DEPARTMENT OF THE ARMY
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DRIVE
FORT BRAGG, NORTH CAROLINA 28310

AOSC-MI 16-June-2012

MEMORANDUM FOR RECORD

SUBJECT: SFC Forbes, Michael J. Personal Responses to witness statements and related documents

Introduction:
This memorandum is written for a simple but important purpose: to defend my reputation and career from a coordinated onslaught of wrongful personnel actions (including repeated counseling and graduated reprimand recommendations), culminating in a GOMOR being delivered by BG Ferguson.

This memorandum will be addressing each of the sworn statements and memoranda for record that were provided to me as the result of the AR 15-6 investigation. While this memorandum was drafted by myself, it will refer to me in the third person for the sake of consistency

These repeated attempts to justify an ill-intended prolonged investigation of a Soldier that was dutifully and professionally performing duties that his BDE CDR assigned him to perform should be used to modify existing regulations and authorities. This simple situation could have been remediated with appropriate actions at various stages throughout this document by CDRs at any echelon and the lack thereof can easily be assessed as a failure to act by responsible leaders.

I have had to lodge multiple complaints resulting in investigations that the BDE CDR may have no visibility of; I have identified other organizations that may have a vested or oversight interests in these events as well. Unfortunately, at nearly 6 months, my wife reached a frustration level that inspired her to write to Secretary of the Army, the Honorable Christine E. Wormuth (See “01-COL Brunson” folder) on 20230524. She did this because she saw her husband lose a position that he loves, one that he worked his whole Military career to be knowledgeable about to positively impact.

This situation, arguably, began on 20231130 with MAJ Racaza’s actions as she unjustifiably followed me upstairs to report me to the BDE CDR while ignoring her responsibility to follow Public Law, Regulations and the APA CoC as it related to the ad hoc SDI event. This led, due to no fault of myself, into what you are about to read. When a similar endeavor, the USASOC sponsored HPW rollout order, immediately followed, I knew better than to ask any 528th SB Special Staff for any information pertaining to making an ‘informed consent’ decision and attempted to get the information on my own. Those efforts resulted in being unjustly removed from my

NCOIC position and put under intense undue scrutiny at every echelon of two BNs over the last six months under the leadership and culture of COL Tavi Brunson.

The following responses/explanations are made for the witness statements and other supporting documents of the AR 15-6 investigation. Due to the lack of sufficient time to respond to all of the allegations, this memorandum should be understood as being a non-comprehensive response.

Notably, MAJ CH Rivera was interviewed by the IO but no SS or MFR by 2LT Tolston was produced, yet he is mentioned in other hearsay remarks in evidence as having seen SFC Forbes before speaking with MAJ Racaza. I did not meet with or see anyone other than MAJ Racaza until after was ordered to report to COL Brunson's office at the behest of MAJ Racaza; I met with MAJ CH Rivera later that day. Even though the IO MFRs should be excluded, I will address as many of the identifiable issues as I have time to respond.

Also please note: CPT Lowrie and SFC Meredith are not licensed mental health professionals and their purported diagnoses of "a lack of emotional fitness" and a "mental break," respectively, regarding me, are moot. Moreover, these statements coupled with MAJ Racaza's behaviors suggest a probative value into whether anyone was 'coached' to provide these highly charged opinions to the IO. Notably, CPT Lowrie is pursuing a PhD in Psychology and working with, MAJ Racaza on her dissertation questions.

ALL HIGHLIGHTS ARE QUOTED STATEMENTS PROVIDED TO IG

Exhibit A
MAJ Racaza Sworn Statement (20230119)

Summary: This is an impugned witness. See Exhibit H Folder of PMO the criminal assault that SFC Forbes submitted to the Fort Bragg PMO. MAJ Racaza should not have been allowed to submit evidence against SFC Forbes as it provides significant probative value in a different venue, which is likely the reason the BDE CDR recommended a GOMOR instead of UCMJ action (See the accompanying Investigation Timeline memo to identify the multiple actions that MAJ Racaza should have either, not acted until she fulfilled her Lawful and Principled responsibilities and, thereby, divested her authority as an Officer in the United States Army). Moreover, after violating this, MAJ Racaza further impugned herself (as seen in Exhibit E, CPT Korista's SS) when she recommended SFC Forbes after she had complained about him at least twice prior to an investigation in which she was a prominent and sole Officer that COL Brunson alleged SFC Forbes disrespected.

A week after that, MAJ Racaza exacerbated her impugned status by then recommending SFC Forbes (an unwitting suspect of the investigation) for an eCDBHE through the newly replaced (on BDE order, see Exhibit E, "para 7_Q4 eCDBHE" folder, 3x orders dated 20221220 & 20230117) authority of CPT Korista. If the outcome of what SFC Forbes deems a "unwarranted fishing expedition" had been, even remotely, negative (it was not, see Exhibit A, "WAMC" folder) it would have been used against him in the open investigation and could have affected SFC fit-for-duty status.

Having been a 14-year unblemished, licensed professional of FINRA prior to his joining the Army (See "10-CRL/BIO & CIV Resume" folder), SFC Forbes fully understands the most important professional act MAJ Racaza failed to accomplish, given her prior complaints about SFC Forbes. Her lack of recusing herself of anything pertaining to SFC Forbes' eCDBHE and his mental health is troubling. She could have easily contacted another Psychologist on Fort Bragg to objectively assess any concerns in this situation of which she was centrally involved. Instead, she went 'all-in' and committed serious violations of what the APA CoC calls, "Conflict[-]of[-]Interest" and "Multiple Relationships" (See Exhibit A, "AZ BOPE" folder, "APA 3.0 Human Relations…3.05 and 3.06).

Yet, one day after SFC Forbes' questionably ordered (by CPT Korista) eCDBHE evaluation, which was conducted by Mr. Lanier, at WAMC, MAJ Racaza quadrupled down in her likely narrow-minded or shortsighted and predetermined opinion of SFC Forbes that occurred within the less than 1-minute discourse with SFC Forbes on 20221130. MAJ Racaza decided to participate ***as a witness*** in the investigation (See Exhibit A); this was an investigation she already had a hand in starting on 20230112. MAJ Racaza's motive is probative and may have been due to his favorable 3822 results and her need for him to be counterproductive or suffer from a diagnosed personality disorder to explain away her violations of Public Law, Regulations, Office of Management and Budget Memorandum (pertaining to 3rd Party Applications) and the APA CoC. She attempted to get an outside opinion that would align with hers and failed.

The reasons for her failure of a commonly used concept of 'recusal' or avoidance of a perceived 'conflict-of-interest' among licensed professionals will be reported to the Arizona Board of Psychologist Examiners (AZ BOPE) for consideration and possible adjudication following the resolution of this GOMOR rebuttal. In fact, I was, and would be still be, prepared to request a General Court Martial, as I feel the rules of evidence and oversight of his rights and due process in that venue would afford me the opportunity of transparently presenting the evidence provided herein.

The APA's Code of Conduct (APA CoC) was adopted by the (AZ BOPE). Please reference the "Exhibit A, AZ BOPE" folder to find all (highlighted) violations that will be argued in front of this licensing body. Informed consent, an ad hoc event ombudsman and a privacy assessment are some of the items that will be addressed regarding the

SDI 2.0 event that she promoted through the BDE CDR. At no time, during SFC Forbes' failed (less than one minute) request-for-information (RFI) attempt, did he disrespect MAJ Racaza or "[angrily]" demand information; he simply wanted the information and she should have known, through her education and professional licensure, that his reasons "Why?" were irrelevant to her lawful obligation to answer them. She was bound by Public Law, Regulation and APA CoC to answer his two queries. She did not answer either of them then (20221130) and did not answer them up and through the culmination of the event on 20221202. SFC Forbes was relieved to not be included in this Command Directed Behavioral Health Data Gathering event that produced PII identifiable reports back "to the Sponsor" and MAJ Racaza. SFC Forbes has no confidence in MAJ Racaza's competency or professionalism after the ~1 minute exchange and her misperceptions associated of SFC Forbes 'anger' that she reported to the BDE CDR. SFC Forbes had professional exchanges with the BDE CDR over this issue and considered it closed immediately after the exchanges.

SFC Forbes will not be able to address many of the false statements and hearsay of unidentified persons contained in the MAJ Racaza's SS and does not concede or agree with MAJ Racaza's allegations of disrespect or counterproductive leadership behaviors.

SFC Forbes addresses her rendition of SGT Aldeguer's SS, which she was not a party to, or witness of, in Exhibit B narrative. Also, refer to the attached CD or zip-file provided by SFC Forbes (integral part of this rebuttal) for an email exchange between SFC Forbes and COL Brunson (see "01-COL Brunson" folder, email dated 20221201), wherein he documented a communication to COL Brunson; the email pertained to the discussion with MAJ Racaza on 20221130 that following his 'called-on-the-carpet' meeting in the BDE CDR's office, pertaining to MAJ Racaza misperceptions. SFC Forbes included detailed reasoning for asking his questions of her; he simply wanted to be afforded 'informed consent' (per Public Law and Regulation) prior to his participation in the ad hoc SDI data-gathering (and shared) behavior health oriented program. COL Brunson's codified (in the email) response was to state, "I will respect your request and excuse you." He immediately replied again and stated, "P.S. For the record, I read it all twice."

SFC Forbes has never removed or threatened to remove anyone's building access or suspend anyone's clearance without CDR recommendation and/or INSCOM direction in his entire 11+ year career as a highly successful (see all NCOERs in folder entitled "NCOERs)."As the NCOIC and BDE appointed Primary Personnel Security Manager (PSM), the only requirement SFC Forbes enforced was the incentive for Soldiers to fully in-process prior to receiving building access via the CAC Card readers on X-4047. He enforced this to justify the granting of access in DISS. People would go to SSG Meredith to in-process to circumvent this requirement and get access without appropriate training and access notification to DCSA, formerly known as DoD CAF (Please see the detailed issues with how SSG/SFC Meredith executed the S2 Programs

prior to SFC Forbes' arrival in Exhibit N narrative). These are issues MAJ Racaza would not be privy to in her official capacity: and her commentary, opinions, or assessments about these internal S2 issues would have been based only on hearsay, making them effectively moot.

Exhibit B
SGT Aldequer Sworn Statement (20230119)

Summary: SFC Forbes met with MAJ Racaza. Interestingly, SGT Aldeguer stated, "Chaplain Rivera saw him walk in and he called MAJ Racaza to answer his questions." This indicates coaching from someone; he is attesting to events of MAJ CH Rivera, down the hall and out of sight.

This Soldier is a direct subordinate to MAJ Racaza. Given her violations of Public Law, Army Regulation and the APA CoC (CoC issues will be adjudicated in a proper venue). It is in MAJ Racaza's interest to attempt to find corroboration of SFC Forbes as counterproductive or suffering from a diagnosed personality disorder, where none exists to divert any attention from her bad actions (or lack of lawful fulfillment of Public Law, Regulations and APA CoC). This case is a clear fabrication of this witness and there is no testimony to support it. Even if this discussion had occurred, as all of SFC Forbes Character Reference Letters (CRLs) (See "10-CRL" folder) indicate, he never has walked into anyone's office and begun demanding things; because it is not professional.

Furthermore, SFC Forbes would never comment on someone's "English." SFC Forbes was never the subject of an EO complaint related to this event because it did not occur.

Exhibit C
1SG Morgan Sworn Statement (20230120)

Summary: See narrative below. Not enough time to summarize.

para 1 - "2021 Motor pool Incident w/ CPT Valdez:" SFC Forbes created a SS pertaining to the 20210723 discussion as it was a catalyst to later issues with CPT Korista and 1SG Morgan. Separately, SFC Forbes dutifully had motor-pool personnel secure a GSA 2-drawer safe that he observed on the parking surface (outside) near the fence-line of the motor-pool; he immediately wrote an impromptu MFR (see Exhibit C folder), notified the S4 to attempt to identify the owner, and documented the situation. Contradicting 1SG Morgan's own SS is his own evidence submission of the corresponding DA 4856, dated 20210727, which noted in the closeout of the DA 4856 that "SM has not had any problems since the 27 July counseling session."

Interestingly, this close out occurred a couple of days before an investigation was launched against SFC Forbes, lodged erroneously by an unknown and likely

overzealous CDR, due to an overreaction by MSG Kazmierski, Sean that his IOTV went missing (see Exhibit C., "para 5" folder and narrative in this section para 5 for more on this topic).

para 2: - "HHC Supply Issues at S2 HRH:" SFC Forbes signed both initial counseling memoranda from both CPT Mansour and CPT Korista (see Exhibit C, "para 2" folder); statements to the contrary are false. Please see "para 1" evidence and SFC Forbes SS to appreciate the major issues in how equipment was inspected, documented, and accounted for in HHC, STB under both Company CDRS. SFC Forbes did not add to the CD 1 ½ years of monthly signed sub-hand receipt documents in his meticulously kept sub-hand receipt hard-copy binder, but he is willing to provide his records to anyone that needs to see or have them. Notably, on 20210720, SFC Forbes suggested and encouraged CPT Mansour to have a document with the Sub Hand Receipt Holder's signature on it.

para 3: - "Conflicts with BDE Staff Leadership/Platoon Sergeant:" Please see the following paragraph, the first paragraph of "para 7" below and Exhibit M. "example" (x2) interactions therein and elsewhere throughout the entirety of this document, for reference evidence that refutes this allegation. SFC has a good memory but does not recall, nor did he document the conversation with MSG Burgos as it was inconsequential; it was one-of-many conversations he had with the BDE S3 NCOIC (MSG Burgos). They are S3 Operations cell after all. Notably, the lack of specificity on the part of 1SG Morgan does not help SFC Forbes recall the conversation either. The PSG issue can be summed up in the myriad exchanges both SFC Surorodriguez and SFC Forbes could print off; SFC Forbes decided that refuting this is self-evident and only selected examples that easily counter any allegation he did not want to communicate with the PSGs. The examples in Exhibit C, email dated 20220629 and 20220831 refutes any lack of communication on SFC Forbes' part outside the norm. The only issue SFC Forbes ever verbalized was the difficulty in responding to after-hours texts (See Exhibit C, email dated 20220629) and SFC Suro indicated that it was not an issue; after-hours texts have since been discouraged in the unit.

There were minor conflicts, but not with BDE Staff. As this memorandum is rife with examples of CPT Korista and CPT Mansours questionable leadership decisions that are compounded by the lack of an HHD UIC on the MTOE, this email is yet another example. CPT Korista publicized to all on the "to:" and "cc:" lines of the email that SFC Forbes' Soldier (PFC Scheffing) was on a list of Solders entitled "Failure to Train." Moreover,it included threats of Personnel Actions or "future consequences" if the Soldiers repeatedly miss training. PFC Scheffing was a good and dutiful Soldier on Staff Duty, but everyone, other than the PSG (SFC Surorodriguez), SSG Meredith, SFC Markle (S1) and SFC Forbes were made aware that he was otherwise duty bound NOT to attend. This was never remediated by CPT Korista and SFC Forbes did not see this

as material to bring up at that time, given CPT Korista's reactions to Senior NCO guidance in the past.

para 4 – "Interactions with Company Staff:" This refers to the same allegations in CPT Korista's SS (para 2., c.). This is simply not true. This was yet another last minute tasking that CPT Korista and 1SG Morgan would pick Soldiers by name and SFC Forbes simply went down to inquire what the urgency was and upon learning this was a relatively short event and it had to do with the issue that CSM Vargas was intimately familiar with (she garnered some Garrison attention for standing up for our Soldiers in a bold way; SFC Forbes admires her for it) and had eventually received national press attention. SFC Forbes, he left and went back to work upstairs.

para 5 – "Abusive and Dishonest Behaviors:" This is a fabrication. See redacted Investigation report SFC Forbes received via FOIA and LTC Furlow DA 4856 of Forbes in reference to the outcome.

para 6 – "Inappropriate/Racist Statments:" This is categorically absurd. SFC Forbes has been married to his wife, Sabrina, a proud Native American of Lumbee heritage, for nearly 8 years. In fact, he is the only Caucasian family member in his wife's extended family (including both her foster and biological families). The family is approximately 60% Native American and 40% Black. This is untrue and just another instance of witnesses attempting to repeatedly use hearsay and inflammatory statements in the hopes to bolster an untrue statement.

para 7 – "Interactions with Officers:" MAJ Johnson, S1 OIC, 528th SB provided unsolicited feedback when SFC Forbes owed the unit $20, the remaining balance on two clothing items being sold ISO the BDE Ball. After 3 months of excluded from working with colleagues whom he had a working relationship with, he provided her the following feedback and reflection, "You are a professional and I miss working with you. I love working with professionals." MAJ Johnson responded, "Good morning and thank you SFC Forbes. I'm glad for your support. Thank you!, you have always rendered the same courtesy to me, always cordial and professional." MAJ Johnson never talked-down to SFC Forbes and always took his guidance seriously. SFC Forbes has always viewed the S1 shop as one of the only professional offices at BDE, STB and HHC (under UIC: WJTDAA) along with the BDE S3 under MAJ Lester 's leadership though he never expressed that to anyone until we worked on this writing. In fact, SFC Forbes feels that MAJ Lester was the epitome of professionalism due to comments made to SFC Forbes of "Sergeant Forbes, you do not have to schedule a meeting to quickly discuss anything, You are the S2 in my opinion and I will provide you the same courtesy I would provide any other OIC here. Just come and knock, if I can't meet right then I will tell you."

Moreover, MAJ Lester worked with SFC Forbes to get the Primary Physical Security Officer named in the S3 after a vibrant and positive email (See Exhibit F, email dated 20220331) and verbal exchanges over the course of several weeks. SFC Forbes, had not gotten approval for an attached SPO Analyst yet, the Command had tasked SFC Forbes with the TSCIF approval SFC Forbes idea was to support and train SFC Riley for a year and then MAJ Lester would find another Soldier in the S3 or elsewhere

para 8 – "Overall:" All repeated allegations have been addressed above and SFC Forbes does not agree with any of 1SG Morgan's opinions, conclusions, generalizations, hearsay allegations of unspecific events, or characterizations of how the units leadership "condoned" any inferred counterproductive behaviors; they simply didn't occur as perceived, embellished and/or purported. After all he has an excellent recorded history of his leadership of the BDE S2 Section as NCOIC and acting OIC over an 18-month period (See "CRL/NCOERs)", during which 1SG Morgan's commentary resides.

Exhibit D
CPT Lowrie Sworn Statement (20230124)

Summary: CPT Lowrie's SS pertaining to the 2 months (17OCT – 19DEC not three months) contained opinions, allegations, and fabrications of the following:

1) a counterproductive messaging and approach (opinion),
2) "my way or no way" attitude (discussed below),
3) "he may be an incompetent leader" (fabrication),
4) "… he is indecisive and lack[s] the ability to control his emotional center (non-psychologist opinion),"
5) "…[he] does not provide timely guidance," (fabrication)
6) "…but [he] often create[s] a frenzied, chaotic and hostile workplace (opinion),
7) "He engaged in self-serving behaviors…. For example, there was not a proper hand-off [of] duties and responsibilities, when I went through on-boarding," (fabrication) and
8) "I wasn't cc'd on some emails especially the emails he sent to 1SFC and USASOC."

It is recommended that you peruse all evidence that has been provided as examples of the level his professionalism and knowledgeable enforcement and management of S2 Programs over the years. SFC Forbes has embodied and earned the comments through performance of 18-months of work depicted in two NCOERs by his Supervisor, the XO, 528th SB. It is an absurdity for CPT Lowrie to feel competent enough to allege any level of incompetence on behalf of SFC Forbes especially given she can't begin to purport that she understands the unit, SO, or SFC Forbes enough to make such significant claims in a 2-month period. Moreover, it was not a full 2 months either; she

had a car accident upon arrival that had her out of the office for a week with injuries and car repair logistical decisions. Then she put in for another week of leave during this period as well. Other issues can be explained by the fact that ***she could not act in the capacity of a PSM*** until all training was completed and she was named as such on signed appointment orders and they were on file at USASOC.

SFC Forbes does not want to belabor the Initial Counseling (See Exhibit D, "0) Initial Counseling" folder) that CPT Lowrie provided him but it is worth mentioning that portions of the document contained items that lacked any forethought. She instructed SFC Forbes as if: 1) he were a lower enlisted Soldier "(…responsible for preparing and submitting intelligence reports)," 2) he was a youngster "(Get a hobby,...)" or, 3) he had not supported SOF units spanning a proud 12+year career by recommending "H2F" the conventional version of instead of USASOC funded HPW. Most notably, she also instructed SFC Forbes, "This is a Special Operations assignment, so you will be working with people who think and operate differently…." SFC Forbes doesn't believe she has SOF experience, however he gave her the benefit of the doubt. SFC Forbes is vigilant in knowing his Soldiers (See 2x Solder CRLs in "CLR" folder); it seems in the first month of the 2 months we worked together, before this presented counseling, she did not demonstrate any knowledge of his life or work. Earning trust is difficult as any leader can profess, so I offered to edit and revise her counseling so she could focus on DISS training, which she had not informed me was not complete yet. I wanted to save her some time.

Notably, as of 20221202, SFC Forbes was thrilled with LTC Furlow's selection of CPT Lowrie (See Exhibit D, "0) something changed in CPT Lowrie" folder).

Point 1): "counterproductive/destructive leadership" - Please see NCOERS (See "10-CRL/NCOERs" folder) and read entire document for SFC Forbes answer to this generalization. SFC Forbes reacts appropriately to unique situations and denies this generalization.

Point 2): "my way or no way" - CPT Lowrie submitted her SS on 20230124 and PFC Scheffing submitted his 24 hours later on 20230125. The "my[his] way, no way" is very similar yet in fact inaccurate. See PFC Scheffing "Summary:" of Exhibit G below for the actual statement SFC Forbes has made to many Soldiers he has trained over the years.

Another problem with the investigation shows up in the order of investigating a known starting list of witnesses. COL Brunson named CPT Lowrie and PFC Scheffing on 2LT Tolston's appointment memorandum. Given that PFC Sheffing and SSG Henkel (not named originally) both work for CPT Lowrie, it would have been prudent and professional to interview the lower enlisted subordinates first to minimize any suggestion of coercion by a supervisor or incentive to please from a subordinate.

Notably, it was the newly and quickly promoted SSG Henkel who took SFC Forbes NCOIC position and they dissolved the BN position and moved him to the BDE office.

