with the United States and allied European nations, but the acquisition would bolster diplomatic and political partnerships with the United States and its European allies. If confirmed, I will continue to advocate energetically for U.S. defense systems, which I believe deepen our bilateral cooperation, provide our partners with the best strategic and fiscal value, and strengthen economic benefits for both of our countries.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD  
SUBMITTED TO ERIK D. RAMANATHAN BY SENATOR ROBERT MENENDEZ

*Anomalous Health Incidents*

*Question.* I am very concerned about directed energy attacks on U.S. Government personnel (so-called Anomalous Health Incidents). Ensuring the safety and security of our personnel abroad falls largely on individual Chiefs of Mission and the response of officers at post. It is imperative that any individual who reports a suspected incident be responded to promptly, equitably, and compassionately.

- Do you agree these incidents must be taken seriously, and pose a threat to the health of U.S. personnel?

*Answer.* I agree these incidents must be taken seriously and pose a threat to the health of U.S. personnel. I understand a major interagency effort is underway to investigate what is causing the incidents and how the Embassy community can be protected, and this issue remains a top priority for Secretary of State Antony Blinken. If confirmed, I will do my utmost to ensure anyone who reports anomalous health incidents receives immediate and appropriate attention and care, and I will consider it my primary responsibility to ensure the safety and security of the Embassy community.

*Question.* If confirmed, do you commit to ensuring that any reported incident is treated seriously and reported quickly through the appropriate channels, and that any affected individuals receive prompt access to medical care?

*Answer.* If confirmed, I will ensure that any employees or their family members who report a potential anomalous health incident will receive immediate and appropriate attention and care. If confirmed, I will communicate with our workforce to provide care for affected employees and their family members and work together with partners in Washington and the interagency to do what we can to protect against these incidents and to find the cause of what has been afflicting these members of our Embassy teams. I consider it my primary responsibility to ensure the safety and security of the Embassy community.



*Question.* Do you commit to meeting with medical staff and the RSO at post to discuss any past reported incidents and ensure that all protocols are being followed?

*Answer.* Yes. If confirmed, I will consider it my primary responsibility to ensure the safety and security of the Embassy community. If confirmed, I commit to meeting with medical staff and the RSO at post to discuss any past reported incidents and to ensure that all protocols are being followed.

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RESPONSES TO ADDITIONAL QUESTIONS FOR THE RECORD  
SUBMITTED TO ERIK D. RAMANATHAN BY SENATOR JAMES E. RISCH

*Sweden*

*Question.* In the 2021 State Department Trafficking in Persons report, Sweden remained on Tier 1 for continued efforts to eliminate trafficking in persons. However, authorities in Sweden investigated fewer trafficking cases and investigated fewer victims. They also delayed the National Support Program (NSP) for victim assistance.

- If confirmed, how will you engage with the Government of Sweden on this issue?

*Answer.* The Government of Sweden fully meets the minimum standards for the elimination of trafficking. The Swedish Government continued to demonstrate serious and sustained efforts, considering the impact of the COVID-19 pandemic on its anti-trafficking capacity. As part of a four-year project, the Government allocated 18 million krona (\$2.2 million) to strengthen labor market regulation compliance efforts and review compliance developments, including efforts to prevent forced labor. If confirmed, I will engage with U.S. and Swedish authorities to advance bilateral cooperation on this issue. I will work to encourage the Swedish Government to increase proactive identification and assistance for victims, particularly among vulnerable groups, and encourage consistent and sufficient funding for victim services.

*Question.* In the 2020 State Department Report on International Religious Freedom, the country report on Sweden indicated several anti-Semitic incidents and one against an 11 year-old Christian boy.

- Please describe your plan of engagement, if confirmed, with the host government and civil society to increase societal respect for religious freedom.

*Answer.* Sweden's constitution protects "the freedom to practice one's religion alone or in the company of others" and prohibits discrimination based on religion. However, anti-Semitism is rising around the world at an alarming rate. Although levels of anti-Semitism are lower in Sweden than in some other parts of Europe, I view any increase in anti-Semitism with serious concern. In October 2021, the Swedish Government hosted foreign leaders, Holocaust survivors, and internationally renowned activists in Malmö for a forum aimed at promoting Holocaust remembrance and combating anti-Semitism. If confirmed, I look forward to building on the important pledges made at the Malmö forum and commit to coordinating with the State Department's Special Envoy for Holocaust Issues, the Special Envoy to Monitor and Combat Anti-Semitism, and the Ambassador-at-Large for International Religious Freedom to combat anti-Semitism and religious intolerance in all its forms and to promote freedom of religion or belief for all.

*Question.* In the 2020 State Department Human Rights Report, Sweden was identified as having no significant human rights abuses. However, there is always work to be done.

