



DEPARTMENT OF THE ARMY
112 SIGNAL BATTALION (SPECIAL OPERATIONS) (AIRBORNE)
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG E-4268 CANOPY LANE
FORT BRAGG, NC 28310

AOSC-SIG-BC

22 February 2023

MEMORANDUM FOR COMMANDER Colonel Tavi N. Brunson, 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310-8500

SUBJECT: Findings and Recommendations for Army Regulation (AR) 15-6 Investigation into SFC Michael Forbes for Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership

1. BACKGROUND. On 12 January 2023, you appointed me as an investigating officer (IO) pursuant to AR 15-6. The purpose of this investigation was to determine the facts and circumstances surrounding the allegations of disrespect towards a senior commissioned officer and counterproductive leadership regarding SFC Michael Forbes, Headquarters and Headquarters Company (HHC), 528th Sustainment Brigade (Special Operations) (Airborne) (528th SB (SO) (A)).

2. SUMMARY. SFC Michel Forbes engaged in disrespectful behavior towards MAJ Racaza on 30 November 2022 and displayed traits of counterproductive leadership within the BDE S2 section. The recommendation for the findings is to consider appropriate adverse administrative action.

3. OVERVIEW. Over the course of the investigation multiple witnesses were revealed after interviewing the main witnesses. This caused a delay which called for an extension in the investigation. When scheduling the meeting with the accused, I was informed that a lawyer has previously been appointed for other current investigations. The appointed lawyer requested to review the questions for the accused, which delayed the process. After the review of the questions, the appointed lawyer stated the accused will answer the questions in writing through a Sworn Statement. The timeline for the investigation can be found in Enclosure IV.

4. SUMMARY OF RELEVANT & MATERIAL FACTS.

a. On 30 November 2022 SFC Forbes engaged in disrespectful behavior towards MAJ Rena Racaza after walking into SGT Aldeguer's office asking for information about SDI 2.0. CH Rivera saw him walk-in, and he called MAJ Racaza to answer his questions SFC Forbes proceeded to follow MAJ Racaza to her office (See Exhibit B. (SGT Aldeguer DA 2823)). SFC Forbes demanded aggressively that MAJ Racaza provide him with information. When MAJ Racaza asked SFC Forbes what exact information he needed, SFC Forbes became more angry and verbally aggressive by demanding information, but would not let MAJ Racaza speak. At that time SFC Forbes threatened to call USASOC JAG and continued to demand MAJ Racaza provide him

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with regulations or policies on what right the BDE CDR must request his participation in the staff development training. SFC Forbes accused MAJ Racaza of making him do a behavior health evaluation and when [MAJ Racaza] attempted to clarify SFC Forbes cut MAJ Racaza off and would not let [her] explain or answer any questions." (See Exhibit A. (MAJ Racaza DA 2823)).

b. SFC Forbes engaged in counterproductive leadership within the BDE S2 section by being too aggressive, engaging in self-serving and erratic behaviors that would lessen the productivity of the BDE S2 section. At times SFC Forbes' my way, or no way attitude towards the team have compromised the overall organizational effectiveness and it has affected the good order and discipline of the units culture. (See Exhibit D. (CPT Lowrie DA 2823), Exhibit F. (SGT Henkel DA 2823), and Exhibit G. (PFC Scheffing DA 2823)). Based on individuals working relationship with SFC Forbes, he may be an incompetent team leader, he has adequate cognitive capabilities but lack the emotional fitness to be supportive and lead his team. SFC Forbes cannot make sound decisions on time, is indecisive, and lacks the ability to control his emotional center. All these interactions have been observed while SFC Forbes has been the BDE S2 NCOIC (See Exhibit D. (CPT Lowrie DA 2823) and Exhibit N. (SFC Meredith MFR)).

c. SFC Forbes has displayed counterproductive leadership within the BDE S2 section by pointing out the lack of productivity in the shop or something not being done that was requested by the command team, he was quick to blame whoever was not in the room. He was never wrong in his opinion. In terms of his temper, SFC Forbes was quick to anger about everything and would yell in the shop about whoever he had encountered that day. There was never a day he wasn't angry about someone (See Exhibit F. (SGT Henkel DA 2823)).

5. FINDINGS.

a. On or about 30 November 2022, did SFC Michael Forbes engage in disrespectful behavior toward MAJ Rhea Racaza? If so, what are the specific facts and circumstances?

(1) | find that SFC Forbes engaged in disrespectful behavior towards MAJ Rhea Racaza. He raised his voice to a superior officer, would not let her speak, and made her feel unsafe in the workplace with his unwelcome behaviors. These actions violated Army Regulation 600-20. Given the nature of the interaction he specifically infringes upon military discipline in regard to lacking respect for properly constituted authority and embracing professionalism with regards to the army ethic. This can be supported by MAJ Racazas statement claiming that SFC Forbes demanded aggressively that she provide him with information and cut her off without letting her

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explain or answer any questions (See Exhibit A. (MAJ Racaza DA 2823) and Exhibit B. (SGT Aldeguer DA 2823).

b. Has SFC Michael Forbes engaged in counterproductive or toxic leadership behaviors within brigade or battalion S2 sections as discussed in AR 600-100, Chapter 1-11d and ADP 6-22? If so, what are the specific facts and circumstances?