Point 3): "incompetent" - Based on the two month (not three as she stated) period of working with SFC Forbes, CPT Lowrie stated, "Based on my working relationship with SFC Forbes he may be an incompetent team leader because he has adequate cognitive abilities but lack[s] the emotional fitness to be support[ive] and lead his team." After setting aside the fact that CPT Lowrie was presented with SFC Forbes recent NCOERs upon her arrival, this comment is flatly absurd; CPT Lowrie is just unaware because she wasn't there for the 18 months SFC Forbes fulfilled an O-3 level Officer's (CPT's) position. Had she taken the time, she could have inquired about the 'bullet' in his NCOER for the period ending 20220226, which read, ""received 100% 'commendable' rating within 7 months for all S2 PSM programs after inheriting a shop that functioned at 60% (See Exhibit N, "State of the S2" folder, "ppt" dated 0210527, and "10-NCOERs" folder, NCOER dated 20220226)." Please refer to Exhibit N narrative below for more detailed explanation of the "State of the S2" SFC Forbes inherited from SSG Meredith, SFC Kristich and CPT Simkins.

It is SFC Forbes' opinion that CPT Lowrie was attempting to do too much too soon upon her arrival at 528th SB; evidently, she was trying to make a good impression with LTC Sanchez, the DCO and her new supervisor, all while also having been in a car accident upon arriving, and attempting to take leave for household issues (goods and setup). SFC Forbes did his best to insulate her and allow her to focus on her newfound obligations, household priorities, training, and emergencies. In contrast, when SFC Forbes took over in March 2021, he did not have these significant issues and did not PCS from overseas, so he fully expected that he would be doing most of the 'heavy lifting' for a little while in support of CPT Lowrie.

Upon taking over in 2021, SFC Forbes immediately began gathering data points of inefficiencies or failed S2 Programs as he had resurrected a BN S2 Shop at 3/3 SFG when he was a SPC. Therefore, he immediately began training for his new DISS account and created a prioritied tracker he used for every new S2 in the BDE from that day forward (see Exhibit D, "para 7)" folder, file dated 20210512). While in training, he excitedly explained his hasty approach to some glaring and serious issues to LTC Hamman, the DCO; he explained that he wanted to focus on his initial training requirements and quickly be put on orders. and get approval for his DISS account from the USASOC DISS Account Manager quickly (Mr. Vance Noland). Upon the DCO's querying, "Why?" He said, "So I can immediately begin fixing some of the identified and material faults he was finding daily the S2 section." INDUSEC was the issue that carried the most risk, in his professional opinion, as CTRs were working in the building, with access in DISS (that prior S2 personnel granted) but with no DD-254 on file (critical fail item) and sometimes with incomplete S2 personnel files (no NdAs or TS attestation forms properly signed, witnessed on one sheet of paper in each file) or no S2 personnel

file in the office at all! LTC Hamman appreciated his hasty assessment, his short-term plan, and encouraged SFC Forbes to "Hurry up!" LTC Hamman wanted SFC Forbes' complete assessment of the entire S2 Section. SFC Forbes sent him the read ahead on his complete assessment to include recent manning movements that SFC Forbes did not agree with but was facing resistance from the de-facto Senior 35F manning NCO, CSM Prewitt, 389th MI BN, and the STB CSM, CSM Kline.

CPT Lowrie did not fully support SFC Forbes with at least two of the recently emerging significant issues he requested her support to remediate. They were:

1) SSG Hess, the primary PSM, 112th SIG BN, refusing to own or service TSSC Soldiers (~130 pax) in DISS due to a SOCOM Directive and,

CPT Lowrie was notified of 112th's complete failure of a SAV on 20220505 (See Exhibit G, "Example of Conflict SSG Hess" folder ppt and SAV out-brief, both dated 20220714) and that the 112th PSM, SSG Hess' flatly refusing to comply with DCoS memorandum (See Exhibit G, "Example of Conflict SSG Hess, DAMI CD dated 20211015) mandated and communicated by the USASOC G22 Chief of Personnel Security Management (See Exhibit G, "Example of Conflict SSG Hess" emails dated 20221210. Other examples of her failing reasonably address SFC Forbes concerns and attempting to inhibit his enforcement efforts can be seen throughout this rebuttal packet, e.g. PED prohibition, recommendations to Command of reportable incidents, 112th refusal to conduct DISS Ownership, verbally counseling SFC Forbes not to conduct on-the-spot corrections (See "02 LTC Sanchez," email dated 20221208).

2) CPT Dambeck stonewalling of Soldier specific UCMJ and administrative actions tracker to support the impending INSCOM PSAP Program pilot program.

The only legacy unit issue that SFC Forbes feels CPT Lowrie verbally supported (albeit begrudgingly) upon her arrival was the request for the BDE SJA to begin having biweekly meetings to share UCMJ and administrative actions with S2 personnel. This has always been a regulatory necessity per AR 380-67 but became more important with the impending rollout of the INSCOM PSAP Program that relies on a synchronized BDE Staff Team approach (see evidence in Exhibit D "3)" folder, file dated 20211028). Essentially, SFC Forbes requested a tracker of what Soldier Personnel Actions CPT Dambeck was working in the BDE to compare to SFC Forbes' S2 Reportable Incident (formerly Derogatory Report) tracker, IET better support the BN PSMs and BN Command Teams. He responded that he couldn't because he has "Attorney/Client Privilege." Immediately alarmed by that response SFC Forbes spent his weekend researching the multiple JAG regulations to understand if this concept applied or whether he would have to try to reason with him. CPT Dambeck's assertion of

"Attorney/Client Privilege" had never been encountered by SFC Forbes in his experience. His research yielded enough information that SFC Forbes deemed that and email was the only way to address this complex ruse. It got rectified, with no help from CPT Lowrie (that she ever indicated). The email he sent to CPT Dambeck while cc'ing LTC Sanchez and CPT Lowrie (See Exhibit D, "3, email dated 20221115) folder, email dated 20221115) was a professional success and spurred a series of permanently scheduled biweekly JAG/S2 sync meetings (See Exhibit D, "3, calendar acceptance dated 20221201) with the BDE SJA. SFC Forbes'had NEVER encountered that with any of the SJA Officers he ever worked with. Please refer to any of his 15 NCOERs to get a better picture of SFC Forbes competence than CPT Lowrie's 2-month old assessment that is a brash, incorrect, and incomplete at best.

Point 4): "frenzied" CPT Lowrie evidently wants to become an organizational Psychologist (see scheduled meeting CPT Lowrie allowed SFC Forbes access to) and would like to have a follow-up meeting with MAJ Racaza to this end. Respecting CPT Lowrie's goal and evident tertiary relationship with MAJ Racaza, SFC Forbes would appreciate if she would keep her unlicensed mental health opinions private (whether they come from an aspiring student's perspective, a book, some other unlicensed source, or MAJ Racaza for that matter), and not discuss his mental health with MAJ Racaza due to her divestiture of MAJ Racaza's authority by violating Public Law, Regulation and multiple principals of the APA CoC in her 20221130 ~60-second interaction. Another reason for this requirement is that SFC Forbes would not consent to any treatment or assessment by this licensed Psychologist as he has questions regarding her knowledge base and her ability to abide by the law, constitution, and the "do no harm" principle, which is commonplace understanding in all medical fields. He feels he controls his emotional center very well for many reasons that this forum is inappropriate to discuss. Moreover, the evidence he has provided throughout this rebuttal indicates decisiveness and more importantly successful implementation of remediation plans and improvements to his assigned duties, Section, and overall, the protection of all Soldiers at every echelon of his unit (528th SB).

Point 5): "…[he] does not provide timely guidance." SFC Forbes was constantly communicating ongoing and impromptu issues immediately upon CPT Lowrie's arrival, though he did attempt to insulate her so she could focus on the onerous training on the excel sheet (See Exhibit D, "para 7)" files dated 2021012) that SFC Forbes prioritized the training and created an excel tracker to ease the confusion with the USASOC training plan. This was his first act upon his installation as acting S2 OIC while he was conducting the same training himself. This USASOC G22 training is extensive and time-consuming and historically has taken S2 personnel a focused and diligent approach to accomplish in a few weeks. Other examples of his timely guidance were the emails notifying her he put up "posted security reminders" that morning per USASOC 25-2 on 20221207, prior to her arrival to work. A second example (of many more) was on

20221213 at 1010, ~1 ½ hours after he neglected to cc her on his advice in which he indicated that the STB CDR "may want to investigate the posting of PICs depicting phones on the Internet," (See Exhibit D, "5) timely guidance" folder, picture dated 20221209) which is in violation of USASOC 25-2. This claim is untrue and this this document should be completely consumed to get an accurate assessment of SFC Forbes work ethic and his 'flat-comms' approach.

Point 6): Regarding her statement, "create a frenzied, chaotic and unhealthy workplace," CPT Lowrie realized quickly upon her arrival, just how intense the optempo of 528th was. Her new unit was very busy and commented as such multiple times. At no time did SFC Forbes create an unhealthy workplace. In fact, he did everything he could to protect his Soldiers from highly questionable orders from many sources while attempting to run a BDE level S2 Sections and all of his appointed duties (See SFC Surorodriquez commentary herein, appointed duties in Exhibit D, "03-ADOs" folder and the complaint to 1SFC that was investigated by MAJ Chustek of 1SFC located in Exhibit D, "6)" folder).

Point 7): CPT Lowrie stated, "…there was not a proper hand-off [of] duties and responsibilities." Please see the evidence in the appropriate folder (on provided CD). SFC Forbes has evidence of coordinating the approval and scheduling of CPT Lowrie's TS read-on no less than 3 weeks prior to her arrival. Furthermore, he provided her with a personally designed (by SFC Forbes when he arrived and completed the extensive training) excel spreadsheet (See Exhibit D, "7)" folder, excel sheet dated 20221031) that provided all tasks in a prioritized order for efficiency.

Point 8): - "I was cc'd on some emails but not all" SFC Forbes cannot be expected to be perfect, as no one can be. That said, SFC Forbes did his best to balance what CPT Lowrie needed to be involved in vs her training requirements to get her DISS account. She was in fact learning a new unit and he has an extensive library of emails he cc'd her on over their 2-months working together.

Exhibit E
CPT Korista Sworn Statement (20230125)

Summary: CPT Korista is a central figure in this situation. Had he not spread his misinformation of his incorrect perception of the exemption of "Gyms" in USASOC 25-2 to all echelons of Command and even some Soldiers, a whole string of bad decisions and actions could have been averted and good decisions enacted instead; both follow:

1) He would not have ripped down SFC "posted security reminders,"
2) CSM Emekaekwue would have supported SFC Forbes National Security message to STB BN on 20221212,
3) The sweep would not have occurred,

4) The pics of phones on Facebook could have been removed with some professional verbal retraining,
5) A internal policy could have written by both the S2 and S6 and signed by BDE CDR for appropriate venues for Family and HPW events to allow phones,
6) SFC Forbes would still be in the BDE NCOIC slot to support his BDE CDR with his in-depth experience and insights,
7) Massive assets would not have been expended to unwittingly investigate to entrap SFC Forbes or gather evidence on him to deflect others bad actions,
8) An eCDBHE would not have been requested,
9) MAJ Racaza would not be intended to be named as the subject of an AZ BOPE complaint,
10) Falsifications would not have been needed to disparage a good and dutiful Soldier,
11) The temptation to violate laws and regulations through entrapment ploys (such as DA 4856 recommendations for LOR and GOMOR presented) would have been unnecessary (Note: agreeing to the counseling was an open investigation 'pitfall')
12) The BDE CDR would not have had to poorly navigate this corrupted situation because the decisions and guidance he received would not have occurred, and,
13) The BG would not have been bothered to adjudicate this rebuttal (note, may not be an inclusive list).

MAJ Racaza and CPT Korista provided the bad actions and likely bad guidance or perceptions that were the catalysts to a spiraling situation that has only grown, to date. All events were either driven by or connected to a prior event until the Commander decided to 'attack the person because they could not win the issue.' All of this to protect bad actors and cover the unit's reputation.

para 3_Q2., a.: SFC Forbes recalls this very differently. He keeps meticulous records and went to HHC Ops to request a copy of his training because he was being tasked by Co. Leadership to do it again only 6 months later. He asked SPC Terry for a copy of it and CPT Korista appeared out of SFC Yoder's office on the way to his makeshift "battle-room" (he commandeered the HHC conference room for a second office upon taking Command) and asked me, "Why I needed it? Is someone giving you a problem?" SFC Forbes replied, "Oh no, Sir. You know me. I always want my own copy for my 'love-me' book." He commented he can easily get it and send it to me. He did. His subsequent recollection of events is false. Please see Exhibit E, "para_3., a." folder, both files dated 20221208. SFC Forbes was never counseled verbally or otherwise and no mention was made in his email communication referenced in the prior sentence.

para 4_Q2b: SFC Forbes would never disparage people like this (See "CRL" & "CRL/NCOERs" respectively. He has NEVER been scrutinized and/or investigated in his entire 30+years of Professional work in the Army or as a licensed Financial

Professional, nor in his extensive Educational work. SFC Forbes was never the subject of an EO complaint related to this event, even though, if it occurred so blatantly as CPT Korista purported in writing (no less), any one of the 100 Soldiers present of all ranks (he indicated) down to a PVT could have easily lodged a complaint with our in-house EO representative. This would have launched an investigation. Why didn't that happen; because this is an embellishment and augmented statement differing in scope and content from what SFC Forbes did ask. SFC Forbes simply asked, "Will there be a schedule of any type if a Soldiers spouse is concerned about their Soldier showering with a member of the opposite sex?" CPT Korista's inaccurate and embellished recounting of what SFC Forbes did say is unbecoming of an officer under Article 133 of the Uniform Code of Military Justice.

para 5., Q2c: SFC Forbes has not experienced the level of success in the U.S. Army that he has by walking into anyone's work area and demanding anything. This claim by CPT Korista is another inflammatory and false allegation that not only wasn't documented contemporaneously, but also, was designed to bolster other unsubstantiated or uncorroborated opinions, perceptions, and/or generalizations located throughout this evidence. SFC Forbes prides himself in acting like an NCO as his CRL's, NCOERs, and awards show.

para 7: Notably, on 20230125, CPT Korista blatantly fabricated a meeting SFC Forbes had with MG Angle, in his SS with 2LT Tolston, likely, in an attempt to bolster the justification of the eCDBHE (See Exhibit Q and Exhibit A narratives, and this document in its entirety, for more information on the eCDBHE and how it fits in the overall situation) he ordered SFC Forbes to participate in, and filled out FB Form 1462-E to accomplish. This meeting was requested but never occurred and is consistent with other documented fabrications and embellishments of his (See Exhibit E, "para 4_Q2b)" throughout this rebuttal. To date, SFC Forbes has never met with MG Angle.

para 8: - "SFC Forbes should never be trusted with leading Soldiers ever again, in any form or fashion. He has total disregard for dignity and respect." SFC Forbes, out of a self-developed, longstanding strong sense of confident humility, would prefer to let his track record coupled with Supervisors, Colleagues and Subordinates answer this hateful, unsubstantiated and counterproductive, absolutist opinion (see "10-CRL" & "NCOERs" folder for professional assessments and direct, recalled observations).

para 9: - "His erratic behaviors and actions, in addition to his counterproductive outbursts …degrade the BDE's morale…and…poses a threat to the security of all those who work in the BDE." This is false (See "10-CLR/NCOERs" folder). This entire document serves as rebuttal to the "counterproductive" portion of his statement. CPT Korista may feel this way resulting from his unprofessional demeanor witnessed through his decisions and actions leading up to SFC Forbes' investigation.

On 20221209, SFC Forbes asked to meet with MAJ Weber in SFC Forbes' office (208d, X-4047) to "keep this topic at the lowest level." MAJ Weber agreed. As SFC Forbes had done previously with the "skulls on the wall" and the Clean Sweep en masse "grass cutting incident" issues with LTC Furlow, SFC Forbes did not wish to codify the information in an email. SFC Forbes understood that CPT Korista was still learning how to lead in his relatively newfound role as Company CDR; after all, SFC Forbes has seen CPTs grow and learn many times in his 16+year career. In that meeting SFC Forbes discussed with the STB BN XO and CPT Korista's supervisor, MAJ Weber, the following 3 items: 1) SFC Forbes was the BDE appointed INFOSEC Officer, 2) excerpts from USASOC 25-2 (namely Ch. 10-3., c. then Ch 9 and Table 9-1), and 3) video evidence of CPT Korista ripping down all of SFC Forbes "posted security reminders" (re: PEDs prohibited on premises) on the morning of 20221208 (the morning of the BN holiday party). His actions, within 27 hours of his retaliatory action, resulted in 2 phones being found during a Wireless Detection Scan (WDS commonly called a "sweep)" on 20221209 (See Exhibit E, "counterproductive" folder, file dated 20221209) and arguably 2-4 phones depicted in a holiday party picture (See Exhibit E, "counterproductive" folder, files dated 20221209) of the BN classroom, located in X-4047. This picture was uploaded by someone other than the PAO on the morning of 20221209; the PAO, SSG Baker, Amanda, informed SFC Forbes on 20221212 at 0910 (after SFC Forbes was assaulted by CSM Emekaekwue at 0615) that she was on leave on 20221209 and "[she] did not post that picture" (See WDS in Exhibit E, para 9, "Overall 2)." SFC Forbes requested the XO's guidance on whose responsibility it should be to put the "posted security reminders," back up; SFC Forbes did not feel it was fair (or emanated a sense of dignity and respect) if he were ordered to put the signs back up for CPT Korista to rip them down again.

SFC Forbes is convinced that CPT Korista was disregarding his guidance and destroying his prevention efforts due to a CPT Korista's misreading or misunderstanding USASOC Policy 25-2. Regardless, SFC Forbes attempted to remediate this on many occasions but was unable to get CPT Korista to view him as a Subject Matter Expert (SME). After being assaulted by the CSM, SFC Forbes decided to request a concurrence confirmation from USASOC G6; he received it on 20221216 (See Exhibit E, para 9, "Overall 2" email dated 20221216).

Given the gravity of the situation as seen by the following attempts to minimize, thwart and obfuscate SFC Forbes PED prohibition prevention efforts that began as verbal discussions, and graduated into debates (see Exhibit M, email dated 20221212 and Exhibit H, "PEDs" email dated 20221206 & 2022212 "counseling form)," destroyed work (See Exhibit E., "counterproductive) 2x videos dated 20221208)," and ultimately in SFC Forbes being assaulted and humiliated in front of the entire BN.

SFC Forbes reported CSM Emekaekwue's assault 2 days later (See Exhibit H, "impugned witness" SS dated 20221214). This assault made many in the BN formation

outwardly laugh. SFC Forbes will never forget that morning. No leader of the STB or BDE HQ Command, at any echelon, ever professionally addressed the event with SFC Forbes to the date of this submission. CPT Korista's lack of adherence to regulation, or his not understanding it fully while he disregarded a seasoned PSM and INFOSEC Officer, was a central catalyst to the mistreatment of SFC Forbes. Moreover, it was indicative of bad behavior SFC Forbes came to expect from CPT Korista, yet he consistently attempted to professionally keep it within the unit and inspire interest in BN mentorship of him. It is for these reasons that any recommendation to revoke his clearance by CPT Korista should be met with the greatest of skepticism; he has proven he does not understand DCSA and USASOC will likely view SFC Forbes National Security Prevention efforts as dutiful and integral to his appointed duties.

Exhibit F
SGT Henkel Sworn Statement (20230125)

Summary: SPC/SGT/SSG Henkel is correct that "[he] experienced a lot of missed deadlines." While he worked at in the BDE S2 office, he would be assigned tasks by SFC Forbes and soon, disappear. One example was when SFC Forbes asked SPC Henkel to audit the files with SPC Farmer. This task takes an entire day for two people. Soon after SFC Forbes found him in the HHC OPs area sitting on a couch talking with SGT Rhodes. After receiving excuses, SFC Forbes went back upstairs and completed the task with SPC Farmer. This would happen on multiple occasions but SFC Forbes was working with SPC Henkel and he was improving rapidly. In fact, SFC Forbes found himself comfortable enough to sponsor and assist SPC Henkel to the Promotion Board and he was successful. SFC Forbes does not take credit where it is not due and would like to state that SPC Henkel worked hard for that Promotion. SFC Forbes provided him with his large box full of training notecards and worked with him but SPC Henkel's desire to be promoted was incredibly high.

CSM Kline had promised SGT Rhodes that he would serve as the BN S2 PSM for only one year; the CSM and SFC Forbes did not agree on this as the duties are intricate and it takes a minimum of 6 months to become, even remotely, to become fully functional. If every PSM did this the BDE S2 would be in a constant state of turnover and training. That said, SGT Rhodes went on leave for two weeks prior to coming back to the unit for 2 weeks and then being reassigned back to 389th MI BN. SGT Henkel and I decided he was ready to take the BN. PFC Scheffing had only been with us for a few months. Soon after SGT Rhodes left, SGT Henkel walked into SFC Forbes office (208d, X-4047) and verbally lobbied for an Request for Support RFS to take PFC Scheffing down to the BN to help him, "fix the mess that SGT Rhodes left me." SFC Forbes expressed to him that SFC Forbes was in the middle of training him and he had a list of things to do for the BDE. Moreover, SFC Forbes knew that the 2-week overlap of SGT Henkel and SGT Rhodes was "the perfect storm of an opportunity" for him to have "SGT Rhodes help you fix his mess." After a long discussion, SGT Henkel sulked out of the office.

SFC Forbes missed the email from SGT Henkel and found out that SGT Henkel went to LTC Furlow to get his leave approved instead of the BN S2/3 leadership or even the XO. SGT Henkel put in for leave for the same weeks SGT Rhodes was going to be back for 2 weeks thereby not gaining the help he said he so badly needed. SFC Forbes checked his emails and found Exhibit F email dated 20220519 and later went to see LTC Furlow. When SFC Forbes described the RFS that SGT Henkel wanted to LTC Furlow and his reasoning for not supporting it (the impact to BDE manning and PFC Scheffing's training) LTC Furlow apologized to SFC Forbes. He said, "Sergeant Forbes, Henkel didn't say anything to me about an RFS. He wanted to go church hunting with his fiancée. Had I known I would have spoken to his leadership." SFC Forbes told him we will provide normal support to SGT Henkel for the near term and, "Sir, this is a teachable moment." SFC Forbes asked one final question, "Do you normally approve leave, Sir?" He replied, "No, he came to me upset and I wanted to help him out." This was not the only time that SGT Henkel performed a 'working mom against dad' strategy to get his way. It was known throughout BDE and some staff leadership.