- If confirmed, how will you work with the Government and civil society to bolster human rights in country?

*Answer.* The Swedish Government has undertaken a "Drive for Democracy," which centers democracy and human rights in its foreign policy, including via security cooperation and international development efforts. Since launching its Drive in 2016, Sweden has hosted over 600 "Democracy Talks" at Embassies across the globe, engaging more than 1.7 million people. The Swedish Government also pursues a "feminist foreign policy" approach, which emphasizes the impact of global events on women and children and seeks to include women in conflict resolution, negotiation, and diplomacy. If confirmed, I look forward to building on these efforts and working with the Swedish Government and civil society to promote democracy, human rights, and global norms. The U.S. Embassy in Stockholm has strong relationships with civil society organizations in Sweden, and I commit to working closely with them to advance human rights and promote our shared values.

*Question.* What do you consider to be the top human rights priority?

*Answer.* Sweden's commitment to promoting human rights and gender equality makes it a respected moral leader in international affairs. If confirmed, I particularly look forward to working with the Government of Sweden to combat human rights issues connected to large-scale displacement of refugees, including related issues of persecution, discrimination, human trafficking, and religious intolerance.

#### *Embassy Management*

*Question.* Mission Sweden has been under enormous stress over the past few years due to COVID.

- What is your understanding of morale throughout Mission Sweden?

*Answer.* Mission Sweden has faced challenges posed by COVID-19, and I am thankful for their continued service. If confirmed, the health and safety of the personnel and family members of Mission Sweden will be my first priority, and I look forward to working with the talented team of locally employed staff, U.S. Direct Hires, and their families, and ensuring that everyone on my team understands they are valued and has my support.

*Question.* How do you intend to improve morale across all of Mission Sweden?

*Answer.* If confirmed, I will ensure everyone on my team is treated professionally, their rights are respected, they are safe and secure, and they have the resources necessary to perform their jobs. We are all one team working for the good of the U.S.-Swedish relationship and the interests of the United States and the American people.

*Question.* How do you intend to create a unified mission and vision across Mission Sweden?

*Answer.* If confirmed, I look forward to ensuring open and continuous communication throughout the Mission. We are all one team working together to advance the U.S.-Swedish relationship and in the interests of the American people, so I will ensure this collaborative service focus is central to our work. Furthermore, U.S. Embassy Stockholm is committed to a diverse and inclusive workforce that fully represents and supports many different cultures, backgrounds, and perspectives to provide a productive workplace for all people from all walks of life. I was pleased to learn the Embassy is staffed with a very diverse workforce with over 25 nationalities represented among our local staff. Diversity makes our Mission strong by bringing different perspectives and enhancing creativity and if confirmed, I look forward to working with the team to maximize innovation and effectiveness.

#### *Management: A Key Responsibility for Chiefs of Mission*

*Question.* How would you describe your management style?

*Answer.* The foundation of my management style is focused on service, collaboration, and creativity. We are all public servants and one team working on a common goal—to advance the bilateral relationship between the United States and Sweden and to effectively advocate for the American people. I look forward to meeting people face-to-face, understanding their goals, and ensuring we are all working collaboratively as one team. If confirmed, I will work to ensure the Embassy fully represents and supports many different cultures, backgrounds, and perspectives to provide a productive and innovative workplace that lifts up the voices of each member of the team.

*Question.* How do you believe your management style will translate to an embassy setting, where resources may not be readily available and your diplomatic workforce are career employees?

*Answer.* If confirmed, my commitment will be to ensure we use our available resources as effectively as possible to advance top policy priorities for the U.S.-Swedish relationship and the American public. I have long admired the dedication and service to country of career Foreign Service officers, and if confirmed, look forward to working with them and drawing upon their experience and expertise. I value respect, professionalism, and creative thinking and welcome divergent points of view.

*Question.* As a political appointee rather than career diplomat, do you believe it is incumbent on new chiefs of mission to integrate themselves into embassy operations and culture? If yes, how do you intend to do so?

*Answer.* Yes, I believe it is incumbent on new chiefs of mission to integrate themselves into embassy operations and culture. If confirmed, I intend to meet with the personnel at Embassy Stockholm, including U.S. Direct Hires and locally engaged staff, to fully understand their roles and responsibilities and how I can best support,

guide, and advocate for them. I look forward to working closely with the Deputy Chief of Mission and will rely on the experience and expertise of the talented staff to help determine how I can best integrate into and enhance embassy operations.

*Question.* Do you believe it is ever acceptable or constructive to berate subordinates, either in public or private?

Answer. No, it is never acceptable or constructive to berate subordinates, either in public or private.