(1) I find that SFC Forbes leadership style falls under counterproductive leadership listed out in Army Doctrine Publication 6-22. As shown above in the facts SFC Forbes demonstrated counterproductive leadership qualities such as Self-serving behaviors, Erratic behaviors, and Leadership incompetence (See Exhibit D. (CPT Lowrie DA 2823), Exhibit F. (SGT Henkel DA 2823), Exhibit G. (PFC Scheffing DA 2823), Exhibit J. (PFC Scheffing MFR), Exhibit N. (SFC Meredith MFR), Exhibit R. (BDE Town Hall Comments)).

(2) I find that SFC Forbes leadership style falls under counterproductive leadership Army Regulation 600-100, Chapter 1-11, a referenced above in section 3 paragraph f. As stated in the facts, SFC Forbes displays many behaviors as a counterproductive leader such as blaming others, poor self-control (loses temper), unjustness, showing little or no respect, talking down to others, and behaving erratically [Exhibit D. (CPT Lowrie DA 2823), Exhibit F. (SGT Henkel DA 2823), Exhibit G. (PFC Scheffing DA 2823), Exhibit J. (PFC Scheffing MFR), Exhibit N. (SFC Meredith MFR), Exhibit R. (BDE Town Hall Comments)).

6. RECOMMENDATIONS. In view of the above findings, I recommend:

- a. You consider taking adverse administrative action against SFC Forbes.
- b. You consider removing SFC Forbes from the BDE S2 NCOIC position and move him into a position that is not a direct leadership role.
- c. You consider a Relief for Cause NCOER for SFC Forbes.
- d. You consider suspending or revoking his security clearance and access to programs.

7. The point of contact for this memorandum is the undersigned at 910-432-1143 or mirriam.g.tolston.mil@socom.mil.

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5 Encl

- I. Appointment Memorandum
- II. DA Form 1547-1
- III. Findings and Recommendations Memorandum
- IV. Chronology of Events
- V. Table of Contents
- VI. Extension

Exhibits

1. DA 2823 Sworn Statement, SFC Forbes
2. Exhibit A. (MAJ Racaza DA 2823)
3. Exhibit B. (SGT Aldeguer DA 2823)
4. Exhibit C. (1SG Morgan DA 2823)
5. Exhibit D. (CPT Lowrie DA 2823)
6. Exhibit E. (CPT Korista DA 2823)
7. Exhibit F. (SGT Henkel DA 2823)
8. Exhibit G. (PFC Scheffing DA 2823)
9. Exhibit H. (CSM E Emekaekwee DA 2823)
10. Exhibit I. (CPT Lowrie MFR)
11. Exhibit J. (PFC Scheffing MFR)
12. Exhibit K. (MAJ Weber MFR)
13. Exhibit L. (CSM Emekaekwee MFR)
14. Exhibit M. (LTC Furlow MFR)
15. Exhibit N. (SFC Meredith MFR)
16. Exhibit O. (CSM Emekawkwee 4856)
17. Exhibit P. (1SG Morgan 4856)
18. Exhibit Q. (CPT Korista SIR Email)
19. Exhibit R. (BDE Town Hall Comments)
20. Exhibit S. (Questions for the accused MFR)
21. Exhibit T. (SFC Forbes' STP)

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RMAINE. [REDACTED] 30
Date: 2023.04.13 09:26:23 -0400

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer



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1. This memorandum details my investigative plan during the abovementioned AR 15-6 investigation, with suspense date of 22 February 2023.

2. Chronology.

Date/Time	Event
12JAN23	Description
0900	Appointed as IO
17JAN23	
1500	Legal meeting with CPT Dycus
19JAN23	
1245	Witness meeting with MAJ Racaza
1350	Witness meeting with SGT Aldeguer
20JAN23	
1100	Witness meeting with 1SG Morgan
1400	Witness meeting with MAJ CH Rivera
	Extension request
24JAN23	
1450	Witness meeting with CPT Lowrie
	Extension request Approved
25JAN23	
1000	Witness meeting with MAJ Weber
1100	Witness meeting with CPT Korista
1400	Witness meeting with PFC Scheffing
26JAN23	
1400	Witness meeting with CSM Emekaeakwee
27JAN23	
1030	Witness meeting with LTC Furlow

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1200	Witness meeting with 1LT Lyons
1400	Witness meeting with SFC Meredith on Teams
09FEB23	
1245	Witness meeting with Mrs. Margaret Lindquist over phone
21FEB23	
1600	MRF for accused sent to CPT Carras

3. The point of contact for this memorandum is the undersigned, available at mirriam.g.tolston.mil@socom.mil or 910-432-1143.

TOLSTON MIRRIAM GERM Digitally signed by
AINE [REDACTED] TOLSTON MIRRIAM GERM/ARMC 133884633
Date: 2023.02.13 08:23:38 -0500

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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