<u>para 2</u>.: SFC Forbes never yelled at SPC Henkel. Other allegations, in the form of generalizations, opinions, hearsay and mostly fabrications are dealt with below and throughout this document. Once SGT Henkel expressed an interest in becoming a BN asset, SFC was supportive as he felt he taught him all that SGT Henkel was willing to learn from him. SFC Forbes treated STB BN personnel the same way as the other two battalions; SGT Henkel did not need access to our offices, the non-standard physical security CAC card certificate computer or our BDE safe. In fact, SFC Forbes found an unused one-drawer safe and gave it the SGT Henkel for his S2 (only) use; he was very thankful that day. Furthermore, the CAC card reader (as discussed under Exhibit N.) it was the only "carrot" BDE had to incentivize Soldiers to ensure they brought back a completed in-processing packet; everyone wanted access through the doors in the rear of the building because they were the most direct route to the X-4047 parking area. This naturally segues into the Physical Security issues that SGT Henkel mentions.

<u>para 3</u>: SFC Forbes had begun to notice that SGT Henkel had been adopting SSG Meredith's disregard for our unit SOP and give Soldiers access immediately after handing them an in-processing packet. SFC Forbes retains his belief that this was the right answer so that the personnel files did not fall into the "State of the S2" also discussed in Exhibit N. Note: there was only one password for "the cameras" and SGT Henkel had it. SFC Forbes put in another one so that BDE S2 personnel could be tracked when they got on the system as BN and BDE both shared space in X-4047. It was the only way to attempt to identify issues, at a later date, if any arose regarding the granting of physical access to shared space; after all, we had sensitive areas, a motor pool and even a "drug locker" in X-4047 Later, SFC Forbes intended to have each one for each S2 PSM for the same reasons. SFC Forbes never yelled at SPC/SGT Henkel.

para 4: SFC Forbes had a lot of Additional Duties (See "10-CRL/ADOs" folder). This folder does not have the BDE Motorcycle Mentor Additional Duty that required his planning, route reconnaissance, CONOP routing and approval, marketing, tracking of BDE riders and sitting in on quarterly Safety Council meetings.

SFC Forbes' professional, doctrinal, and philosophical disagreement with SGT Henkel's beliefs regarding Physical Security place in the war-fighting functions was understood by the former BDE S3, MAJ Lester and SFC Forbes would refer him to para 7 of Exhibit C above (and see Exhibit F email dated 20220331) for the same defendable argument again. That said, SFC Forbes has been a part of, and executed, inspections for this unit and multiple units in the past, never once withholding keys; they need to be audited after to complete the inspection. The fact remains that the spare set of keys in our safe likely needed to get downstairs, which implied the inspected unit must coordinate with the keeper of the keys (in this case BDE S2). Regardless of the oversight, SFC Forbes set aside his schedule and took the keys downstairs to be audited as PFC Scheffing was unavailable to accommodate this event. The safe was found for SGT Henkel immediately following this event as the spare keys should be at the BN level anyway. SFC Forbes yelled at no one; this is a fabrication. In fact, SFC Forbes helped with the audit.

para 5: SFC Forbes was never counseled for being late. In fact, SSG Meredith and I had an agreement and we constantly communicated to remediate any coverage issues. More details are located in Exhibit N, para 1 c.,(1) below for details.

para 6: SFC Forbes believe SSG Henkel means the 'Shang-Chi' movie and he and his wife loved the movie. They both loved 'Eternals' as well and have it on disc. SFC Forbes has never been racist and is not racist (See Exhibit C para 6 for more detailed explanation. SFC Forbes denies any assertion of inference that he is a Homosexual-phobic individual. The BDE CDR removed SFC Forbes from the BDE S2 NCOIC position due to similar fabricated allegations and authorized an investigation with SFC Forbes as the subject. SSG Henkel's allegations are simply the falsifications, opinions and generalizations of a Soldier that did not take direction well and got promoted quickly and is now, due to the BDE CDR relying on fabrications like these, the BDE S2 NCOIC. SFC Forbes hopes he is successful, not only at this unit, but also over the long-term, in life.

Exhibit G
PFC Scheffing Sworn Statement (20230125)

Summary: PFC Scheffing is highly intelligent and a hard worker due to his desire to successfully complete missions. He is young and new to a professional workplace so I can understand his willingness to regurgitate the "his way or no way" comment that CPT Lowrie quoted in her sworn statement of "my way or no way" the day before PFC

Scheffing produced his sworn statement. The actual quote that I have used for years is "There is only one best way to do anything in life. Our job, as a team, is to always seek [strive, search] for it. We may never find it but the result will be closer than the 'more than one way to skin a cat' approach." I have brought many of the trackers and SOPs from my 11-plus years of PSM experience and as a BDE NCOIC did, with varying levels of success, improve almost every aspect of the state of S2 operations throughout 528th footprint by using these premade (by me) tools. I was met with resistance, for example, SSG Hess flatly refused, via emails to follow the TMT Tasker due to the Army DCoS and the responsibilities inherent in its adoption.

SFC Forbes enjoyed working with PFC Scheffing and feels he has a great future ahead of him, given his work ethic and intelligence. SFC Forbes always sought to protect PFC Scheffing in this unit.

Note: PFC Scheffing is not a Psychologist either so any decline he noticed is irrelevant and should not be considered (See Exhibit E, "para7_Q4 eCDBHE" folder, "infamous missing 10 pages" dated 20230420)

Exhibit H
CSM Emekaekwue Sworn Statement

Summary: This is an impugned witness. See Exhibit H Folder of PMO the criminal assault that SFC Forbes submitted to the Fort Bragg PMO (See Exhibit H, "impugned witness" SS dated 20221214). CSM Emekaekwue should not have been allowed to submit evidence against SFC Forbes as it provides significant probative value in a different venue, which is likely the reason the BDE CDR recommended a GOMOR instead of UCMJ action. In fact, SFC Forbes was, and would be still, prepared to request a General Court Martial. He feels the rules of evidence and oversight of his rights and due process in that venue would afford him the opportunity of transparently present the evidence provided here.

SFC Forbes had not been relieved from any position (See NCOER folder) as CSM Emekaekwue purports, especially GSB, 3/3 SFG where he served with then MSG Emekaekwue and knew him only to see him. CSM Emekaekwue was likely swayed by others to think the premature rollout of the USASOC HPW Program (See "01-COL Brunson" email dated 20221218), with its QR codes, intent to use PEDs in the X-4047 gym, historical use of IPADs in the BDE Classroom, and lackluster support to enforce USASOC 25-2 (See Exhibit E, para 9, "Overall 2" email dated 20221216), led him to commit his crime in front of the BN Formation on20221212. He humiliated SFC Forbes in front of everyone and now seeks to defame his character to deflect his bad decisions and actions. Regarding the aforementioned HPW Program, SFC Forbes, upon viewing 20221218 email (the email exchange referenced as 20221218 immediately above), immediately got in his POV, drove to the local office of the Hon. Richard Hudson and

filed a congressional complaint; he feared his discovery having been sent down to other members of STB, 528th SB, namely CPT Forte and 1SG Morgan, would result in a negative Personnel Action from the BDE CDR. After all, the email from the USASOC HPW Director, LTC Webb, showed that all inferences and statements on the unsigned 528th SB OPORD, which was distributed by S3, indicated that all references to purported support of the order at echelon, were inaccurate. Notably, one of the recipients of LTC Webb's email was COL Brunson's POC that was spearheading the premature 528th SB HPW rollout, CPT Forte, of the Surgeon's Cell (a part of 528th SB Special Staff). It turns out, ~3 hours later that, his fears were realized. He was removed from his position as the 528th SB, S2, NCOIC, as retaliation for the OPORD discovery that was communicated to Soldiers within the unit, and possibly also as reprisal (adjudication will occur in separate effort).

Please refer to "01-COL Brunson" Article 138 Redress memorandum, dated 20230331 and COL Brunson's response to it, dated 20230411, for more information about the HPW program and SFC Forbes requests to decline COL Brunson's order to participate in the HPW Program and to "withdraw the unlawful order" for other unit members to be unlawfully ordered to participate.

Exhibit I
2LT Tolston's CPT Lowrie MFR (20230222, S:20230413)

Summary: See Exhibit D and Exhibit N for any applicable commentary regarding the optempo of 528th SB. SFC Forbes is smart but yet struggled with the inflammatory nature of the dual metaphors contained within this augmented and questionable addition of the IOs characterization of CPT Lowrie's comments. Clarification, like that asked for in Exhiibit 1 is needed to respond appropriately. Otherwise, please consider SFC Forbes' assumption that this may be an attempt to address how SFC Forbes deals with the number of normal S2 Programs coupled with Additional Duties and Extraneous Duties (not typically S2 function, e.g. Passports in S1 at echelons above and Physical Security in S3 at echelons above) embedded in 528th SB's training plan and operations schedule.

Exhibit J
2LT Tolston's PFC Scheffing MFR (20230222, S:20230413)

Summary: Some of this was redundant. SFC Forbes addressed the "out to get him" comment in Exhibit M and in the "Investigation Timeline MFR that accompanies SFC Forbes Legal brief from his counsel and this document.

AOSC-MI
SUBJECT: SFC Forbes, Michael J. Personal Responses to witness statements and related documents

Exhibit K
2LT Tolston's MAJ Weber MFR (20230222, S:20230413)

Summary: Please see portions of Exhibit D "point3)" referencing reportable activities and Exhibit E, "para 9" narratives above for rebuttal of MAJ Weber's MFR. SFC Forbes flatly rejects the complete contents of this MFR's characterization made by 2LT Tolston and notes MAJ Weber's unwillingness and or lack of confidence in his views to go 'on the record.' That said, SFC Forbes has never "gone after" anyone. The content is refuted throughout this entire document.

Exhibit L
2LT Tolston's CSM Emekaekwue's MFR (20230222, S:20230413)

Summary: For SFC Forbes rebuttal of this Exhibit, please see Exhibit H above and Exhibit O below and all references to CSM Emekaekwue found throughout this document. He is another central figure that this investigation was designed in an effort to deflect attention from his bad decisions and actions, found throughout this document.

Exhibit M
2LT Tolston's LTC Furlow MFR (20230222, S:20230413)

Summary of para 1. a.: This paragraph of 2LT Tolston's characterization of LTC Furlow's comments is full of uncorroborated opinions made by the BN CDR and, though opinions are less credible, these generalizations can be refuted with SFC Forbes' detailed and documented perspective found within this entire document.

Sentence 1: "By the book when it fits him." SFC Forbes has this similar perspective WRT LTC Furlow and his CSM as seen in the email exchange (See Exhibit M., "1) dated 20221102) evidence that SFC Forbes presents. On at least 3 occasions prior to the 20221102 SFC Forbes had impromptu conversations about the Soldiers in the subject line ('Soldier X' hereafter referred), that SFC Forbes redacted for use in this rebuttal. LTC Furlow asked each time, in one fashion or another, if they "had to put in a derogatory report" (now called a reportable activity) on Soldier X's prior criminal incident in 2012 that was uncovered in an internal 15-6. SFC Forbes answered "Yes" in every instance and, as he always does, explained why. This never seemed good enough as the issue kept resurfacing instead of them engaging their BN PSM, SGT Henkel to simply process the paperwork. Notably, SFC Forbes learned during the third Solder X discussion, in late October, that LTC Furlow had been informed by an unnamed SJA that the statute of limitations had passed and no action would be taken. SFC Forbes explained to him that that is correct; no action would be taken from a legal standpoint, but that has absolutely no bearing on how INSCOM or DCSA views it. They still want to know the details because it represents the "whole person" concept that they use to periodically adjudicate Soldier's clearance eligibility; moreover, they are going to want to

know why the Soldier did not report it for over a decade! SFC Forbes walked away still feeling like his expert opinion on the matter, as a seasoned PSM and the BDE S2 NCOIC, was ignored and not what LTC Furlow wanted to hear. This perception was confirmed in the email referenced above, where CSM Emekaekwue at 1410, on 2022102, repeated the same legal argument regarding Soldier X's 2012 incident was discovered through INSCOM's CE/CV program that feeds the PSAP report cards.

Coincidentally, SFC Forbes had debunked this legal argument directly to the LTC Furlow just days prior to INSCOM finding out about the 2012 incident. Most significantly, INSCOM's email sent at 1244 to SFC Forbes was also forwarded a second time to the BN Command team and SGT Henkel at 1326 as a reminder and offer to help. The entire BN Command Team and SGT Henkel had been informed what needed to occur, in detail, by both SFC Forbes and an INSCOM professional, no less.

Yet, CSM Emekaekwue, the BN CSM, still seemingly was trying to rationalize and believe what he wanted to, instead of the truth. Evidently, he wanted to make a point about it too! He addressed an email to SFC Forbes (who merely offered to help) that contained the following paraphrased summation, 'It's too old, what do you need from us?' A BN CSM and CDR should, at least minimally, understand the reporting requirements that pertain to clearance adjudications, and ask the BDE NCOIC vs. their assigned BN S2, SGT Henkel was curious. Later, after SFC Forbes went down to their office and went over this again with both of them; SGT Henkel begrudgingly put in the second 5248-R on Soldier X.

This is indicative of this unit, on a BDE cultural level. Soldiers in this unit just refused to believe the truth regardless of communicated regulatory support for it, and like a child, would ask you 5 different ways the same question hoping to get a different response or, at the very least, get one they wanted to hear. This is of paramount concern in this unit under this leadership. With the impending rollout of the Personnel Security Accountability Program (PSAP), which will begin to send 'report cards' to BN CDRs and above IOT document trends and scrutinize their performance, it becomes more important. CDRs will be expected to fulfill their non-transferable (per AR 380-67) obligation to report every incident is defined by the published and publicized 13 adjudicative guidelines; eventually they will be held accountable, which is necessary. INSCOM was likely frustrated in repeated incidents going unreported and underreported events that would show up during scheduled Periodic Reviews over the last few decades under the old system of Clearance adjudication.

They likely decided to build PSAP as an eventual enforcement tool to eradicate the prevalent misconception CDRs have that they can "decide" if and when to report a reportable incident. SFC Forbes was firmly committed to preparing his CDRs, whether it was appreciated or not; they needed to understand why they should be, as LTC Furlow cited in his SS on SFC Forbes, "willing to change…" and not be "hard-headed and

resistant to change." SFC Forbes was patiently exemplifying a competent and visionary professional by leaning forward on this to ensure our unit and its CDRs had the best possible initial performance, which should be pragmatically understood as, **in THEIR best interest**!

SFC Forbes has always supported Army Regulations, unit policies, Public Law and licensing boards to the best of his ability and achieved high success; he is even more effective when he receives the implicit and required regulatory support from leaders. Unfortunately, that was not the case at 528th SB; COL Brunson's cultivated culture espoused dignity and respect, but did not emulate it through the actions of Soldiers under his leadership. That said, SFC Forbes did the right thing, did his best, and got better every day: he didn't just read it and believe it, he LIVED it.

While a licensed 'wall-street' professional, SFC Forbes enjoyed a lucrative and unblemished 14 year Financial Services career because of his determined attention-to -detail. The Financial Industry Regulatory Authority (FINRA) BrokerCheck website is https://brokercheck.finra.org/ (records are removed from the website after 10 years) and phone number is 1 (800) 289-9999; SFC Forbes former CRD # of 2338630.

Sentence 3: "…he often thinks people are trying to undermine his actions." SFC Forbes does more than think this; he believes it because of the following non-inclusive list of examples that follow:

Example 1) CPT Korista had undermined SFC Forbes time by needlessly deciding to activate the Alternate SI Inspector (SFC Forbes) for a monthly SI Inventory (See Exhibit M "4 & 5)", email dated 20220708).

Example 2) CPT Mansour and CPT Korista undermined SFC Forbes' authority, which was granted by them via order, to be the SHR holder for HQ20 (S2 JLTV). See SFC Forbes' SS dated 20220207 which describes and codifies what SFC Forbes witnessed and experienced with the lackluster adherence of equipment accountability regulations and policies

Example 3) CPT Korista did undermine SFC Forbes as seen in the camera footage of CPT Korista going through the entire BDE HQ building (X-4047) and destroying 1 ½ hours of SFC Forbes' work (Exhibit E, 3) folder, "undermine his actions" videos x2 dated 20221208) to satisfy CSM Emekaekwue's repeated in-office questioning on 20221206 (see Exhibit H, "PEDs") to notify the BDE CDR of the institutionalization of PEDs in the building by HPW personnel in a BDE CDR mandated meeting "(01-COL Brunson, HPW" folder) for 389th personnel on 20221205. Notably, SFC Forbes was acting in his BDE Capacity of BDE INFOSEC OFFICER appointed IAW AR 380-5, Ch. 1-9. A., and Ch. 1-11. The following paragraphs are from SFC Forbes USASOC WBR submissions.

AOSC-MI
SUBJECT: SFC Forbes, Michael J. Personal Responses to witness statements and related documents

Exhibit N
2LT Tolston's SFC Meredith MFR (20230222, S:20230413)

Summary: First, SFC Forbes has never suffered a "mental break" and SFC Meredith is incapable to make such a career-ending diagnosis. His statement is inflammatory and only serves to undermine SFC Forbes while assisting a coordinated effort to disparage SFC Forbes as he methodically addresses the following: His…

1) being misperceived by a licensed Psychologist and subsequently, lied about,
2) being called into the BDE CDR's office to "die on this hill"
3) having his work destroyed by a Company CDR,
4) being assaulted and humiliated in front of a BN Formation,
5) being removed from his successful work in as BDE S2 NCOIC position,
6) being unwittingly investigated for "disrespect/Officer" & toxic leadership,
7) being ordered to eCDBHE while an unwitting subject of an investigation,
8) being flagged but it not being implemented as leverage
9) having 1SFC misinform a Congressman that SFC Forbes "was not assaulted,"
10) having 1SFC not address privacy, 3rd Party Apps, and informed consent issues
11) being rebuked in 4 of 5 attempts to get DA 3822 from WAMC for 3 months,
12) being recommended for a LOR in a blatant reprisal attempt
13) being recommended for a GOMOR in another blatant reprisal attempt
14) being given a GOMOR
15) having to address myriad hidden allegations found in GOMOR rebuttal

SFC Forbes is resilient and will not stop pursuing justice until it manifests itself in any form. He has not suffered any mental break, even during all of the listed items above.

SFC Forbes disagrees with SFC Meredith's opinion that he is counterproductive; it is false. SFC Forbes would like to highlight an endemic pattern of behavior by SSG/SFC Meridiith within our BDE S2 that SFC noticed within weeks. His attitude and level of detail can be seen by starting with his simple statements made. In para 1, b., (1), of 2LT Tolston's characterization of SFC Meredith' alleged statement, was the statement, "[He] was the BDE S2 NCOIC before SFC Forbes. SFC Meredith gave SFC Forbes the wheel." There are a few falsifications in these two statements listed as follows:

1) SSG Kristich was the NCOIC until she ETS'd as seen in her signature block on the last email she sent to me on my birthday (See Exhibit N, "para 1, b., (1). Folder, emails dated 20210412 and 20210416), which clearly reads "S2 NCOIC." SFC Forbes gave up trying to find any evidence that SFC Meredith was the NCOIC of the BDE S2. This was false also.
2) SFC did an examination of the operations of the S2 at LTC Hamman's request (discussed below in "para 1, b., (1) ''State of the S2.)" This

metaphorical comment infers that the wheel was attached to the car and the car was functional. Though it is true, a "wheel" was handed over by SSG Kristich, and arguably later even CPT Simkins, it is false that it was handed by SSG Meredith. Moreover, the "wheel" was broken and missing the car! SFC Forbes inherited a broken automobile as you will learn below. SFC Forbes had to rebuild the car and SFC Forbes rebuilt it, with reluctant but informative help from SSG Meredith, good work from SPC Henkel and diligence from SPC Farmer, within 7 months. This is merely another falsification within the testimony and MFRs provided by SFC Meredith or 2LT Tolston.

para 1, b., (1): SSG, now SFC, Meredith, Joseph R. and SSG Kristich, Tara A. ran the S2 Section supporting COL Summers, Michael G. prior to SFC Forbes' arrival with CPT Simkins, Erik N. My tertiary initial observation upon arrival was that the 2 SSGs ran the shop as I found CPT Simkins sleeping in his office on multiple occasions and was informed had some issues in the unit that were handled informally by giving him extra duties (like PAO).

SFC Forbes quickly learned that Personnel Security files were incomplete, access was being granted as soon as a Soldier was handed an in-processing packet and walked out of the office, and the Industrial Security Program was the "bane of [SSG Kristich's] existence. SFC Forbes' education and experience translated these procedural issues as straightforward, but intricate and time-consuming, challenges. Identifying procedural inefficiencies, after all, is one of the inherent capabilities that must be achieved to earn a Masters of Business Administration, and one of the first steps when taking over an operation of any size. This is why SFC Forbes proactively built a product for LTC Hamman entitled "State of the S2" (See Exhibit D, "3) incompetent)." He did this because the S2 section was in some state of failure in many programs and he wanted a product to present to the DCO (LTC Hamman, we had no XO ATT) and SSG Meredith so open dialogue without judgment could occur to fix the problems as fast as possible. SFC Forbes was able to lead a begrudged SSG Meredith and inexperienced SPC Henkel to earn the following bullet in an NCOER for the period ending 20220226, that stated, "received 100% 'commendable' rating within 7 months for all S2 PSM program after inheriting shop that functioned at 60% (See Exhibit D, "Incompetent" folder, NCOER dated 20220226). SFC Forbes customized an old training tracker for the unit, customized the in-processing packets to accommodate Soldiers, Contractors (CTRs) and Civilians, alike and implemented many other efficient SOPs to accomplish this feat.

As much as SFC Forbes attempted to get SFC Meredith to stop providing access to Soldiers after handing them an in-processing packet, SFC Forbes would constantly have people walking in with partially filled-out packed weeks and months after arrival. Upon CPT Lowrie's arrival, he requested that SFC Meredith go to 112th to fix the state it

had fallen into after SSG Rivera's ETS. SFC Forbes' request was denied. SFC Forbes never disturbed the fact that SFC Meredith was in an un-slotted billet as SFC Forbes felt the MTOE was too small for a BDE echelon S2 Section and there was not much he could do to affect that; he welcomed the extra body even though SFC Meredith regularly argued cutting corners on SOPs that he helped write.