*Question.* How do you envision your relationship with your Deputy Chief of Mission?

Answer. If confirmed, I look forward to a close and productive relationship with the Deputy Chief of Mission (DCM) centered on trust and collaborative service. I envision the relationship as a partnership: a career official that brings experience and institutional knowledge on whom I can depend on and work closely with to ensure the success of the overall Mission, while still retaining ultimate responsibility and accountability for steering our course.

*Question.* If confirmed, what leadership responsibilities do you intend to entrust to your Deputy Chief of Mission?

Answer. If confirmed, I look forward to building a foundation of trust and a highly collaborative working relationship with the DCM. If confirmed, I will entrust the DCM with responsibility for the day-to-day operations of the Mission and the DCM should keep abreast of policy issues to be able to serve as Chargé d'Affaires in my absence. If confirmed, I plan to consult with the DCM on a range of issues.

*Public Diplomacy: An Important Aspect of U.S. Foreign Policy Efforts*

*Question.* How do you intend to increase the ability of U.S. diplomats to access all local populations?

Answer. I firmly believe it is imperative that U.S. diplomats get outside of the Embassy to meet with local actors, including host government officials, non-governmental organizations, and citizens. If confirmed, I plan to exchange ideas with people from all parts of the country to hear their views and promote our shared goals. I will use both social and traditional media to reach people across Sweden, to directly and indirectly engage with the Swedish public. If confirmed, I will work with the Embassy team to continue leveraging engagements with the media, cultural and educational exchange organizations, and individual interactions to expand the people-to-people bonds that are the foundation of our strong bilateral relationship.

*Question.* What is the public diplomacy environment like in Sweden? What public diplomacy challenges do U.S. diplomats face?

Answer. The United States has strong academic, cultural, and professional exchanges with the people of Sweden. The COVID-19 pandemic has been a challenge for U.S. diplomats to travel and fully engage face-to-face with host country nationals. As conditions improve, U.S. diplomats have started in-person engagements and programs again. If confirmed, I look forward to utilizing both traditional and social media to engage with the Swedish public, in addition to in-person programs.

*Question.* How do you balance the importance of Main State versus the in-country mission when it comes to tailoring public diplomacy messages for foreign audiences?

Answer. We are all one team working to advance the bilateral relationship and the interests of the United States and the American people. If confirmed, I will leverage public diplomacy tools to enhance security cooperation, expand economic and trade relations, strengthen Arctic collaboration, and deepen people-to-people ties. I will work to counter adverse influence and mis- and disinformation through engagements with traditional media, communication via social media, institutional outreach and personal interactions, and through a variety of public diplomacy programming. Working with the public diplomacy team, we will tailor our messaging in a way that the Swedish public is most receptive to.

*Anomalous Health Incidents:*

*Question.* Have you received a briefing on the anomalous health incidents that have occurred to U.S. Government personnel around the world, including at U.S. embassies and other diplomatic posts? If you have not, and if you are confirmed, do you commit to receiving a briefing on the incidents before you depart for your post?

Answer. I have received a briefing at the unclassified level on the anomalous health incidents that have affected U.S. Government personnel around the world. If confirmed, I commit to seeking full briefings at the appropriate classification lev-

els before my departure to post and learning how I can best protect all Embassy personnel and respond to any future incidents.

*Question.* In the event of an anomalous health incident among your embassy personnel or eligible family members, do you commit to maintain detailed records of the incident, and share the information with the State Department and other embassies to contribute to the investigation of how these attacks are affecting U.S. missions and personnel around the world?

*Answer.* If confirmed, the safety and security of the personnel and family members of Embassy Stockholm, and American citizens in Sweden, will always be my first priority. In the event of an anomalous health incident, I commit to maintain detailed records of the incident, share the information with the State Department and other embassies, and ensure open communication to contribute to the investigation.

*Question.* The past occurrences and ongoing threat of anomalous health incidents among embassy personnel and their families poses a serious challenge to morale. When personnel at post fear for their safety or doubt that their case will be taken seriously if they were affected, the performance of embassy operations can suffer. Whether or not anomalous health incidents occur at your embassy, how will you work to restore and preserve morale that may be lost due to the knowledge these attacks have been occurring at posts around the world?

*Answer.* If confirmed, the safety and security of Embassy personnel, their families, and American citizens in Sweden will always be my first priority. This is an issue I take very seriously and is a top priority for Secretary of State Antony Blinken. I will ensure that anyone affected receives immediate medical attention and that personnel and family member concerns are heard. If confirmed, I will communicate with our workforce to share information as appropriate and provide care for affected employees and their family members. I understand there is an ongoing interagency investigation to identify the cause, and I am committed to supporting this investigation.

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