As an example of this lackluster follow-through displayed by SFC Meredith, I would like to feature a formal document (112th WAAR report from a follow-up inspection on 20220810, after the SAV conducted by SFC Forbes on 20220714). I encourage you to compare the two documents. SFC Meredith not only, did not emphasize a DCoS mandate of DISS ownership as SFC Forbes had done, but moreover, failed to simply give the reader an idea of what programs were commendable, satisfactory, or unsatisfactory. This is a representative example of why SFC Meredith likely would not swear under oath that SFC Forbes "would make it a point that the faults of the unit were on SFC Meredith" but instead levied the allegation through 2LT Tolston. SFC Forbes would argue that it was no small feat to restore the BDE S2 Section to a fully operational support effort supporting Soldiers all over the globe. In order to accomplish these results, SFC Forbes said to SSG/SFC Meredith and SPC/SGT Henkel many times, "You can't be walking every office in the building every day, talking to people for hours, and get your to your goals as many do."

para 1, b., (2):SGT Lopez, STB BN S3 Soldier, came into SFC Forbes office (208d, X-4047) and interrupted him while he was on a phone call. SFC Forbes motioned and whispered to him that he was on an important call. SGT Lopez would not stop telling SFC Forbes that he "needed an immediate answer to the email that SFC Forbes received." SFC Forbes had to interrupt his call by letting the colleague know he would call them right back. SFC Forbes informed SFT Lopez that he had not been in his email yet that morning and will reply. SGT Lopez was adamant that SFC Forbes had the email. SFC Forbes learned that this situation was being escalated due to SGT Lopez feelings of pressure because the names were late for a tasking detail's planning. SFC Forbes attempted to explain that SGT Lopez should not interrupt phone calls, but SGT Lopez ignored that guidance and demanded to have PFC Scheffing (it could have been any STB Soldier, of any rank, see Exhibit N, para 1, b., (2) folder). SFC Forbes said he would review the tasker and email him back. SGT Lopez became agitated and verbally raised his voice in his next demand, citing, "S3 needs to know!" SFC Forbes asked him to leave his office. SSG/SFC Meredith agreed with SFC Forbes that SGT Lopez was "out-of line."

para 1. b., (3): The counseling forms SFC Meredith speaks of here are dealt with elsewhere in this rebuttal. SFC Forbes denies his opinion regarding SFC Forbes' meeting behavior and no counseling forms have ever been presented regarding any issue inside any meeting during his tenure as BDE S2 NCOIC.

para 1, c., (1): "Workplace was not productive." SFC Forbes would like to reference SSG Meredith's draft NCOER and PCS award of an MSM, both signed and submitted by SFC Forbes (See Exhibit N, "para 1, c., (1)" folder, files dated 20220822 and 20221027. Also refer to SFC Forbes NCOERs to determine the credibility of SFC Meredith's statement. SFC Forbes vehemently disagrees with this statement as the improvement of the S2 Programs and the accomplishments therein are clearly delineated. Notably, SSG/SFC Meredith would be in the office at 0800 and leave every day at 1300 for regularly scheduled appointments for his son and 1500 on every other day. SFC Forbes would stay late regularly. SFC Forbes approved of this to support SSG/SFC Forbes family and it worked well for coverage for the entire workday.

"People would not talk to SFC Forbes" Certain Soldiers were likely encouraged (by other Soldiers) to engage SSG/SFC Meredith and preferred to work with him for in-processing, not because SFC Forbes was counterproductive, but SFC Forbes would enforce the incentive to complete the in-processing prior to granting access to the building; SSG/SFC Meredith would not. He would hand them the in-processing packet and immediately escort them to the PAO office computer and put the credentials to X-4047 on the Soldier's CaC card. This was many Soldier's first impression of SFC Forbes and his reputation was that of a professional and dutiful regulation-abiding Soldier (See "10-CRL/NCOERs" folder): he has been a law-abiding citizen his entire life.

para 1, d., (1): Please see Exhibit N summary above.

Exhibit O
CSM Emekaekwue DA 4856 to SFC Forbes (20221212)

Summary: SFC Forbes disagreed with this and CSM Emekaekwue acknowledged his protected communication. Not enough time to summarize but refer to this witness above. This is an impugned witness and this document was presented immediately after this CSM committed a crime against SFC Forbes IET deflect his criminal action and is now being used as some justification in an ill-intended investigation.

Exhibit P
1SG Morgan DA 4856 to SFC Forbes (20210727)

Summary: Please see Exhibit C, para 1 for narrative and evidence.

Exhibit Q
CPT Korista's SIR email ordering SFC Forbes to eCDBHE (20230118)

Summary: This documented proof of MAJ Racaza's violation of APA CoC Principles of "Conflict-of-Interest and Multiple Relationships will be adjudicated in a multiple separate venues. SFC Forbes is challenging the timing and intent CPT Korista's decision, based

on "a reasonable person's judgment," and contends that CPT Korista ordering SFC Forbes to an after-work-hours eCDBHE was ill-intended and an attempt to procure evidence of a Personality Disorder that does not exist. SFC Forbes believes that CPT Korista simply did not view SFC Forbes positively as he may have felt that SFC Forbes was challenging his authority when in reality SFC Forbes was only attempting to protect the Company CDR, and CDRs at all echelons, from undue negative scrutiny stemming from CPT Korista's questionable decisions and the treatment of subordinates. It is for these reasons that SFC Forbes never formally complained about CPT Korista until him until the horrible experience of being needlessly sent to an emergency room, having his clothes removed and inventoried, and being told that he could have a phone cord to charge his dead phone IET keep his extremely upset wife calm at home. It is for these reasons, SFC Forbes yet again recommends that CPT Korista's decisions in his official capacity and Company Commander of HHC, STB, 528th SB require further in-depth scrutiny; unfortunately, this is a formal recommendation given that it is being made in a formal rebuttal of an unjustified GOMOR SFC Forbes denies but recently and only, acknowledged receipt of. COL Brunson and MAJ Racaza's (and anyone else in this email testimony) should receive the same in-depth scrutiny and policies modified so that the eCDBHE is used for support of Soldiers and not a 'weaponized,' evidence-seeking tool as it has been here.

The eCDBHE that CPT Korista ordered SFC Forbes to participate in could have been done in an hour, if it had been done earlier that day (with an available Psychologist other than the biased and unprofessional MAJ Racaza) and SFC Forbes would have been afforded the opportunity to interact with IG as regulations and policies indicate. As it stands he frantically only got to leave a voice mail that evening. This level of planned coordination of the time and place (which was different than the day before) to have SFC Forbes forced to be in an emergency room for 9 hours was unnecessary and unwarranted; moreover, it is indicative of a sense of malice for SFC Forbes' well-being, which is contrary to the Army's intent to remove the negative stigma of BH engagements. It was also contrary to CPT Korista's stated interest in a performing "Safety Check" out of concern (which is a probable falsehood). A non-inclusive chronological list of events pertaining to that needless and horrendous evening, which shows the likely ill-intended use of an SIR event (that SFC Forbes will never forget), follows (for the remainder of this section - Exhibit Q):

On 20230118 (1645), a meeting was opened by HHC, CO CDR, CPT Korista, as he asked, "How are you feeling?" SFC Forbes responded, "I am fine. How are you?" SMs also present were 1SG Morgan, 1LT Jennes, CPT Devine, CPT Lowrie (at the beginning), MSG Grix (at the end). During this meeting CPT Korista repeated that he wanted SFC Forbes to receive a "Safety Check." Near the end of the conversation SFC Forbes expressed that a CDBHE cannot be used as retaliation or reprisal. He repeated, again, to SFC Forbes, that he was ordering him to a "Safety Check." CPT Korista finally

stated, "I am ordering you to go to the emergency room to be checked out because I have noticed erratic behavior." SFC Forbes agreed to go with MSG Grix to WAMC.

On 20230118 (~1809), SFC Forbes left voicemail with 1SFC IG (after hours) stating that he was being ordered to an emergency CDBHE due to no Psychological professionals being available after hours. He further stated, that he was told that some Psychologist from 1SFC (unknown individual; SFC Forbes didn't meet any medical professionals there) said something to someone in my unit that caused CPT Korista to decide to perform what he deemed was "a Safety Check," but what he finally admitted was an emergency CDBHE. 1SFC IG likely has the recorded voicemail SFC Forbes left with the appropriate time stamp.

On 20220118 (1843), SFC Forbes was admitted to WAMC's emergency room for an eCDBHE. The wrist band provided stated 1743, likely due to DST, as SFC Forbes called his wife, Sabrina, at 1819 while MSG Grix (FN?) was driving SFC Forbes to WAMC.

On 20220119 (~0311) SFC Forbes had been released: he was diagnosed with "Stress." He was driven back to his vehicle in X-4047 parking area by MSG Michaux circa 0330 and went home to his, still awake and upset, wife.

The next day, after getting a partial copy of the medical record pertaining to this incident, SFC discovered a document; FB 1462-E. It is a mandatory form that must be completed prior to a Soldier's "assessment." Mr. Lanier told CPT Korista in his report contained in the 'infamous' 10 pages missing from his records requests, that took SFC Forbes 5 requests over 3 months (and having to ultimately engage WAMC Director) to procure, that a FB 1462-E was required. Mr. Lanier further clarified this in his report by writing, "SM initially arrived without FB 1462 but one was completed by the [C]ommander on instruction of this provider and this document was reviewed prior to assessment." CPT Korista must not have known the document was mandatory. If this weren't enough to show how the eCDBHE was 'weaponized,' SFC Forbes can clearly see CPT Korista's intent was ill-intended as block 10 of FB 1462-E states, "Your future plans for dealing with this soldier are:" He replied with two bullets: "- Making sure the Soldier receives adequate care for his paranoia and erratic behavior" and, "-Remove him from USASOC/levels of responsibility" (See Exhibit Q, "symptoms not corroborated" document dated 2023018).

SFC Forbes did an exhaustive write-up for another venue on the 'shot-gun-blast' approach CPT Korista used in filling out the 1462-E in the emergency room that evening (circa 2330), however, SFC Forbes left it out of this rebuttal due to the overwhelming amount of evidence already documented and submitted of CPT Korista's ill-intended order. Needless to say, the 1462-E was largely false, with much of it refuted by Mr. Lanier, except SFC Forbes diagnosed [occupational] "Stress." Ultimately, was released

from WAMC with nutritional and lifestyle guidance paperwork (similar to a pamphlet). Notably, CPT Korista indicated on the FB Form 1462-E that SFC Forbes was the subject of disciplinary actions, by stating: "15-6 Inv; 12JAN23; Counter-productive leadership; on-going," on the form.

Exhibit R
BDE Town Hall Comments (20221212)

Summary: These statements appear to be written by the same person and it is troubling that this is the evidence that COL Brunson verbally notified SFC Forbes he would "report to 389th on 20230119 and he intended to order the investigation into "someone who is being disruptive" in his unit. SFC Forbes believed he was investigating CPT Korista or CSM Emekaekwue based on their behaviors with respect to thwarting SFC Forbes attempts to fulfill his BDE appointed duties of Primary INFOSEC Officer. SFC Forbes denies all allegations of "yelling" and "blowing up" and has never in his 16+year career created or participated in a hostile work environment. In fact, he has a history of standing up for persecuted and abused Soldiers wherever and whenever he witnesses it. He does remediate issues for reasons and has always communicated his reasoning with his colleagues at every echelon, as the contents of this entire documents supports with actual evidentiary support provided.

Exhibit S
2LT Tolston's Questions to SFC Forbes (20230221, S:20230413)

Summary: These questions were vague and clarification was requested in SFC Forbes answer. Also, it is troubling that the IO had no further witness interviews from 20230209 thru 20230221 and SFC Forbes could have been afforded this time to perform what he is attempting to do in this rebuttal; defend his reputation, and career from these allegations, opinions, generalization, hearsay, and falsifications. SFC Forbes is convinced this is a biased, incomplete, inaccurate, and unreliable examination of the allegations levied against him by Leaders and Subordinates in an organization whose CDR created an environment and culture conducive to ignoring policies and not accepting SFC Forbes regulatory-based guidance in this SOF support unit.

Point of Contact information is moot as formal lines of communcations via the presentation of the GOMOR in question already exist.

FORBES.MICHAEL.JEFFREY.[redacted]
Digitally signed by FORBES.MICHAEL.JEFFREY.[redacted]
Date: 2023.06.16 15:27:38 -04'00'

MICHAEL J. FORBES
SFC, USA
Former NCOIC, BDE S2 & Mentor

ethnicity, sexual orientation, and gender,[17] all topics that were outside the scope of the matters of the investigation.

d. The failure of the IO to recognize that many of the allegations made against SFC Forbes, are made by personnel who have an obvious conflict of interest.

The IO failed to note in her report that SFC Forbes has a pending whistleblower reprisal case with IG against multiple RMO's (responsible management officials), as well as the fact that SFC Forbes had previously accused CSM Emekaekwue of a physical assault against him. This failure to recognize a potential conflict of interest of these two witnesses calls into question the objectivity of the investigation.

The IO also failed to note that MAJ Racaza violated the ethical rules of her practice by engaging in a conflict of interest by way of multiple relationships, in that she: (1) wrongfully accused SFC Forbes of disrespectful communication, (2) ordered an involuntary eCDBHE of SFC Forbes, and (3) testified against SFC Forbes in the AR 15-6 investigation.[18]

Conclusion

The evidence provided by SFC Forbes shows clearly that the allegations made against him are without merit. He did not engage in disrespectful or unprofessional communications with MAJ Racaza, and his leadership approach has been positive in nature, and is in no way toxic or counterproductive.

SFC Forbes has, however, been subject to illegal reprisals and retribution, which has unfortunately tainted the AR 15-6 investigation held against him.

It is for these reasons that you are urged to: (1) withdraw the recommendation of a GOMOR, (2) remove the flawed AR 15-6 proceedings from the record, (3) drop the relief for cause action, and (4) transfer SFC Forbes to another unit where he will not continue to be targeted.

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[17] As discussed in exhibit 1, SFC Forbes did not make these statements.

[18] As discussed above, psychologists licensed by the state of Arizona are bound by the APA's "Ethical Principles of Psychologists and Code of Conduct" (online at https://www.apa.org/ethics/code). The relevant provisions are rules 3.05 and 3.06.

SUBJECT: SFC Forbes, Michael J. rebuttal of 2LT Tolston findings and evidence

James M. Branum
Attorney at Law

Enclosures:

A: Memorandum addressing select portions of the statements and other documents provided by the AR 15-6 investigation.
B: Timeline of AR 15-6 Investigation
C: Character Reference Letters

Exhibits:

These are all found in the zip file provided electronically but are also available via CD.

D E P A R T M E N T O F T H E A R M Y
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DRIVE
FORT BRAGG, NORTH CAROLINA 28310

AOSC-MI 16-June-2012

MEMORANDUM FOR RECORD

SUBJECT: SFC Forbes, Michael J. Timeline of AR 15-6 Investigation

The following timeline (prepared by the SFC Forbes) is accurate and complete to the best of his knowledge:

2LT Tolston Findings and Recommendations (20230222, signed 20230413)
Investigation Timeline

Summary: This investigation, with its procedural flaws and surprising choice of a 2LT to conduct an investigation of a Senior NCO, reinforces why a post-command CPT or higher should have been selected instead. The IO had 42 days to investigate; the IO gathered evidence on only 10 of those allotted days, with the bulk of the IOs data gathering occurred between 20230119 that was included in the findings.

It is extremely troubling that after conducting interviews and reviewing SS evidence, the IO spent massive amounts of time generating MFRs to augment her witnesses' SSs and waited until one day before her extension deadline to ask questions of SFC Forbes (the Subject). He requested, under the advice of CPT Carras', his suspect rights Legal Assistance Lawyer, to review the request with his representation. SFC Forbes responded on 20230223 (one day after the IO deadline), which may indicate the IO did not consider SFC Forbes' answer. Notably, he requested clarification of the vague questions concerning the counterproductive leader charge in his answer to the IO. He received no response, likely due to the deadline that had already passed for another extension request. This is highly unorthodox and did not provide SFC Forbes the opportunity to due process to refute the allegations with the IO in the time provided by COL Brunson.

Further flaws are as follows:

1) The investigation IO's findings and recommendations memo and all supplemental MFRs were dated 22FEB2023 but not signed by 2LT Tolston until 13APR2023, but then were modified by the BDE CDR on 20230420; and modified again on 20230522 to add back the disrespect charge.
2) The IO was in possession of evidentiary allegations for months, even after the she requested an extension; the evidentiary allegations of multiple events were not brought forth to SFC Forbes to address during the investigation, thereby forcing these matters to be refuted in rebuttal of a General Officer Memorandum

of Reprimand (GOMOR) because of an incomplete assessment by the IO. This is a highly unorthodox IO procedure and cumbersome for the rebuttal of a Personnel Action such as a GOMOR.

3) Unit Psychologist (MAJ Racaza) complained about SFC Forbes on 30NOV2022 to the BDE CDR, SFC Forbes addressed this incident with a replied email from the BDE CDR; SFC Forbes understood the issue as resolved when released from the mandate to participate in the SDI event in that email exchange - See Reprisal Catalyst Events & Timeline Folder (20221201 email 1of2; 2of2 is identical with the COL indicating he read it twice) for this exchange.
4) MAJ Racaza brought the same 30NOV2022 complaint at an unknown time (circa 6 weeks later), which was at least part of the reason for the appointment of the IO for an investigation on 12JAN2023 that SFC Forbes was the unwitting subject of, as MAJ Racaza was the named Officer that SFC Forbes allegedly disrespected in the IO appointment order; MAJ Racaza then submitted a sworn statement against SFC Forbes on 19JAN2023 for the same 30NOV2023 discussion in the same investigation she was a catalyst for.
5) The BDE CDR influenced the assignment of SFC Forbes back to STB to be ordered by CPT Korista to be escorted to an eCDBHE while he was an unwitting subject of 2LT Tolston's investigation.
6) The only documented report of MAJ Racaza's is her 3rd complaint of the 30NOV2022 discussion, which was in the form of a sworn statement provided to the IO on the day of SFC Forbes' release from WAMC emergency room and only ***after*** a "fit-for-duty" result from the eCDBHE that MAJ Racaza provided the regulatory basis for CPT Korista to order the unwitting SFC Forbes to participate in. Would MAJ Racaza still have created the sworn statement if the diagnosis result from the eCDBHE was more severe? We will never know.
7) SFC Forbes was not flagged by CPT Korista, or anyone, until 07FEB2023 at which time he became a witting subject; furthermore, the flag was not entered into IPPS-A through HRC until he received his GOMOR on 01JUN2023. The motivation for this failure to follow Army Regulations could be explained as leverage for SFC Forbes to remain silent regarding the further pursuit of the evidentiary truth associated with CSM Emekaekwue's assaulting him, MAJ Racaza's multiple complaints about the same discussion on 30NOV2022, MAJ Racaza's conflict of interest and multiple violations of the APA Code of Conduct in her recommendation to have SFC Forbes ordered to eCDBHE. Moreover, MAJ Racaza violated many APA Code of Conduct Principles in her solicitation and implementation of the Strengths Deployment Inventory through COL Brunson. This ultimately resulted in COL Brunson's clandestine investigation of SFC Forbes, via this poorly executed investigation that denied SFC Forbes the opportunity to persuade the IO through testimony of alleged wrongs.
8) Notably, SFC Forbes documented the situation the same day (on 30NOV2022) whereas the only recorded documentation of MAJ Racaza's allegations occurred

after the investigation began (over 6 weeks later) and post-eCDBHE mundane result findings.

9) The IO used a disputed allegation as evidence in her findings by stating "I find that SFC Forbes engaged in disrespectful behavior towards MAJ Rhea Racaza…. This can be supported by MAJ Racaza['']s statement claiming that SFC Forbes demanded aggressively that she provide him with information and cut her off without letting her explain or answer any questions."
10) The investigation is predominated by generalizations, uncorroborated opinions, hearsay, falsifications and the aforementioned ill-intent by leaders of the unit.

The Investigation began on 12JAN2023;

- **20220112 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220113 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220114 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220115 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220116 NO INVESTIGATION ACTIONS TAKEN BY IO**
- 20230117 (0607) CPT Lowrie texted me that CPT Korista wanted to meet with us both at 1330.
- **20230117 (1500) Legal meeting with CPT Dycus[, 95th CA BDE and IO]**
- 20230117 (1330) SFC Forbes met with CPT Lowrie and CPT Korista and was dismissed by CPT Korista for being "assigned to 389th MI BN" at 1340.
- **20230117 (1500) LEGAL MEETING WITH CPT DYCUS (95th CA BDE).**
- 20230117 (1554) BDE directed move to "Revoke" SFC Forbes assignment to 389th MI BN via a BDE directed Personnel Action on 20221220.
- 20230117 (1555) BDE directed move to "Attach" SFC Forbes to 389th MI BN via a BDE directed Personnel Action thereby assigned him back under the authority of CPT Korista the Company CDR, HHC, STB, 528th SB.
- 20230117 (~1600) CPT Davenport, Company CDR, HHC, 389th MI BN, 528th SB, calls SFC Forbes into her office while CPT Korista was on the phone with her and notified SFC Forbes to be at CPT Korista's office on 20230118 at 1600.
- **20220118 NO INVESTIGATION ACTIONS TAKEN BY IO**
- 20230118 (~1000) SFC Forbes travels to 1SFC for in-person request open-door with MG Angle. He was persuaded to meet with CSM Munter on 20230119 at 0900.
- 20230118 (1600) SFC Forbes arrives with CPT Devine, 389th Chaplain, at SFC Forbes request. He nearly immediately asked to attend a mental health "Safety Check" at WAMC. SFC Forbes immediately notified CPT Korista that he had no suicidal or homicidal ideations, and was not suffering from any symptoms of a Personality Disorder. These are the only three reasons a CDBHE can be ordered and then only after a Psychology consult. SFC Forbes continued to refuse the repeated attempts to get him to attend the "Safety Check" voluntarily. Finally, in

front of all present, CPT Korista admitted he was ordering SFC Forbes to an eCDBHE. SFC then, and only then, complied with the order. Notably, SFC Forbes is still an unwitting subject of a BDE level investigation at this time.

- 20230118 (1743) SFC Forbes is admitted to the emergency room with armband emplaced. During this event SFC Forbes was ordered to strip, put on a hospital gown, watch a medical worker inventory the contents of his uniform and was not allowed a charging cord to continue to attempt to keep his wife calm. His wife, who was extremely angry about this, got no sleep that night and commented during a telephonic meeting, "They were trying to piss him off" and later said, "They are hunting him."
- 20230119 (~0318) SFC Forbes is released with "No duty limitations" and, "No follow-up needed" by Mr. Brian Lanier, a Behavioral Health Provider at WAMC. This can be seen in the DA Form 3822, which took 3 months (20230420) and 5 requests for SFC Forbes to receive a copy. The form indicates a billable diagnosis code of R45.89 with the words, "OTHER SYMPTOMS AND SIGNS INVOLVING EMOTIONAL STATE" noted. This document is in the Exhibit E folder (para 4.). Further clarification can be found on page 18 of 71 of SFC Forbes medical records associated with this incident, where Dr. Christopher Anderson, the Emergency Room Physician, wrote under "Diagnosis," which reads "Stress;" all of this was after being screened for "Depression" and "Substance Misuse." This was a 9.5 hours ordeal that, if held earlier in the day could have lasted 50 minutes (the amount of time the assessment did last with Dr. Anderson) with an unbiased (other than MAJ Racaza) Psychologist or Clinical Social Worker during normal business hours. No evidence was procured to support the investigation during this heavy-handed order by CPT Korista that was recommended by MAJ Racaza.
- **20230119 (1245) Witness meeting with MAJ Racaza [and IO.]**
- 20230119 (1252) MAJ Racaza provides the first on-record written statement that my client has to date of the 30NOV2022 communication wherein my client lawfully and professionally requested the "scope and statutory support" of the SDI event that MAJ Racaza was lawfully obligated to answer.
- **20230119 (1350) Witness meeting with SGT Aldeguer [and IO.]**
- **20230120 (1100) Witness meeting with 1SG Morgan [and IO.]**
- **20230120 (1400) Witness meeting with MAJ CH Rivera [and IO.]**
- **20230120 Extension request**
- **20230121 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230122 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230123 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230124 (1450) Witness meeting with CPT Lowrie [and IO.]**
- **20230124 Extension request approved**
- **20230125 (1000) Witness meeting with MAJ Weber [and IO.]**
- **20230125 (1100) Witness meeting with CPT Korista [and IO.]**

- **20230125 (1400) Witness meeting with PFC Scheffing [and IO.]**
- **20230126 (1400) Witness meeting with CSM Emekaekwue [and IO.]**
- **20230127 (1030) Witness meeting with LTC Furlow [and IO.]**
- **20230127 (1200) Witness meeting with 1LT Lyons [and IO.]**
- **20230127 (1400) Witness meeting with LTC Furlow [and IO.]**
- **20230128 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230129 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230130 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230131 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230201 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230202 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230203 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230204 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230205 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230206 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230207 NO INVESTIGATION ACTIONS TAKEN BY IO**
- 20230207 CPT Korista provide SFC Forbes with a counseling and flag. Flag is not submitted to IPPS-A (HRC) until circa 20230601.
- **20220208 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220209 Witness meeting with Mrs. Margarret Lindquist over phone**
- **20220210 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220211 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220212 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220213 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220214 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220215 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220216 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220217 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220218 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220219 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220220 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230221 (1600) M[FR] for accused sent to CPT Carras**. 2LT Tolston notifies SFC Forbes of suspect questions for the investigation. Questions about counterproductive leadership are vague (See Exhibit S).
- **20220522 2LT TOLSTON's INVESTIGATION ENDS PER THE EXTENSION GRANTED BY COL BRUNSON. ALL MEMOS ARE BACKDATED TO THIS DATE. SHE DID NOT INCLUDE SFC FORBES' RESPONSE ON 20230523 THAT CAME IN AFTER REQUESTED ATTORNEY CONSULT AND DID NOT CLARIFY THE QUESTION TO PROVIDE ANY FIDELITY ON THE EMBEDED ALLEGATIONS AGAINST HIM.**

- 20230223 SFC Forbes responds to 2LT Tolston questions and requests clarification regarding counterproductive leadership question vagueness. He gets none (See Exhibit 1).
- 2020420 SFC Forbes finally receives missing 10 pages of medical records refuting all of CPT Koristas alleged symptoms but "stress" and thievery (which is refuted elsewhere) that he indicated on FB 1462-E.
- 20230501 SFC Forbes is presented with a DA 4856 from 1SG Kelley, Amanda, HHC, 389th MI BN wherein she notifies him she is recommending him to the Company CDR, CPT Davenport, Hollis, HHC, 389th MI BN for "Failure to follow direct orders" and "counterproductive leadership." SFC Forbes disagreed with the counseling as he is not guilty of those allegations. Again, the event did not produce any evidence for the still open and modifiable investigation as seen by COL Brunson's memo dated 20230522 wherein he provided a "Clarification of Approved findings dated 20 April 2023."
- 20230511 SFC Forbes is presented with a DA 4856 from CPT Davenport that notified him that the "BDE Commander has recommended that you receive a …GOMOR." SFC Forbes disagreed with the counseling as he feels this is unwarranted and he has professionally enforced regulations. Again, the event did not produce any evidence for the still open and modifiable investigation as seen by COL Brunson's memo dated 20230522 wherein he provided a "Clarification of Approved findings dated 20 April 2023."
- 20230601 SFC Forbes receives a GOMOR from BG Ferguson (DCO, 1SFC), a Military Protection Order (MPO) from CPT Korista and a DA 4856 from CPT Lowrie wherein she is contemplating writing a Relief for Cause NCOER. Notably, CPT Lowrie has only worked with him for 2 months and he has not been anything but a 389th Mentor since being assigned to 389th MI BN on 20221220, which is an unofficial and unheard of role for a Senior NCO.

MICHAEL J. FORBES
SFC, USA
Former NCOIC, BDE S2 & Mentor

ENCLOSURE C

Character Reference Letters

DEPARTMENT OF THE ARMY
U.S. ARMY COMMAND AND GENERAL STAFF COLLEGE
100 STIMSON AVENUE
FORT LEAVENWORTH, KANSAS 66027-2301

REPLY TO
ATTENTION OF:

ATZL-LSK

June 11, 2015

TO WHOM IT MAY CONCERN

SUBJECT: Character Letter for Michael J. Forbes, SFC.

1. During the period from January 2012 through June 2014 I served as the S2 NCOIC for 3rd Special Forces Group, 3rd Battalion. In that position, I was responsible for the health and welfare of Michael J. Forbes, Staff Sergeant at the time. I also served as the Group Support Company Commander/1SG on Assumption of Command orders for over 18 months, still having Michael Forbes under the same chain of command. It is with great pleasure for me to write this character letter for SFC Forbes, Michael J. To date, I have known SFC Forbes for the past eleven years through military positions held and through continued mentorship. I can personally attest to his intelligence, fortitude, and professionalism. Others and I can confirm his exceptional qualities and potential as a leader, trainer, and motivator. I have witnessed firsthand his growth in both military knowledge and experience, and as a person.

2. I wanted to make sure that on this day, at this time, this letter would serve its purpose, by briefly highlighting a great Soldier and a great person. There is no document that could ever be produced to summarize or cover all the things that Michael J. Forbes has done to help, lead, guide and protect others throughout his Army career. Regardless of what this letter is used for, whether soon or 50 years from now, reading this document will never sum it up. You would have to get to know Michael J. Forbes for yourself to understand and appreciate his attributes. Forbes joined the Army at an older age than most, however that has never been an excuse to why he couldn't accomplish the task at hand nor go the extra mile. I have always known Michael Forbes to perform in an exceptional manner and he continues to possess the breadth and depth of knowledge seldom seen in Non-Commissioned Officers. He has the natural ability to express complicated and technical information clearly and concisely. His patience and compassion will serve him well and guarantee his continued success as a Senior Leader.

3. I joined the Army in 1994, currently still serving with almost 30 years of service. I have seen and worked with many enlisted personnel of all ranks, however I have never met or worked with anyone like SFC Forbes. I noticed great desire to be a professional, a leader, a mentor, even a great follower when needed in Forbes and that fire has never died. He is a by the book type of person, which is great and much needed in the profession of Military Intelligence. During the many years, months, days, hours spent alongside Michael Forbes, I never had a problem with him being by the book, this was a requirement from me to him. His work ethic spoke for itself. We never had an investigation, we never mishandled classifieds, we always got commendable during personnel security and physical security inspections, we trained others in the proper techniques of personnel and physical security and they too, benefited from the mentorship provided and I owe this to SFC Forbes.

ATZL-LSK
SUBJECT: Character Letter for Michael J. Forbes, SFC

4. SFC Forbes made my job and life easy as his NCOIC, but he also taught me a lot. Depending on the situation, I had to learn different communication techniques, I had to develop a higher level of compassion and empathy. These qualities would serve me best later in my career as a Command Sergeant Major. This is why I mention this, Michael Forbes did not show signs of weakness, he stood steadfast, excepted responsibility, and showed many Soldiers in the unit what it meant to be resilient. Not once did I have to worry about his physical, spiritual, or mental fitness, because he was a total Soldier that took pride in his unit and himself. Forbes was going through some emotional times, having to endure a separation and divorce, but he never faltered, never failed me, never lied; never missed work unless it was prior planned, never looked for or considered handouts, never looked for an excuse, and never compromised his integrity as a Soldier. I stand here today as a testament to his perseverance. I will tell you this, if given the chance as a CSM in the United States Army, I would hand pick SFC Michael Forbes to work for me right now.

5. SFC Michael J. Forbes is loyal, honest, dedicated, and continuously wants to be a great leader to Soldiers and his community. Allow this Soldier the opportunity to continue to provide structured leadership and leader development to all that encounter him. I am convinced that SFC Forbes will be successful in any endeavor he attempts. To be honest he has shown more potential in becoming a great leader than other promoted Sergeant First Classes and other senior enlisted personnel that I have met throughout the 29 plus years I have been in the Army. Anyone not wanting this person, this man, this Soldier, this Senior Non-Commissioned Officer on his or her team frankly is foolish and know nothing about what denotes or classifies a great Soldier, a leader, nor an Intelligence Professional. It is hard to find someone that will always tell you the truth, whether good or bad, but you will always get that from SFC Michael J. Forbes. I will always be grateful for his help in making me a better leader and I'm proud that we have one another as mentors.

6. Point of Contact for this memorandum is CSM Aubrey L. Crenshaw at aubrey.l.crenshaw.mil@army.mil or by cell phone at [redacted]

AUBREY L. CRENSHAW
CSM, USA
CGSC Instructor

Dane A. Bergeron

[redacted] • [redacted] • [redacted]

June 10, 2023

To Whom It May Concern,

I have known SFC Michael Forbes in various capacities for 15 years. I was the Targeting Officer and Personnel Recovery Director for CJSOTF-A, 2007-2008. SFC Forbes was my lead Intelligence Analyst for both of my positions. SFC Forbes' dedication to duty, integrity, and outstanding attention to detail directly eliminated numerous High-Value Targets (HVTs).

SFC Forbes possesses excellent communication skills (both written and verbal), allowing him to effectively interact with all levels of personnel in the Chain of Command.

SFC Forbes is one of the finest soldiers I served with throughout my 30-year career. He has been a tremendous asset to The United States Army and The United States of America.

POC for this letter is Dane A. Bergeron, [redacted]

Respectfully,

Dane A. Bergeron
CW4(R), SF
Chairman Republican Executive Committee
[redacted] La.

CC: Senator John Kennedy, La
Senator Bill Cassidy, La
Senator Tom Cotton, Ar
Congressman Steve Scalise, La
Congressman Mike Johnson, La
Congressman Clay Higgins, La

June 8, 2023

BG Ferguson, Lawrence G.
Deputy Commanding General
2929 Desert Storm Dr.
Fort Bragg, NC 28310

SFC(R) Bleyl, Donald
[redacted]

Sir:

My name is SFC(R) Bleyl, Donald, and I am writing to you on behalf of SFC Forbes, Michael J. He recently informed me that he received a GOMOR and explained his situation. After hearing that news, I felt I needed to write to you and present to you a different picture, the real picture, of who SFC Forbes really is, and what he stands for. I was honestly surprised to hear this news, as everything I know of SFC Forbes was, and is, only of the utmost professionalism.

I first met SFC Forbes in 2010 when we were both in 3rd BN, 3rd SFG (A). I was an 18C assigned to ODA 3322, and he was assigned to the BN S2 Section. I remember him being the only person that worked in the S2 Section at that time. He was always there, usually staying late, and working on off days, and was always willing to help, no matter how much work he had to get done. Everyone knew that "Forbes" was organized, professional, and unit first! He was always there for anyone or anything that needed to be done.

In 2012, I had some legal issues that affected my TS clearance, and it ended up being flagged. After all that was cleared, I needed assistance with getting my clearance straightened out. I was so confused and unsure of what to do, so I went to his office for help. SFC Forbes stopped what he was doing, and without judgement said, "I got you," and quickly retrieved a single sheet of paper that had the words "wish list" on it. He began circling and crossing things off this paper while he quickly asked questions of me. Within two minutes I left his office and could hear him feverishly typing away again. He could have simply just told me the basic steps of what to do, but instead, over the course of a couple of days, he walked me through step by step, making sure I understood all that needed to be done. He told me what to do, what kind of letter I needed to write, all the way down to the detail of checking my structure and content of my letters. He gave me the legal reasons for doing so, and how to do them in order to succeed the right way. He took extra time to ensure that I would have the best chance to successfully retain my clearance. He was and still is extremely competent in his job. He was a Wall Street Advisor for 14 years prior to his enlistment, and that should say a lot about his character. He voluntarily gave up a successful career to give his time and life for his country, and his fellow Soldiers. He has been nothing but a great influence and friend to me over the years. I have also seen him at countless charity events supporting the Special Forces Association, participating in charity motorcycle rides, being Santa Claus on several occasions, and just giving his own personal time. The first time he met my little girls, he even sent them home with some special souvenirs that he had collected from his personal travels. SFC Forbes has such a giving heart, and

he is always willing and excited to support whatever the greater cause is, whether it's Gold Star Families or Toys for Tots.

When I was nearing retirement, I went to see him to check on my situation after everything regarding my legal issue was dropped. He sat down at his computer and notified me that my clearance was good. He began talking me through a series of questions (I have seen him do this repeatedly with others). All of them had to do with my career or service. Upon mentioning the TAP Program, he abruptly asked me, "How many months do you have until you get out?" I replied it was about 18. He sat down and looked me up again and looked for my renewal window. He told me to put a date 30 days prior to the earliest renewal request date on my calendar and he would ensure we put in for my PPR. He wanted to do this so that I could have some coverage in the civilian world to have a better chance for professional employment. Even after I had been out for years, I called him, and he helped me by getting me phone numbers to get in touch with DoD CAF to restart another review process for a potential employer. I retired in May 2015. Now I have a new home here in SC with my wife and children, a great job, and still an active DOD clearance, thanks to SFC Forbes' dedication to his profession.

Sir, SFC Forbes has never wavered in his commitment to doing the right thing. He stands for justice and would sacrifice himself (figuratively or literally) for any one of us. He is one of the most competent Soldiers and people I know. I would gladly and proudly serve with him again. He is an asset to his unit, and to the United States Army. Please reconsider your decision on this GOMOR. From what he has told me, and I completely trust him, there may be some bigger issues in his unit that are falling on him without reason, and that is unfair. He has, and will always do the right thing, even under pressure. Please feel free to contact me if you have any questions.

Respectfully,

Donald Bleyl SFC(R)
Robert Bosch LLC
Mechanical Engineer
[redacted]

DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQURTERS BATTALION
82ND AIRBORNE DIVISION
FORT LIBERTY, NORTH CAROLINA 28310

AFVC-HBN-CO 11 June 2023

MEMORANDUM FOR Commander BG Ferguson,

SUBJECT: Letter of Character for SFC Michael J. Forbes

1. The purpose of this memorandum is to speak to the character of SFC Michael Forbes. Thank you for the opportunity to address my personal experience as one of his former Soldiers. I would like to address how much this leader has positively contributed to my career, my personal success as a leader, and how he remains a mentor of mine in our United States Army.

2. SFC Forbes and I worked together for approximately two years while I was assigned to HHC, 3/3 SFG (SO) (A). He was my S2 NCOIC and provided oversight to my assigned duties. SFC Forbes personally mentored and coached me on my duties and assisted me on many personal and professional issues, which prepared me to later assist my Soldiers and colleagues during my time as a leader of Soldiers. SFC Forbes' in-depth understanding of Army Policy, Regulations and procedures has helped me become a knowledgeable leader while deployed and/or serving in subsequent assignments. I still remain in contact with him as he continues to coach and mentor me as a peer, serving as the 82nd Division, Counterintellignce Coordinating Authority, which is at the G2/G2X Division Intelligence Architecture. Though SFC Forbes does not consult me in operational matters in relation to Counterintelligence, he is a supurb resource in leading/training soldiers, mentoring/coaching peers, and guiding Senior Leaders at any echelon. He is excellent at providing and/or researching Policy and Regulation references that many times change Commanders and OICs decision-making process. He is the epitome of a professional guide; he does not tell people what they want to hear or participate in group-think.

3. SFC Forbes is everything a leader, junior leader or Soldier should aspire to be. He LIVES the Army Values. Some could say, he fully represents these values. His coaching and mentorship, has guided me through the following processes: he was instrumental to my retention in my MOS back in 2015 (see below); he has coached and mentored me from a SGT to SFC (pinning me during a recent promotion ceremony last year); he has mentored me to pursue my BA in Criminal Justice, MS in Criminal Justice and MBA in Project Management; and he has continued to be my point of contact for regulatory guidance and personal development now and in the future.

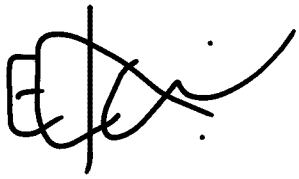
4. Back when I was an Buck Sergeant, then SSG, Forbes became the sole reason I continue to serve in the MOS, of my choosing, today. It was due to his intervention and tough words, behind the HHC, 3/3 SFG building, that I realized what kind of man SFC Forbes was. I was in a situation where counterproductive mid-level leaders had convinced our BN Commander that I should go back to the Infantry. A group of SSGs and SFCs created MFRs they presented, embellished, and falsified to the BN Commander without notifying me. Subsequently, I was given a first reading for a reassignment. I immediately contacted my Congressman and discussed my situation with SSG Forbes periodically.

5. On the morning of the day, of my third reading of my pending reassignment to an 11B, I decided to reach out to SSG Forbes again. Carrying my binder of extremely organized evidence, I went to the S2 Office and asked him to speak with me out back. He and I, both, knew I was being pushed out of my MOS by a corrupted process. I said to him, "I don't know what to do. Congress is taking their time. Its all right here!" I will never forget this; he sternly said, "I have told you two times now, Congress takes forever. IG can stop this! They can put it on hold until you get due process. Now either you take that book to them (pointing to their office through the trees) or go be an Infantryman, again. You must decide and, it seems, you need to do it right now." He was right. He gave me their number on a post-it and I was at IG in an hour. Everything stopped. The meeting with the BN Commander was cancelled and two weeks later I was reassigned to 525th MI BDE.

6. Thanks to SSG Forbes' blunt encouragement in getting me to contact IG, someone stopped the process. It hadn't occurred to me they could even help; SSG Forbes' insight in how the Army works helped me preserve my chosen career and is the reason I remain in the Army today.

7. When SFC Forbes shared with me what is going on with him right now, I felt compelled to write this letter on his behalf. I believe he should not receive a GOMOR or a Relief for Cause NCOER and that something or someone else is out of place. Please consider my character assessment of this great leader. The US Army would be greatly impacted without leaders such as SFC Forbes.

8. Point of contact for this memorandum is the undersigned at eric.l.salinis.mil@army.mil or 910-551-9347.



ERIC L SALINIS
SFC, USA
Senior Counterintelligence Sergeant

OFFICE OF THE UNITED STATES REPRESENTATIVE
MILITARY COMMITTEE
NORTH ATLANTIC TREATY ORGANIZATION
PSC 81, BOX 300
APO AE 09724

USDELMC-SLD 10 June 2023

MEMORANDUM FOR ALL REVIEWING AUTHORITIES

SUBJECT: Character Statement for SFC Michael J. Forbes

1. My name is SSG Valerie M. Hughes. I have served as a Security Representative with the United States Military Delegation to NATO since July 2022. I worked with SFC Michael J. Forbes from September 2016 to June 2017 when he was a SSG and I was a SPC in Delta Company, 54th Brigade Engineer Battalion (Airborne), 173rd Infantry Brigade Combat Team (Airborne). During this time, he was assigned as my squad leader.

2. As a junior enlisted service member, SFC Forbes was critical in the development of myself and my peers, as a Soldier and future leaders in the military. He exhibited humility, knowledge, decisiveness and courage; characteristics that he reinforced in his leadership style. The following events displayed his characteristics.

3. After arriving to the unit and observing our behaviors for about a month, SSG Forbes held a squad meeting under the BDE flagpole. During this meeting, he explained that we were a team and that he would not tolerate us talking bad about each other. If he found out about it, then he would bring everyone together to resolve the issue. From that moment on, I no longer saw my teammates as annoying and I put my negative feelings aside so that our team could accomplish its mission. During this meeting he also explained his Soldier development method, a three-strike progression. SSG Forbes placed an importance on Soldier development by establishing a working environment where mistakes were encouraged as long as Soldiers were able to learn from their mistakes and no one was injured. When a mistake was made, he would walk Soldiers through critical thinking to determine a different resolution for the future. He followed through on his method and consequently the squad had excellent meetings where individual's mistakes were discussed openly and we worked together to become a team. In one example, I recall one of our Soldiers lacked the discipline to show up on time. SSG Forbes addressed her individually the first time, then addressed her, with her team leader, the second time that she was late. The third time she was late, SSG Forbes addressed the squad and how we needed to work together to help our peer be on time. The team leader took responsibility for her lateness and SSG Forbes allowed the individual one more chance. In the end, the Soldier was no longer late so SSG Forbes counseled her to let her know that she would have her strikes reset to zero. His process allowed for mistakes, remediation and, more importantly, recovery.

4. SSG Forbes discovered that our PSG had abused his authority and violated the civil rights of many Soldiers by coercing Soldiers to allow him to search their phones prior to SSG Forbes' arrival to the unit. Later, SSG Forbes noticed that the same PSG was counterproductively targeting two of SSG Forbes' assigned Soldiers. SSG Forbes immediately intervened, but soon after, the attention of the PSG turned to SSG Forbes. I believe SSG Forbes' intent was to deflect

the abuse from the Soldiers. All I know is that this turned into an IG complaint and the two Soldiers were removed from platoon while the PSG was reassigned to a BDE manning position.

5. SSG Forbes also created an environment where he taught us to be humble and encourage suggestions from everyone, regardless of rank. Even as a SSG, with about 9 years of experience in the military, he believed it was normal for PV2s to have good ideas. SSG Forbes had no issue implementing the idea of a PV2 instead of his own. By doing this, he also taught Soldiers how to bring forth a different idea or how to bring forth problems if there were any.

6. Despite the good and bad times that our platoon experienced, SSG Forbes wanted to improve the platoon's cohesion and esprit de corps. He was able to accomplish this by inviting all platoon members to his house on a regular basis. He made an effort to have birthday parties every two months for everyone that was celebrating a birthday. For the Soldiers this was a meaningful gesture because most Soldiers were single and in a small overseas community. They did not have anyone to celebrate a birthday with.

7. I highlighted these lessens to you because these are ones that I emulate as a SSG. I have maintained contact with SFC Forbes since I left the unit in 2018 because I know that I can rely on him as a mentor for my development as a Soldier and Leader. I can rely on SFC Forbes because he always cared about me and my peers. He got to know us as individuals because he was concerned about our well-being. I still rely on him and what he taught me to this day, which is almost five years after working together. SFC Forbes is an effective leader and should be supported to continue developing Soldiers. If provided the opportunity, I would work with SFC Forbes in any capacity.

8. This character letter does not reflect the views of my unit. Please contact me if you have any questions or concerns. I can be reached at valerie.m.hughes4.mil@army.mil or DSN: 314-597-9433.

Valerie M. Hughes

VALERIE M. HUGHES
SSG, USA
US Military Delegation to NATO

June 8, 2023

BG Ferguson, Lawrence G.
Deputy Commanding General
2929 Desert Storm Dr.
Fort Bragg, NC 28310

Armijo, Anthony J., MSG(R), 18Z
[redacted],

Sir:

I am writing this letter you for SFC Forbes, Michael J. He called me and explained his current situation and your decision to present him with a General Officer Memorandum of Reprimand (GOMOR). You may be getting some misinformation from those who seek your fulfillment of this GOMOR. I have worked with, now SFC, Forbes from 2009 to 2012 at both the 3rd Special Forces Group (Airborne) (SFG-A) HHD and at 3/3SFG when he worked in the S2 Section as a Personnel Security representative. You must be aware of SFC Forbes characteristics; he is a very unique person.

I first met SFC Forbes in 2009 when we were both in HHC 3SFG (SO) (A). I was asked to take over by CSM Peters as the NCOIC of the Group S2 Section (intelligence production and personnel security) because the incumbent was abruptly removed. After a changeover and enough time to assess the section, I realized that these Soldiers were divided into factions due to the hands-off leadership style of my predecessor. Also, SPC Forbes and two female NCOs were being informally targeted with extra work, details, and disparaging comments behind closed doors. I devised a plan to destroy the wall that had been created between the Soldiers and get them to begin to trust each other and, hopefully, cohesively work together. I held rank-graduating meetings (from the highest NCO rank to all lower-enlisted) where I was open and candid about what I learned had occurred to SPC Forbes and the two female NCOs prior to my taking over. I wanted complete transparency between my Soldiers prior to our upcoming OEF XIII deployment, which was necessary if we were going to have any chance to become a team. We began doing everything as a team from our Physical and Army training, to our tasked intelligence production. I believe we began functioning as a unit prior to deployment.

During OEF XIII as the Combined Joint Special Operations Task Force-Afghanistan (CJSOTF-A) J2 SGM, I sent, then SPC, Forbes to Special Operations Task Force-East (SOTF-E) to support their Intelligence efforts. Regardless of all he had been through in Garrison with prior leadership, he remained positive. In fact, SOTF-E, which was run by 19th SFG, quickly repurposed him to be the Battle NCOIC's direct assistant. He worked on the JOC floor and supported current OPS via multiple roles; he did everything from: TIC documentation, UAV liaison, and CONOP de-confliction work with the S35, to name a few. The most significant thing I remember about SPC Forbes and OEF XIII was that within two weeks of being reassigned back (mid-deployment) to CJSOTF-A, he produced an impactful intelligence product about Aqtash Valley in Konduz Province. SPC Forbes' initial assessment of his newly assigned duty responsibility of covering RC North, resulted in an order from the CJSOTF-A Commander (CDR), COL Benton, to provide weekly updates on the topic. SPC Forbes had identified a key trend that had been

missed for over 6 weeks; a Warlord had autonomously begun standing up militias without uttering a word in the Shura and, significantly, without any US Army assistance. When asked by the CJSOTF-A CDR, "Why do you believe this so strongly?" SGT Forbes responded, "Sir, I don't believe anyone read [the Warlords] Bio, that I found. It's very clear what his motivation is and mannerism in the [three letter agency] document. It was thorough." Given we were in the 3rd or 4th rendition of renaming our partnering militia recruitment and training efforts, SPC Forbes identified within two weeks one of the most important developments in RC North. Weeks later he was asked to Brief his accurate growth predictions of the militia groups to COL Buldoc, the in-coming CJSOTF-A commander, via a VTC. He was the only lower enlisted SME in the room and enhanced CJSOTF-A intelligence reputation in theater. SPC Forbes is dynamic and well spoken.

During OEF XVII, as the SOTF-E Operations SGM, now SGT, Forbes who was the NCOIC of our night-shift operations for 3 months was selected to go forward and support AOB 3330 in RC East, Afghanistan. During this time SGT Forbes spear-headed a Comprehensive (FUSION) All-Source Intelligence Presentation for the AOB CDR. This product was designed to be 'evergreen' with independent updates from the usual intelligence sources and the more unusual sources, like Civil Affairs, Psychological Operations and Information Operations on our in-theater shared-drive. This product shaped the AOB CDR's Village Stability Operational (VSO) Plan recommendations to the SOTF-E CDR that were later approved and implemented. Due to this product's success, the AOB commander asked him for another one in a different area in his AO. SGT Forbes believed that the FUSION concept should be standardized whereas each intelligence discipline updates it regularly, because he showed it can be done via phone and email. All of this was before the online collaboration tools we have today.

Sir, SFC Forbes is not a typical out-of-high-school Soldier; he never has been, nor will ever be. He is highly intelligent, insightful, dutiful, and he brings tons of life and work experience with him in every daily engagement he has. He joined at 38 years of age and has been older than every CDR (except possibly his first one formerly COL HAAS). He has always enjoyed open-door access to every BN CDR as a long-time Personnel Security Manager. He never gave any of them bad guidance because he double checks his work. It is for these reasons that SPC/SGT/SSG Forbes was always assigned to the HHC, 3SFG S2 Section. In fact, he worked in the office and for years was only provided 1 Soldier over 8 years at 3rd BN. They got 2 Soldiers for the price of 1 with him; they exploited his work ethic and intelligence after he single handedly rebuilt what he inherited. It took him 9 months to consolidate, sort, retain relevant/destroy outdated Personnel Security Files in 3 separate BN locations. He did this while he set up trackers and SOPs that made the shop run unlike it ever had and likely ever has since. I have remained in contact with him since I left 3SFG and later retired from the Army.

Please rescind this GOMOR, Sir. I know SFC Forbes, I know he is rebutting this GOMOR and the investigation that underpins it. I can assure you, he would not argue a losing point. He would concede if he was wrong; he is a true professional! Please feel free to contact me if you need more examples, my phone number is below.

Respectfully,

Anthony J. Armijo SGM(R), 18Z
[redacted]

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DR
FORT BRAGG, NORTH CAROLINA 28310

AOSC-CO

21 July 2021

MEMORANDUM FOR ALL PERSONNEL (528th Sustainment Brigade (Special Operations) (Airborne))

SUBJECT: Commander's Policy Letter Treatment of Persons

1. REFERENCE: AR 600-20, Army Command Policy, 24 July 2020.

2. PURPOSE: To establish the 528th Sustainment Brigade (Special Operations) (Airborne) policy for treatment of persons.

3. SCOPE: This policy applies to all military and Department of the Army (DA) Civilian employees who are assigned, attached or on temporary duty to 528th BDE (SO) (A) to include all Component Subordinate Units (CSU), and 528th BDE (SO)(A) Directorates and Special Staff offices and their Family members. This policy applies both on and off post during duty hours and non-duty hours.

4. POLICY: 528th BDE (SO)(A) is a values-based organization where all persons can expect to be treated with dignity and respect. Hazing, bullying, and other mistreatment of persons directly and negatively affect the morale, safety, motivation, performance, and cohesion of our Soldiers, Family members, and Civilian employees, as well as unit readiness. These behaviors have no place in 528th BDE (SO) (A), and will not be tolerated. Anything that undermines dignity and respect are opposed to our Army Values and prohibited. This policy is punitive. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice. I am personally committed to preventing and/or eliminating these behaviors in this command.

5. DEFINITIONS:

a. Hazing. Any conduct whereby a military member or members, or DA civilian employee or employees regardless of service, rank, or position, and without proper authority, recklessly or intentionally cause a person to suffer or exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Without outside intervention, hazing conduct typically stops at an identified end-point.

b. Bullying. Bullying is any conduct whereby a military member or members, or DA civilian employee or employees, regardless of service, rank, or position, intends to exclude or reject another person through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other person's dignity, position, or status. Absent outside intervention, bullying will typically continue without any identifiable end-point. Bullying may include an abuse of authority. Bullying tactics include, but are not limited to, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through electronic media.

c. Harassment. Behavior that is unwelcome or offensive to a reasonable person, whether oral, written, or physical, that creates an intimidating, hostile, or offensive environment. Harassment can occur through electronic communications, including social media, other forms of communication, and in person. Harassment may include offensive jokes, epithets, ridicule or mockery, insults or put-downs, displays of offensive objects or imagery, stereotyping, intimidating acts, veiled threats of violence, threatening or provoking remarks, racial or other slurs, derogatory remarks about a person's accent, or displays of racially offensive symbols. Activities or actions undertaken for a proper military or governmental purpose, such as combat survival training, are not considered harassment.

d. WHAT CONSTITUTES HAZING AND BULLYING?

(1) A military member or DA Civilian employee may still be responsible for an act of hazing and bullying, even if there was actual or implied consent from the victim and regardless of the grade/rank, status, or service of the victim. Hazing and bullying can include both physical and nonphysical interactions. Hazing typically involves conduct directed at new members of an organization or individuals who have recently achieved a career milestone. It may result from any form of initiation, "rite of passage," or congratulatory act that includes unauthorized conduct such as: physically striking another while intending to cause, or causing, the infliction of pain or other physical marks such as bruises, swelling, broken bones, internal injuries; piercing another's skin in any manner; forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; or encouraging another to engage in illegal, harmful, demeaning, or unauthorized dangerous acts. Unlike hazing, bullying often, but not always, takes the form of excessive corrective measures that, like hazing, involve the infliction of physical or psychological pain and go beyond what is required for authorized corrective training.

(2) Hazing and bullying are not limited to superior subordinate relationships. They may occur between peers, or under certain circumstances, may involve actions directed towards senior personnel by those junior in rank, grade, or position to them. Hazing may occur during graduation or promotion ceremonies or similar military "rites of passage." However, it may also happen in military settings, such as in small units, to initiate or "welcome" a new member to the unit. Bullying may also occur in all settings but it most often appears as excessive correction of, or punishment for, perceived

performance deficiencies. Hazing and bullying are prohibited in all cases, to include off duty or "unofficial" celebrations or unit functions, on or off post

e. WHAT DOES NOT CONSTITUTE HAZING OR BULLYING?

(1) Hazing may occur when otherwise authorized or permissible conduct crosses the line into impermissible conduct. Bullying is always committed with the intent to exclude or reject another from inclusion in a group and, while the bullying conduct may appear to be corrective training, it is never authorized or permissible. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying: (1) the physical and mental hardships associated with operations or operational training; (2) lawful punishment imposed pursuant to the UCMJ; (3) administrative corrective measures, including verbal reprimands and command-authorized physical exercises; (4) extra military instruction or corrective training that is a valid exercise of military authority needed to correct a Soldier's deficient performance in accordance with paragraph 4-6; (5) physical training and remedial physical training; and (6) other similar activities that are authorized by the chain of command and conducted in accordance with this or another applicable regulations.

(2) Many time-honored customs of the Army include traditional events that celebrate personal milestones and professional achievements. These events are part of our heritage and include hails and farewells, promotion and graduation ceremonies, and other official command functions. The chain of command will ensure these traditions and customs are carried out in accordance with Army values and that the dignity and respect of all participants is maintained.

6. ISSUES AND CONCERNS COMMON TO BOTH HAZING AND BULLYING

a. The willingness of any participant is irrelevant; therefore, expressed or implied consent to prohibited behaviors under this policy is not a valid defense to a violation of this regulation. A USASOC Soldier or Civilian may still be responsible for an act of hazing or bullying even if there was actual or implied consent from the victim and regardless of the grade/rank, status, or Service of the victim.

b. Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing or bullying may be considered acts of hazing or bullying.

c. Hazing and bullying are prohibited in all circumstances and environments, including off-duty or in "unofficial" unit functions and settings.

d. Hazing and bullying are prohibited in deployed, combat, operational, and both garrison and "field" training environments and settings.

e. Incidents of hazing or bullying that may involve allegations of sexual assault, sexual harassment, or discrimination must be addressed in accordance with the laws, regulations, and policies pertaining to such allegations. In all cases, appropriate reporting and investigative protocols shall be followed and support and care shall be provided to complainants and victims.

7. COMMAND RESPONSIBILITIES

a. Commanders and supervisors will enforce this policy at all levels.

b. Commanders at all levels down to company (or equivalent) level will publish and post written command policy statements on the treatment of persons. Treatment of Persons policy statements will be consistent with 528th BDE (SO)(A) and Army policies, include the local command's commitment to prevention of hazing and bullying, and reaffirm that these behaviors will not be tolerated. The command policy will explain how and where to file complaints and will state that all complainants will be protected from reprisal. Commanders must consult their respective legal office prior to publishing.

c. Commanders will conduct hazing and bullying training at least annually as part of the EO training requirements related to promoting a healthy unit climate. Incorporating training and education on preventing and responding to hazing and bullying is an important component of changing military culture. Therefore, training must occur at all levels, from the lowest level to our most senior leaders. Training will differentiate between hazing and bullying and appropriate administrative corrective measures, extra military instruction, and command-authorized physical training. The training must emphasize that bullying and hazing are unacceptable and prohibited. Finally, training must include examples of hazing and bullying behaviors and illustrate how these behaviors negatively affects the mission, as well as information on how to report hazing and bullying incidents, and victim rights and resources.

d. Commanders will immediately report allegations of criminal behavior in violation of this policy to law enforcement. A commander will investigate all reported hazing or bullying allegations as possible violations of Article 92 of the UCMJ in accordance with the informal board procedures set forth in AR 15-6 or as a commander's inquiry. Individuals may also report incidents of hazing to the appropriate Inspector General's (IG) Office and may be investigated by that office or referred to the command for investigation. Regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative), commanders are responsible for coordinating with their unit Equal Opportunity Advisor (EOA) to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS). Additionally, commanders will ensure the security manager records the derogatory information as an incident report in JPAS in accordance with AR 380-67, Personnel Security Program, 24 JAN 2014.

e. Commanders will investigate allegations of mistreatment promptly.

f. Commanders will protect victims, witnesses, and other individuals who file complaints from the presence or perception of intimidation, harassment, reprisal, or retaliation.

g. Commanders must seek the advice and counsel of their legal advisor when taking actions pursuant to this policy.

8. INDIVIDUAL RESPONSIBILITIES:

a. Individuals will conduct themselves in accordance with this policy and treat all persons with dignity and respect.

b. Individuals will advise the command of any incidents of hazing or bullying. Report incidents of hazing, bullying, or other mistreatment of persons to supervisors, the chain of command, law enforcement, and/or the inspector general.

9. The elimination of hazing and bullying is one of 528th BDE (SO)(A)'s top priorities and it is everyone's responsibility. Likewise, every Soldier, Civilian employee, and Family member is responsible for treating one another with mutual dignity and respect. We cannot tolerate or condone hazing or bullying in our units and work areas. It is incumbent upon all leaders to set a positive example and create an environment conducive to good order and discipline. Again, I am personally committed to eliminating hazing and bullying in 528th BDE (SO)(A). I will provide commanders, units, and supervisors with the resources they need to eliminate these behaviors.

10. EXPIRATION: This policy memorandum is in effect until superseded or rescinded.

11. The point of contact for this policy is the 528th BDE (SO)(A) EOA at (910) 396-7385.

BRUNSON.TAVI.NIGEL.[redacted]
Digitally signed by BRUNSON.TAVI.NIGEL[redacted]
Date: 2024.08.02 22:14:52 -04'00'

TAVI N. BRUNSON
COL, LG
Commanding

389th MI BN (SO) (A) Equal Opportunity Leaders

Army Equal Opportunity Policy:

Commanders and organizational leaders will foster and maintain positive command climates. A positive command climate is an environment free from personal, social, or institutional barriers that prevent Soldiers from rising to the highest level of responsibility for which they are qualified. Soldiers are evaluated on individual merit, performance, and potential. The evaluations of commanders will include an assessment of their compliance with MEO policy.

The Army will provide an environment that is free of unlawful discrimination. Discrimination occurs when someone, or a group of people, is harassed, intimidated, insulted, humiliated, or is treated less favorably than another person or group, because of their race, color, sex (to include gender identity), national origin, religion, or sexual orientation. It includes use of disparaging terms with respect to a person's race, color, sex (to include gender identity), national origin, religion, or sexual orientation which contributes to a hostile work environment.

When discrimination is alleged, commanders will take immediate and appropriate action to investigate the allegations and correct any unlawful discriminatory practices. In substantiated cases, commanders will consider appropriate disciplinary action.

The chain of command will promote, support, and enforce MEO and Harassment Prevention and Response policy and programs. The chain of command has primary responsibility for identifying and correcting discriminatory harassment.

The operational language of the Army is English. Commanders may require Army personnel to use English when performing official duties but may not require the use of English for personal communications which are unrelated to official duties.

BDE Equal Opportunity Advisors:

SFC Edgar V. Suro
Brigade EOA/Equal Opportunity Advisor
528th Sustainment Brigade (SO) (A)
[redacted]
Office: 910-396-7385
cell: [redacted]
BB: 910-651-4972

SFC Jedidiah (Jed) Sevrey
[redacted]
389th MI BN Primary EO Leader
Cell: [redacted] Office: (910) 432-1722

SSG Tavon Gray
[redacted]
389th MI BN Alternate EO Leader
Cell: ([redacted] Office: (910) 396-0129

24/7 DoD Safe Helpline #1-877-995-5247 or www.safehelpline.org

Forbes, Michael J SFC USARMY USSOCOM USASOC (USA)

From: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA)
Sent: Thursday, December 1, 2022 9:30 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA)
Cc: Vargas, Sandrea A CSM USSOCOM USASOC (USA)
Subject: RE: long Thank you, apology, goals and some personal background
Signed By: tavi.n.brunson.mil@mail.mil

SFC Forbes:

Thank you for your thorough and comprehensive feedback.

I will respect your request and excuse you from this team-building event. While I regret you not being there, I am glad that we still have one senior leader at the headquarters to handle any emergencies.

COL Tavi Brunson
CDR/528SB
BB: [redacted]
Off: 910-432-4649

Sent with BlackBerry Work
(www.blackberry.com)

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Date: Thursday, Dec 01, 2022 at 18:15
To: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Cc: Vargas, Sandrea A CSM USSOCOM USASOC (USA) <sandrea.cruz@socom.mil>
Subject: long Thank you, apology, goals and some personal background

Sir:

We only had one Office Call when I was Acting OIC, so I thought you deserved a little more of my history after yesterday's interactions.

BLUF: 2 THANK YOUs, an APOLOGY and GOALS; WARNING: Passive voice writing and background information is prevalent below. I recommend a cup of coffee before you continue.

Thank you for your time during our impromptu meeting that CSM Vargas summoned me immediately after MAJ Racaza left your offices. Your understanding of my concerns regarding being forced to engage with a third-party corporation and agree to their "Terms of Service and Privacy Policy" re: what could be perceived as a behavioral health assessment, is appreciated. You demonstrated your understanding by verbally allowing me to not participate in the data-gathering event or the in-person sharing of the insights contained in the personalized produced reports from, Dr. Elias Porter's conceived, SDI 2.0 by corestrengths (an outside Corporation).

My background – a little about me - Unlike CSM Vargas inferred, I rarely make un-researched decisions or assumptions without real data. A tertiary look at corestrength's website totaling 6 hours has been conducted by me (on my own time over the past two nights; 3 hours per night since your email). I have concluded that the empirical data gathered about a user's preferences in various behavioral weightings in SDI 2.0 is a Perception-Based model and can easily be faked by a user to create a result that the user believes the sponsoring agent (in this case our unit) would prefer. In short, its often

unreliable; especially when the identities of the users is public to the sponsoring agent. This is evident by the corestrength's example report displayed on their website with every individual users name on it, per the example.

Perception-Based models have the same problems any subjective profession that requires oaths or creeds as certification. To wit, it is only the ethical nature of the individual Doctor or Attorney that can determine if the consumer of their services is getting reasonably authentic advise or guidance; a moral compass must be working for the consumer. In contrast, a biased or, worse yet, ignorant, malicious or criminal actors in a position-of-trust can have devastating effects on consumers lives and/or careers. Moreover, perceptions are individually based and typically affected by one's frame-of-reference. For instance, MAJ Racaza's characterization of my request to understand the scope and regulatory basis of the mandatory nature of the SDI 2.0 was inaccurate. Yet, she followed me up the stairs to report to you that I was angry. She misperceived my demeanor and speaking characteristics, which typically include fast talking, complex sentences, confident conversations with quick transitions. In fact, without taking the SDI 2.0 but being somewhat self-aware, I am likely a Red-Green on the SDI Triangle (if that helps the group). I am all about performance and procedure with a judicious and competing nature. That is why I have expended so much energy in attempting to have our unit lean-forward with the PSAP program because we are a tip-of-the-spear SOF Support Element and we should be performing at a professional level when it comes to non-discretionary regulatory requirements that is better than most units in our Army. Simply, I want our S2 to be one of the best when PSAP goes live in PHASE 1; not one of the many units that will have repeating failed quarterly 'report cards' because they will likely need to reinvigorate their Clearance Suitability Programs and the known published procedures therein. We are all different and I except everyone's idiosyncrasies without judgment unless they affect my livelihood or health; I have gathered enough empirical data in my life to conclude that people sometimes don't practice what they preach and accept mine. I am 54 years old and though I am not done learning there are certain aspects of my life and communication that are likely 'baked in the cake,' by now.

Having developed a multi-platform (consisting of Value- and Logic-based) survey in my Graduate work at the University of Pittsburgh, when I was tasked to support Adtranz (a light-rail airport tram manufacturer) in 1996. We were tasked to design a custom-made survey of their massive engineering staff at their Corporate Headquarters location. They wanted my team to determine why their employment turnover rate was high. We purposefully considered not to employ a Behavioral-Based criteria model as we determined the weakness of perception-oriented data. We chose more intrinsic Value-Based criteria questions dealing with compensation, benefits, workplace environment, etc., coupled with a second survey that used Dr. Thomas L. Saaty's Analytic Hierarchy Process; a decision-making framework used for large-scale, multiparty, multi-criteria decision analysis. AHP uses Pairwise Comparison matrices to derive the priorities for a set number of alternatives. This method of estimating criteria weights take the comprehensive Values-Based results and applies the engineering staff's weighted preferences to them. It produced comprehensive prioritized results. But how did we get comprehensive results we could rely on? We preserved the anonymity of the participants, which produced an incredible 90% participation rate. This success was due to, 1) our promise to the highly educated staff that the raw data would not be released to the management and 2) fully explained the method of the survey. Moreover, Corporate Management expressed their appreciation for the breadth and depth of this two tiered survey, because it significantly enhanced the data's worth to them more than any prior attempted survey had (the university sent a team of graduate students to annually for years prior and after our visit). Our unique approach was something they could rely on and base corporate Human Resources policy decisions on. They liked it so much that upon leaving the location, (the day of the out-brief), a few of the Human Resource executives followed me to my car and requested that I give them the raw user surveys (that I stupidly commented were in my trunk during the brief). I refused, citing the promise that they and the rest of their leadership team agreed to. We had garnered written signatures that the participant understood that their answers or handwriting would not be provided to anyone in the company. My Professor, asked for the data on the last day of class and was given the same response by me. This was the only C grade I received in my Graduate work that culminated in a 3.47 GPA (on a 4.0 scale). I am still proud of my decision to this day, because we gave them quality results that far exceeded their expectations and we kept our promises to the staff.

I considered the subjective grade I was given for that project, retaliation, but had no proof; life moves on and this was inconsequential to me. In my Army Career I have been retaliated against for starting a Derogatory Incident Reporting Program at a BN that was in a BDE in which no element of the entire BDE had reported one 5258-R (Derogatory Report) in years. That's right, Sir; years! It took two years and an IG complaint, a Congressional Complaint and Article 138 for me

to expose this retaliation to the appropriate level to have it all unwound with the clicking of a print button which produced a singular memo from a MG. I have experienced such unprofessional behavior in my career, yet I remain positive and carry no grudges. That said, I have been there, done that, and 'ate the cookie.'

I am sorry that I am uncomfortable with this training and respectfully wish to not participate. The logic based brief lab that you provided to your staff last year was excellent and I would jump at the chance to participate in any of their advanced training.

I have proactive goals for your BDE S2 PSP. I don't want to "die on [any] hill," in fact, I want to take this opportunity to let you know how I admire your leadership style and your dedication to all of us. I have always been proud to serve this unit and, more importantly, to serve you and CSM V. I would do so again in a heartbeat; a unit is its people and the two of you have consistently stuck your reputations on the line on behalf of all of us. It is because of that I have always given you and your staff, leaders and SMs my personal best. I have always provided guidance in an effort to do the right thing to serve you and our unit; even when it has been resisted by others. Having the opportunity to serve you at a BDE S2 echelon has provided ample opportunity to make myself and our unit better every day. Your tenets are paramount to an individual's success and I have come to practice them. It is my hope that I will continue to be able to serve you for the remainder of my tenure of my current assignment.

My top 3 goals prior to my PCSing in SEP23 are as follows:

1) Thorough (Step-by-Step) Continuity Flow Charts for every conceivable multistep process in the Personnel Security Program (PSP). We have circa 50+ Task Flowcharts in various stages of development, which will be tested and put in a hard copy "Go-Book" for S2 at all echelons and replicated on Digits for USASOC to distribute to every CSU BDE S2 for distribution.
2) BDE Reportable Activity (formerly Derogatory Incident) Reporting Policy rewrite, which we agreed to use 1SFC S2s policy, which we agreed needs more detail. Our work will become SOP at their level, which will impact 11 CSUs and become the 1SFC standard for Reportable Activities reporting, going forward.
3) Vibrant Reportable Activity Command Team education (with outside SMEs) in preparation for Personnel Security Accountability Program transition from Pilot Phase to Phase 1 –Phase 3 (full implementation).

Thanks again for your time. If you happened to make it through this proactive explanation, I hope you found it enlightening and worth it. I pride myself in making no rash decisions, only principled gambles with as much data as I can garner in the shortest amount of time: sometime based on hunches. I am intel after all.

Always Out Front, Support to the Utmost,

Michael J. Forbes
528th Sustainment Brigade (SO) (A),
S2, NCOIC
SMO: W0GKAA6
☎ NIPR: (910) 908-8788
☎ BB: [redacted]
☎ Staff Office: (910) 908-8787
☎ SIPR: [redacted]
NIPR: michael.j.forbes.mil@socom.mil
SIPR: michael.j.forbes.mil@socom.smil.mil

"In peace there's nothing so becomes a man As modest stillness and humility: But when the blast of war blows in our ears, Then imitate the action of the tiger; Stiffen the sinews, summon up the blood, Disguise fair nature with hard-favour'd rage; Then lend the eye a terrible aspect;" – William Shakespeare

Recommended reading from LTC Hamman's farewell email to 528th staff:
https://fromthegreennotebook.com/2019/08/23/the-map-on-the-wall/

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To: Furlow, Burton LTC USARMY USSOCOM USASOC (USA) <burton.furlow.mil@socom.mil>
Subject: respectful request

Sir;

Given what CSM Emekaekwue did to me in front of formation, please do not assume I am comfortable with smacks on the arm/shoulder or handshakes while someone holds my shoulder. In fact, a simple handshake will do. Touching me anywhere other than a handshake is not ok. I do not condone physical touching that provides dominance of one person over another. I was very uncomfortable with you coming into the counseling today, during a flagging counseling by your CO CDR in which you are authenticating, and having you "smack" me as a hello. This is not ok with me. I hope you'll understand.

SFC Forbes

smime.p7s
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DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST SPECIAL FORCES COMMAND (AIRBORNE)
H-3531, 9TH INFANTRY LANE (STOP A)
FORT BRAGG, NORTH CAROLINA 28310

February 21, 2023

The Honorable Richard Hudson
United States Representative
Attention: Kimberly Baldwin
225 Green Street, Suite 202
Fayetteville, North Carolina 28301

Dear Representative Hudson,

Thank you for your recent letter regarding the issues raised by Sergeant First Class Michael Forbes. We take these allegations very seriously. As a matter of fact, prior to your inquiry, the 1st Special Forces Command addressed these allegations through appropriate channels. Sergeant First Class Forbes' whistleblower complaint is already addressed through the Inspector General's office at the United States Army's Special Operations Command, in accordance with Army Regulation 20-1. Furthermore, on February 9, 2023, the command initiated an inquiry to investigate the other allegations raised by Sergeant First Class Forbes. The senior commissioned officer appointed as the Investigating Officer is a disinterested party appropriately selected to conduct a thorough investigation.

For your awareness, the Fort Bragg Military Police already investigated the assault allegation raised by Sergeant First Class Forbes. The military police found that Sergeant First Class Forbes was not assaulted, and they closed the investigation. Despite that, the appointed Investigating Officer is tasked to investigate the circumstances surrounding that incident and all the allegations raised by Sergeant First Class Forbes, to ensure that his concerns are thoroughly investigated and addressed. Currently, the command's investigation is still ongoing.

In summary, once Sergeant First Class Forbes' allegations came to our attention, our command took every prudent measure to inquire into these allegations. I thank you for your interest in this matter and I hope the information we provided was helpful. Please rest assured knowing that we will continue to support our Servicemembers who bring forward any allegation of wrongdoing.

Sincerely,

Patrick R. Nelson
Colonel, U.S. Army
Chief of Staff

FW: Forbes HPW response

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) (michael.j.forbes.mil@socom.mil)

To: [redacted]

Date: Thursday, June 15, 2023 at 09:35 AM EDT

Cordially,

Michael J. Forbes
528th Sustainment Brigade (SO) (A),
S2, NCOIC
SMO: W0GKAA6
☎ NIPR: (910) 908-8788
☎ BB: [redacted]
☎ Staff Office: (910) 908-8787
☎ SIPR: [redacted]
NIPR: michael.j.forbes.mil@socom.mil
SIPR: michael.j.forbes.mil@socom.smil.mil

From: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Sent: Tuesday, April 11, 2023 5:47 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Cc: Bell, Joshua D CPT USARMY USSOCOM USASOC (USA) <joshua.d.bell.mil@socom.mil>
Subject: RE: Forbes HPW response

Sergeant First Class Michael J. Forbes:

Attached you will find my response to you, in rebuttal to the inquiry you made into the HPW "Assessed the Unassessed" Program.

v/r, Tavi

COL Tavi N. Brunson
Commander, 528th SB (SO)(A)
1st Special Forces Command (A)
Office: (910) 432-4649 (DSN 239)
BB: [redacted]

NIPR Email: tavi.n.brunson.mil@socom.mil
SIPR Email: tavi.n.brunson.mil@socom.mil
VoSIP (706) 239-4650
Tandberg: 239-8359 / IP 148.41.230.219

DO THE RIGHT THING | DO YOUR BEST | GET BETTER EVERYDAY

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Sent: Tuesday, April 4, 2023 12:13 PM
To: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Subject: RE: Forbes HPW response

Thank you, Sir.

From: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Sent: Monday, April 3, 2023 11:01 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Cc: Bell, Joshua D CPT USARMY USSOCOM USASOC (USA) <joshua.d.bell.mil@socom.mil>
Subject: RE: Forbes HPW response

SFC Forbes:

1. **The ball was phenomenal.**
2. **I acknowledge receipt of your message; I will respond in due course.**

BRUNSON

COL Tavi N. Brunson
Commander, 528th SB (SO)(A)
1st Special Forces Command (A)
Office: (910) 432-4649 (DSN 239)
BB: [redacted]

NIPR Email: tavi.n.brunson.mil@socom.mil
SIPR Email: tavi.n.brunson.mil@socom.mil
VoSIP (706) 239-4650
Tandberg: [redacted]

DO THE RIGHT THING | DO YOUR BEST | GET BETTER EVERYDAY

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Sent: Friday, March 31, 2023 5:21 PM

To: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Subject: Forbes HPW response

Sir:

I hope our unit ball went well and all in attendance enjoyed themselves.

Here is a memorandum and associated enclosures for your perusal and response.

Cordially,

Michael J. Forbes
528th Sustainment Brigade (SO) (A),
NIPR: michael.j.forbes.mil@socom.mil

smime.p7s
6.5kB

Response to Initial Request for Redress-SFC Forbes.pdf
172.3kB

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
1ST SPECIAL FORCES COMMAND (AIRBORNE)
FORT BRAGG NORTH CAROLINA 28310-8500

AOSC-CO 5 April 2023

MEMORANDUM FOR SFC Michael Forbes, 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310

SUBJECT: Response to Initial Request for Redress Under Article 138, Uniform Code of Military Justice, and In Accordance with Army Regulation 27-10

1. I received your initial request for redress under Article 138, Uniform Code of Military Justice (UCMJ) on 31 March 2023. I acknowledged receipt of your request via email on 3 April 2023.

2. Under AR 27-10, paragraph 19-6, you are allowed to submit an initial request for redress under Article 138 to your commanding officer. I am the Brigade Commander of 528th Sustainment Brigade (Special Operations) (Airborne) (528th SB (SO)(A)).

3. In your initial request for redress, you mentioned the following basis for why you and other members of 528th SB (SO)(A) were wronged:

a. That you not be required to consent to participation in the portions of the Health Performance and Wellness (HPW) assessment via a third party application, called Bridgetracker, due to personal privacy concerns;

b. That the HPW Assessment (in its current form) violates military regulations that prohibit the creation of records involving the exercise of yours and members of 528th SB (SO)(A) first amendment rights; and

c. That the HPW Assessment (in its current form) is a form of research, and as such requires the informed consent of all participants, including yourself.

4. Pursuant to AR 27-10, paragraph 19-7, I am required to respond to requests made as it pertains to why you are wronged within 15 days of receipt of your request. My response as of the date of this memorandum satisfies that response time.

5. In response to your basis for redress, I provide the following response IAW AR 27-10, paragraph 19-7 as it relates to your wrongs:

a. Your request for exemption from participation in the HPW Assessments is appropriate and I grant your request.

AOSC-CO
SUBJECT: Response to Initial Request for Redress Under Article 138, Uniform Code of Military Justice, and In Accordance with Army Regulation 27-10

b. As it relates to your request for redress for other members of the 528th SB (SO)(A), your request is not appropriate and denied under AR 27-10, paragraph 19-6 as it does not address why you specifically were personally wronged as the complainant.

6. The POC for this memorandum is CPT Joshua Bell, Brigade Judge Advocate, at joshua.d.bell.mil@socom.mil or at (910)-908-8863.

TAVI N. BRUNSON
COL, LG
Commanding

May 23, 2023

Hon. Christine E. Wormuth
Secretary of the Army
101 Army Pentagon
Washington, DC 20310-0101

Mrs. S[redacted] R. F[redacted]
[redacted]

Honorable Christine E. Wormuth:

I am writing you about my husband. I decided that you were the right official to write, after I saw the pinned Twitter post you made on October 14, 2022, that said, "There has been confusion on an issue where there should be none. So let me be clear: I expect @USArmy leaders to stand up for women—and all Soldiers—who are unduly attacked or disrespected." I am very worried about the situation he is facing, so I'm hoping that writing to you, woman-to-woman, that you would be willing to look into his situation. I feel you are about to read a horrible series of events.

My husband, SFC Michael J. Forbes, of 528th Sustainment Brigade (Special Operations) (Airborne) has been retaliated and reprised against by his BDE CDR through and with his Unit Psychologist's help. They both have broken laws and conducted a series of unprofessional actions to attempt to entrap my husband and end his career. They have failed thus far, but I feel, given the BDE Commander's (CDR's) most recent action of a recommended GOMOR, that they will not stop this behavior. I'm reaching out to you because I do not know what else to do.

Let me start at the beginning. On November 28, 2022 My husband came home and told me that he could not watch the news with me (as we always do) because he had to read the terms of service of an online corporation that he was being required to participate in and answer questions about how he deals with conflict. It was called Strength Deployment Inventory (SDI). For two nights, he was in our office reading about what seemed to be some sort of mental evaluation (at least that is how I understood his comments to me). The day after that, he came home upset that he had been called into the BDE CDR's Office and scolded for asking questions to the unit's Psychologist about the online program that he was being ordered to participate in. After that (Thursday, December 1) he told me he got a reply to the long email he sent his BDE CDR and that he did not have to participate in that BDE event anymore. He was relieved.

The day of the offsite event above (Friday, December 2), my husband told me that his boss sent an email about another phone app from a 3rd-party about suicide prevention. He was upset again and did not know why this was happening so soon after being released from the other

one. He was afraid to ask anyone about being excused from this one because of what happened the last time. He told me it was mandatory, but he also told me they were not allowed under the law to make it mandatory. This one was called Health, Performance and Wellness (HPW).

A week later, he told me that he went to a meeting during his PT hours and found out they were encouraging Soldiers to use phones in his secure building to put 3rd party apps on the Soldiers' phones in support of HPW. He said it was brought up because of the Health Program they were starting. He went on tell me that it included more behavioral health questioning being forced on Soldiers without proper consent. This sounded so strange to me. I have been married to him for almost 8 years and he is an intelligence Soldier. I've been to his buildings and no one is allowed phones inside. He was stressed this week, as his job makes him responsible for this. My husband tried to stop Soldiers from bringing phones in the building by putting up signs; they were ripped down in one day. The Company Commander ripped his signs down (and my husband has proof).

After that, at the next Monday morning formation, my husband called me at work and informed me the BN CSM had put his hands around his neck and forced him back into formation while he was trying to tell the formation that phones are not allowed in the building. The CSM assaulted my husband. I have no idea how my husband controlled himself and didn't fight back.

My husband told me later that he couldn't believe no one stopped the BN CSM's assault and, even worse, that he was counseled not to correct people when he catches them with phones. Two days later, my husband couldn't sleep and went to the PMO to report the assault. He told me that morning that the BDE CDR and BDE CSM were both present during the assault and for two days just ignored that my husband was assaulted. A week later my husband was removed from his job as a BDE NCOIC.

Here is a complete list of what my husband's leaders have done to him over the above information (we have pieced this together by now):

1) An Army Psychologist reported my husband was angry because he asked questions about the first program,
2) A Company Commander ripped down the phone-signs that my husband went in early to post,
3) My husband was humiliated and assaulted during a BN formation,
4) He was removed from his BDE NCOIC job and assigned to a subordinate BN (389th),
5) The Psychologist lodged a complaint 6-weeks after the SDI event claiming that my husband disrespected her when he asked about the first program,
6) My husband was put under investigation by the BDECDR (but wasn't told about it until weeks later),
7) The STB Co. Commander called my husband in on 17JAN2023 and released him, upon realizing he was assigned to 389th BN (another BN in the BDE),
8) The next day my husband as ordered to meet with the STB Company CDR again after the BDE Commander revoked my husband's orders to 389th and put him back under STB Co. Commander,

9) During this meeting with the STB Company CDR and while we were in-the-dark about the BDE CDR's investigation of my husband, the STB Company CDR ordered my husband to be escorted to Womack for an emergency mental health evaluation,

10) The FB Form 1462-e the STB Company CDR stated his "future plans" for my husband were, "Removal from USASOC/levels of responsibility,'

11) My husband wasn't notified of the investigation for three weeks; he was finally notified on 7FEB2023 when he was flagged,

12) Yet, my husband has told me he still has never been flagged per IG and administrative Soldiers in S1

13) My husband notified me 3 weeks ago that the 389th CO. 1SG recommended him for a LOR,

14) My husband notified me last week that the BDE Commander is recommending a GOMOR,

15) As far as I know, investigation is still ongoing for an allegation of being toxic and disrespecting that Psychologist.

16) My husband has put in USASOC FOIA requests and was told he needed to contact the Pentagon,

17) My husband asked for an open-door meeting with the USASOC General and got one that will be after the GOMOR decision is made.

I feel this BDE Commander (that my husband had previously received excellent commentary on his NCOERs from) is coming after my husband for doing his job, which conflicted with the BDE Commander's disregard for regulations in order to put out his programs, as well as my husband's willingness to report violations of law and regulations by the command. Unfortunately the BDE Command is more focused on protecting bad actors (including the Psychologist, BN CSM, STB Co. Commander) rather than in actually remedying the situations.

Please help by stopping these people from railroading my husband's 16-plus year, unblemished career. We just want to PCS, as ordered, to his last duty station where he will finally get the opportunity to teach Soldiers in his job at Fort Huachuca. He doesn't deserve this for doing his job and doing it well. Please help us; they are hunting him!

With hope,

S[redacted]B. F[redacted]

Re: IG Matter (Final Notification)

From: Michael Forbes [redacted]

To: chase.e.smith.civ@socom.mil

Date: Friday, June 9, 2023 at 11:20 PM EDT

Thank you Mr. Smith

What level of Command were these referred back to? I do have questions about the due process review. Below is partly why:

---draft excerpt of a small portion of my Article 138 redress rebuttal to BG Ferguson below---

This investigation, with its procedural flaws, reinforces why a post-command CPT or higher should have been selected instead. The flaws are as follows:

1) The investigation findings and recommendations memo was dated 22FEB2023 but not signed by IO, 2LT Tolston (IO), until 13APR2023.

2) The IO was in possession of evidentiary allegations for months, even after the she requested an extension; the evidentiary allegations of multiple events were not brought forth to SFC Forbes to address during the investigation, thereby forcing these matters to be refuted in rebuttal of a Personnel Action because of incomplete assessment by the IO. This is highly unorthodox procedure.

3) Unit Psychologist (MAJ Racaza) complains about SFC Forbes on 30NOV2022 to the BDE CDR, SFC Forbes addressed this incident with a replied email from the BDE CDR; SFC Forbes understood the issue as resolved when released from the mandate in that email exchange.

4) MAJ Racaza brought the same 30NOV2022 complaint at an unknown time (circa 6 weeks later), which was at least part of the reason for the appointment of the IO on 12JAN2023 that SFC Forbes was the unwitting subject of, as MAJ Racaza was the named Officer that SFC Forbes allegedly disrespected in the IO appointment order; MAJ Racaza then submitted a sworn statement against SFC Forbes on 19JAN2023 for the same 30NOV2023 discussion in the same investigation she was a catalyst for.

5) The BDE CDR influenced the assignment of SFC Forbes back to STB to perform eCDBHE while he was an unwitting subject of 2LT Tolston's investigation.

6) MAJ Racaza's 3rd complaint of 30NOV2022 was in the form of a sworn statement provided to the IO after a "fit-for-duty" result from the eCDBHE that MAJ Racaza provided the regulatory basis for CPT Korista to order the unwitting SFC Forbes to participate in.

7) Notably, SFC Forbes documented the situation the same day whereas the only recorded documentation of MAJ Racaza's allegations occurred after the investigation began (over 6 weeks later).

8) The IO used a disputed allegation as evidence in her findings by stating "I find that SFC Forbes engaged in disrespectful behavior towards MAJ Rhea Racaza…. This can be supported by MAJ Racaza['']s statement claiming that SFC Forbes demanded aggressively that she provide him with information and cut her off without letter her explain or answer any questions."

9) The investigation is predominated by generalizations, uncorroborated opinions, hearsay, falsifications and the aforementioned ill-intent by leaders of the unit.

---draft excerpt of a small portion of my Article 138 redress rebuttal to BG Ferguson above---

SFC Forbes

On Friday, June 9, 2023 at 09:46:40 PM EDT, Smith, Chase E CIV USSOCOM USASOC (USA) <chase.e.smith.civ@socom.mil> wrote:

CUI

SFC Forbes,

This email is a final response to your 13 December 2022 request for IG assistance concerning multiple numbed concerns below.

It's a bit of a long email but addresses all of the particular items that I'm tracking. If I missed one please advise.

Concern #1: Requesting IG assistance with concerns about CSM Emekaekwue's alleged assault (ref hands on shoulders and pushing) event on 12DEC22 during a unit formation. RESPONSE: Our office has referred allegations of impropriety (AR 600-20, Para 4-19) to the command for action. You previously reported allegations of assault to the Fort Bragg MP Station. After receiving the resulting command product, we reviewed the document and determined that the command addressed the allegation. STATUS: Closed. This office will take no further action pertaining to this allegation. --break— We are aware that this final response is vague, but the Inspector General is limited by IG regulations on what can be released due to IG confidentiality rules. However, I'd like the opportunity to explain our processes so you might understand the IG's role in providing this type of response to you. Our guidance from the Department of the Army IG specifically directs IGs to formally refer all command-appropriate allegations and issues to the chain of command for action. Once allegations are referred, and if the CMD elects to investigate, the appointed Investigating Officer (IO) will conduct all notifications to either the subject(s) or complainant(s). Upon completion of the investigation, the IG office will review the command product in a thorough and complete manner and determine if the command addressed all referred allegations and related issues. If so, we send final acknowledgment like the one you are receiving. You may request the command product and any actions the command took, in redacted form, by submitting a Freedom of Information Act (FOIA) request to the command. Please note that if you decide to file a FOIA request this was not an IG investigation, but rather a command investigation, so be sure to submit your request to the command not the IG office to ensure proper routing.

Concern #2: Requesting IG assistance with concerns about CPT Korista allegedly exhibiting counterproductive leadership. Some examples were the removal of phone signs in the building, event counseling attempt, painting skulls on the wall which represented the number of UCMJ actions taken, and ordering SMs to cut the grass with scissors. RESPONSE: We referred the

allegation to the command for action. After receiving the resulting command product, we reviewed the document and determined that the command addressed the allegation. STATUS: Closed. This office will take no further action pertaining to this allegation. --break— We are aware that this final response is vague, but the Inspector General is limited by IG regulations on what can be released due to IG confidentiality rules. However, I'd like the opportunity to explain our processes so you might understand the IG's role in providing this type of response to you. Our guidance from the Department of the Army IG specifically directs IGs to formally refer all command-appropriate allegations and issues to the chain of command for action. Once allegations are referred, and if the CMD elects to investigate, the appointed Investigating Officer (IO) will conduct all notifications to either the subject(s) or complainant(s). Upon completion of the investigation, the IG office will review the command product in a thorough and complete manner and determine if the command addressed all referred allegations and related issues. If so, we send final acknowledgment like the one you are receiving. You may request the command product and any actions the command took, in redacted form, by submitting a Freedom of Information Act (FOIA) request to the command. Please note that if you decide to file a FOIA request this was not an IG investigation, but rather a command investigation, so be sure to submit your request to the command not the IG office to ensure proper routing.

-

Concern #3: Multiple leaders', Soldier's failure to act / intervene with alleged assault occurring at the 12DEC22 unit formation with approximately 150 persons present. RESPONSE: The circumstances surrounding the unit formation are being explored within concern #1 listed above. STATUS: Closed, our office will take no further action on this specific item at this time.

-

Concern #4: Requesting IG assistance with alleged hostile work environment at 528th not related to race, color, sex (to include gender identity), national origin, religion, or sexual orientation. Examples provided were see concern #1 items, see concern #2 items, and CSM Emekaekwue's DA Form 4856 on 12DEC. RESPONSE: Our office understands that the terminology "hostile work environment" only falls within Equal Opportunity (EO) chapters within AR 600-20, CH6. The examples provided have been provided to the command for further exploration, reference concern #1 and #2 which are currently with the command for action. You mentioned you might speak with the EO office to explore further. STATUS: Closed, our office will take no further action on this specific item at this time.

Concern #5: Improper personal electronic devices (PED) usage within 528th by Soldiers. Lack of understanding of the regulation/policy governing PED use within 528th STB by Soldiers. RESPONSE: Our office has referred an issue to the command for action. We conducted a thorough inquiry into your request for assistance. Our inquiry determined that the command is taking the appropriate actions to address PED usage. STATUS: Closed, our office will take no further action on this specific item at this time.

-

Concern #6: You had concerns about the BDE CDR notifying you of a command directed investigation into something (reference topics the BDE CDR discovered during town hall meetings) and also having been counseled (ref CSM Prewitt's DA Form 4856) that you were under investigation. You received a DA Form 4856 from CPT Korista on 7FEB23 informing you

that you were being flagged for being the subject of a Commander's Investigation. RESPONSE: The primary function of any preliminary inquiry or administrative investigation is to ascertain facts, document and preserve evidence, and then report the facts and evidence to the approval authority. Commanders are authorized to direct these actions and they are routine actions that have many rules/procedures in place. Sometimes these fact-finding missions serve to clear a person's good name. If the BDE CDR discovered items of concern during town hall meetings, he may direct an action. Once the investigation is complete you may request the IG office conduct a due-process review. Due-process reviews do not litigate or overturn the results. While performing a due-process review the IG's primary concern is that the complainant is afforded an opportunity for redress and that the redress was conducted in accordance with the applicable standard. A due-process review is not an investigation. You may continue to utilize the legal assistance office to receive legal counsel. Other potentially helpful resources: 1. You may read AR 15-6, paragraph 1-12 that discusses the use of results of preliminary inquiries and administrative investigations in adverse administrative actions. 2. You may read AR 600-37 which sets forth policies and procedures to ensure the best interests of both the Army and Soldiers are served by authorizing unfavorable information to be placed in, transferred within, or removed from an individual's Army Military Human Resource Record (AMHRR). 3. You may request a copy of the Command's investigation/inquiry through the Freedom of Information Act (FOIA) by completing the attached form and emailing to: USASOC.FOIA@socom.mil. This link will provide you additional information on the USASOC FOIA process: http://www.soc.mil/FOIA/FOIA.html. If you have additional questions please contact the command FOIA points of contact:

Christopher Nesbitt

CIO G-6, FOIA/PA Officer

U.S. Army Special Operations Command

(910) 432-9233

christopher.nesbitt@socom.mil (NIPR)

Stephanie Osborne

FOIA Analyst

U.S. Army Special Operations Command

(910) 432-3774

(NIPR) stephanie.l.osborne@socom.mil

STATUS: Closed, our office will take no further action on this specific item at this time.

Concern #7: Request to file a WBR complaint. RESPONSE: You are working with USASOC IG to file your WBR complaint. STATUS: Closed, our office will take no further action on this item because you are working with USASOC IG.

Concern #8: You're requesting to receive the command product associated with a potential GOMOR. RESPONSE: AR 15-6, paragraph 1-12 has particular rules that the command must follow for if the investigation is being used as a basis for a GOMOR and one of those rules is

that you would be provided with appropriate material from the investigation. While the counseling you received indicates that the BDE CDR recommended a GOMOR, it does not mean that the GOMOR has been initiated. If you receive a GOMOR you will have to sign for the GOMOR as a part of the many steps that the structured process must follow. AR 600-37 (Unfavorable Information), Chapter 7 outlines the pre-established appeals process for GOMORs. As a matter of policy, the IG does not normally become involved in complaints where an established avenue of redress is available to resolve a problem. Once the pre-established appeals process has been utilized, please contact the IG office if you're requesting additional IG assistance. Previously discussed, you can FOIA the material through the USASOC FOIA office (not associated with our office), I provided you with that information in an earlier email. STATUS: Closed, our office will take no further action on this specific item at this time. Please let me know if any new related topics arise.

Concern #9: You're requesting IG do a review of a eCDBHE. Response: The eCDBHE is part of your WBR as a personnel action. If your concerns are related to the quality of health care that a health care professional provided I can refer your concern to the appropriate IG office that handles quality of health care concerns or provide you with that IG office's point of contact. Status: Closed, our office will take no further action on this specific item at this time.

Concern #10: You requested IG do a due-process review of a command investigation that named you as a subject/suspect of the investigation. RESPONSE: Our office has conducted a due-process review of the command investigation and determined that no fault was found. You did receive due-process. While performing the due-process review the IG's primary concern is that the complainant is afforded an opportunity for redress and that the redress was conducted in accordance with the applicable standard. A due-process review is not an investigation. Please give me a call for a more detailed explanation of what processes were used during the due-process review. Status: Closed, our office will take no further action on this specific item at this time.

Concern #11: You requested to file a complaint against PMO on Fort Bragg (now Liberty) and were willing to discuss your concerns directly with the servicing IG office for PMO (18th ABC IG office. RESPONSE: I provided you with two points of contact for the 18th ABC IG office. Status: Closed, our office will take no further action on this specific item at this time.

This office will take no further action pertaining to the concerns listed above and the case will be closed.

If you have any new matters you would like to discuss or need to request assistance from the IG office in the future, please give us a call.

V/R,

Chase

Mr. Chase E. Smith
Command Inspector General
1st Special Forces Command (A)

Fort Liberty, NC
OFFICE: 910-806-3318
FRONT DESK: 910-806-3316

Controlled by: The Inspector General of the Army (SAIG-ZA)

Controlled by: 1st Special Forces Command (A) Inspector General (AOSO-IG)

CUI Category: WHSTL, PRIIG, PRVCY

Distribution/Dissemination Controls: FEDCON

POC: Mr. Chase Smith, 910-806-3318

THE LAW FIRM OF JAMES M. BRANUM

Email: GIRightsLawyer@gmail.com - Voice/Text: 405-494-0562 - Web: JMBranum.com
Postal: James M. Branum, PO Box 134, Piedmont, OK 73078

To: COL Tavi N. Brunson, Headquarters, 528th Sustainment Brigade (Special Operations/Airborne), Fort Liberty, NC 28310-9500
From: SFC Michael Forbes through James M. Branum, Attorney at Law
Date: June 12, 2023
Subject: Request for extension of deadline to submit rebuttal of 15-6 investigation findings and recommendation for GOMOR

SFC Forbes (through legal counsel) requests that his deadline to rebut the findings of the 15-6 investigation and GOMOR recommendation be extended by three days, from COB 13JUN2023, to COB, 16JUN2023 for the following reasons:

1. On 8JUN2023, USASOC G6 blocked SFC Forbes from accessing his military email account (which contains potential evidence that SFC Forbes wanted to use for his rebuttal). SFC Forbes reached out to the helpdesk which initially refused to assist him due to the pending investigation. While SFC Forbes was given back access to his email account later in the day, this delay resulted in him being unable to work on his rebuttal for much of the day.

2. Due to the failure of the IO in the 15-6 investigation to ask appropriate follow-up questions, SFC Forbes was unaware of many of the specific allegations made against him prior to receiving the 15-6 investigation findings and supporting documents, which has made the task of submitting this rebuttal more difficult.

3. SFC Forbes is having to rebut two major documents at the same time: CPT Lowrie's contemplation of a RFC to COL Brunson, as well as the BG Ferguson's decision to pursue a GOMOR.

In light of these concerns and the complexity of this case, SFC Forbes requests that his deadline to submit a rebuttal be extended.

Very respectfully,

James M. Branum

Attorney at Law

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BUILDING X-4047 NEW DAWN DRIVE
FORT BRAGG NORTH CAROLINA 28310-8500

AOSC-JA

S: 7 February 2023
12 January 2023

MEMORANDUM FOR 2LT Miriam Tolston, 112th Signal Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310-8500

SUBJECT: Appointment as Investigating Officer

1. **Appointment.** You are hereby appointed as an Investigating Officer (IO) pursuant to Army Regulation (AR) 15-6, *Procedures for Administrative Investigations and Boards of Officers*, to conduct an investigation into allegations of disrespect toward a superior commissioned officer and counterproductive leadership regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO)(A).

2. **Instructions.** The purpose of an AR 15-6 investigation is to elicit facts. Your investigation should explore any issues or deficiencies with policy, procedures, resources, doctrine, training, and leadership that might have contributed to this incident.

a. Your responsibilities as an IO take precedence over all other military duties. You have 15 duty days from the date you receive this appointment memorandum to submit your completed investigation to your legal advisor. Coordinate any requests for extensions through your legal advisor.

b. Consult with your legal advisor before making substantive efforts regarding your investigation. CPT Suzanne Dycus, Brigade Judge Advocate, is your legal advisor, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

c. Read the relevant portions of AR 15-6, AR 600-100, ADP 6-22, Article 89 UCMJ, and any other applicable authorities prior to beginning your investigation.

d. At a minimum, you should interview MAJ Rhea Racaza, MAJ CH Alvaro Rivera, 1SG Larry Morgan, CPT Patrina Lowrie, PFC Matthew Scheffing, SFC Michael Forbes, and any other relevant witnesses in order to address the following questions and issues:

(1) 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?

(2) 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?

e. If something happens that could cause me to consider enlarging, restricting, terminating, or otherwise modifying your investigation, you should immediately report this to me through your legal advisor.

3. **Conduct of the Investigation.** You are to conduct this investigation using the general guidance and procedures outlined in AR 15-6, Chapters 3 and 5.

a. To the extent possible, witness statements will be written and sworn on a DA Form 2823. Do not collect social security numbers. You have the authority to administer oaths pursuant to Article 136, UCMJ. If it is impracticable to obtain a written and/or sworn statement from a witness, you will attest to the accuracy of the statement in whatever form it appears in your report.

b. No U.S. military or civilian witnesses can be ordered to provide information that may incriminate them. If you come to suspect a person may have engaged in criminal conduct, consult with your legal advisor. Under no circumstances should you attempt to elicit any incriminating information from a witness without first advising that person of his/her rights under Article 31, UCMJ, or the Fifth Amendment of the U.S. Constitution, as appropriate. Document your rights advisement and witness waivers of their rights on a DA Form 3881, Rights Warning Procedure/Waiver Certificate.

c. Should you determine in the context of your investigation that a Soldier's status has changed from favorable to unfavorable, as defined in AR 600-8-2, *Suspension of Favorable Personnel Actions*, you must notify me through your legal advisor.

4. **Report of Investigation.** Use a DA Form 1574-1, Report of Proceedings by Investigating Officer, and attach all required enclosures and exhibits.

a. Findings. A finding is a clear and concise statement of fact that can be readily deduced from exhibits in the record. For each potential instance of misconduct, you will reach a finding of "substantiated" or "unsubstantiated." Misconduct is "substantiated" if you find it to be true by a preponderance of the evidence, which means 51% or "more likely than not." Cite the exhibits that support your findings. If evidence conflicts, make a finding as to which evidence is more credible and why you believe it to be so.

b. Recommendations. Based on your findings, make recommendations as to what changes, if any, are needed in terms of policy, procedures, resources, doctrine, training, and leadership to avoid incidents of this nature in the future. Also, if appropriate, make recommendations of administrative or punitive action consistent with your findings. Each recommendation will cite to the finding that supports it, and should comport with the guidance in AR 15-6, paragraph 3-11.

AOSC-JA
SUBJECT: Appointment as Investigating Officer

c. Assembly. Your completed investigation will include, in the following order:

(1) This memorandum of appointment;

(2) A completed DA Form 1574-1;

(3) A memorandum with your findings and recommendations;

(4) A detailed chronology of the daily actions you took during your investigation;

(5) A list of the witnesses you interviewed;

(6) An index of the attached exhibits;

(7) All exhibits, labeled and numbered, including the ERB/ORB of any Soldier flagged pursuant to your investigation;

(8) A tabbed/indexed hard copy of the complete investigation. Do not use document protectors; and

(9) A scanned copy of the complete investigation.

5. POC for this memorandum is CPT Suzanne Dycus, 95th Civil Affairs Brigade Judge Advocate, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

TAVIN N. BRUNSON
COL, LG
Commanding

REPORT OF PROCEEDINGS BY INVESTIGATING OFFICER

Note. Completed forms may contain personally identifiable information and require handling as set forth in AR 340-21.
For use of this form, see AR 15-6; the proponent agency is OTJAG.

IF MORE SPACE IS REQUIRED IN FILLING OUT ANY PORTION OF THIS FORM, ATTACH ADDITIONAL SHEETS

SECTION I - APPOINTMENT

Appointed by COL Tavi Brunson
(Appointing authority)

on 20230112 *(Date)* *(Attach enclosure 1: Letter of appointment or summary of oral appointment data.) (See para 3-15, AR 15-6.)*

SECTION II - TIMELINE

1. The *(investigation)* commenced at FORT BRAGG, NORTH CAROLINA *(Place)* at 0900 *(Time)*

on 20230117 *(Date)*

2. The *(investigating officer)* finished gathering/hearing evidence a 1600 *(Time)* on 20230221 *(Date)* and completed

findings and recommendations at 2330 *(Time)* on 20230222 *(Date)*

SECTION III - CHECKLIST FOR PROCEEDINGS

A. COMPLETE IN ALL CASES	YES	NO 1/	NA 2/
1. Enclosures *(para 3-13, AR 15-6)* Are the following enclosed and numbered consecutively with Roman numerals: *(Attached in order listed)*			
a. The memorandum of appointment?	☒	☐	
b. All other written communications to or from the appointing authority?	☒	☐	☐
c. Privacy Act Statements *(Certificate, if statement provided orally)?*	☐	☐	☒
d. Explanation by the investigating officer of any unusual delays, difficulties, irregularities, or other problems encountered *(e.g., absence of material witnesses)?*	☐	☐	☒
e. Any other significant papers *(other than evidence)* relating to administrative aspects of the investigation?	☐	☐	☒
f. An Executive Summary, Index of Exhibits, Chronology of the Investigation and lists of all persons interviewed and evidence gathered. *(Complex, serious and/or high profile cases)?*	☒	☐	☐
2. Exhibits *(para 3-14, AR 15-6)*			
a. Are all items offered *(whether or not received)* or considered as evidence individually numbered or lettered as exhibits and attached to this report?	☒	☐	☐
b. Is an index of all exhibits offered to or considered by investigating officer attached before the first exhibit?	☒	☐	☐
c. Has the testimony/statement of each witness been recorded verbatim or been reduced to written form and attached as an exhibit?	☒	☐	☐
d. Are copies, descriptions, or depictions *(if substituted for real or documentary evidence)* properly authenticated and is the location of the original evidence indicated?	☒	☐	☐
e. Are descriptions or diagrams included of locations visited by the investigating officer *(Appendix C-3, AR 15-6)?*	☐	☐	☒
f. Is each written stipulation attached as an exhibit and is each oral stipulation either reduced to writing and made an exhibit or recorded?	☒	☐	☐

FOOTNOTES: *1/ Explain all negative answers on an attached sheet.*
2/ Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation.

SECTION IV - FINDINGS *(para 3-10, AR 15-6)*

The *(investigating officer)*, having carefully considered the evidence, finds: *[Each paragraph should be one conclusion based on the evidence gathered during the investigation. These findings should provide answers to each question posed by the appointing authority in the appointment memorandum. The evidence that supports each finding must be cited.]*

See Findings and Recommendations

SECTION V - RECOMMENDATIONS *(para 3-11, AR 15-6)*

In view of the above findings, the *(investigating officer)* recommends: *[Each paragraph should be one recommendation based on the findings in Section IV. Address what actions, if any, should be taken with regard to the individuals involved, the unit leadership, and any steps that can be taken to prevent the occurrence in the future. Recommendations do not need to be adverse or punitive. For example, the investigation results can be used as a training tool.]*

See Findings and Recommendations

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 Recaza speak. At that time SFC Forbes threatened to call USASOC JAG and continued to demand MAJ Racaza provide him

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) I 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

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.

AOSC-SIG-BC
SUBJECT: Findings and Recommendations for Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

TOLSTON.MIRRIAM.GERMAINE. [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE [redacted] Date: 2023.04.13 09:26:23 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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)

SECTION VI - AUTHENTICATION *(para 3-15, AR 15-6)*

THIS REPORT OF PROCEEDINGS IS COMPLETE AND ACCURATE.

2LT MIRRIAM TOLSTON
(Investigating Officer)

SECTION VII - ACTION BY APPOVING AUTHORITY *(para 2-8, AR 15-6)*

The findings and recommendations of the *(investigating officer)* are:

a) Approved.

b) Approved with the following modifications:

(1) The following findings of fact are added/deleted:

(2) The following findings of fact are modified as follows:

I approve the finding as it relates to counter productive leadership, but disapprove the finding of harassment.

(3) The following recommendations are added/deleted:

(4) The following recommendations are modified as follows:

(5) The action recommended in recommendation _____ has been accomplished by _____.

(6) Recommendation(s) _____ is not appropriate for action by this command: however, a copy of this investigation is being furnished to _____ for such action as deemed appropriate.

c) Disapproved.

d) The report is (incomplete), (ambiguous), (erroneous) and/or (specify deficiency) with respect to _____.

It is, therefore, hereby returned to the IO for corrective action as follows _____.

BRUNSON.TAVI.NIGEL [redacted]
Digitally signed by BRUNSON.TAVI.NIGEL [redacted]
Date: 2023.04.20 10:20:26 -04'00'

TAVI N. BRUNSON
COL, LG
Commanding

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: Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

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

AOSC-SIG-BC
SUBJECT: Army Regulation (AR) 15-6 Investigation Chronology Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A)

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.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE. [redacted] Date: 2023.04.13 06:23:39 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Table of Contents

ENCLOSURES:

Exhibits:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS)(AIRBORNE)
H-3531 9TH INFANTRY STREET (STOP A)
FORT BRAGG, NORTH CAROLINA 28310-8500

AOSO-JA 24 January 2023

MEMORANDUM FOR Investigating Officer (IO), 15-6 Investigation regarding SFC Michael Forbes

SUBJECT: Extension request

1. I have reviewed the request for extension submitted by the IO.

2. I hereby **approve** the extension request and direct the IO to complete this investigation and submit a copy to the appointed legal advisor NLT 22 February 2023. Any further requests for extension must be submitted to me, through the Brigade Judge Advocate, for approval.

3. The point of contact for this memorandum is CPT Rudolph Dambeck, Brigade Judge Advocate, at 910-908-8863 or Rudolph.p.dambeck.mil@socom.mil.

Digitally signed by BRUNSON.TAVI.NIGEL [redacted]
Date: 2023.01.24 14:53:27 -05'00'

TAVI N. BRUNSON
COL, LG
Commanding

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
52nd SB	20230119	1252	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Racaza, Rhea, Lynn		O4/AD

8. ORGANIZATION OR ADDRESS: X4047 New Dawn Dr.

9. I, Rhea Racaza, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. On 30NOV22 approximately 1345, SFC Forbes was speaking in an agitated manner to my NCO, SGT Aldegier. CH Rivera indicated to me that SGT Aldegier may need assistance so I ~~[illegible]~~ entered the office SGT Aldegier SFC Forbes were occupying. After offering to help SFC Forbes followed me into my office & demanded, aggressively that I provide him w/ information when I tried to ask SFC Forbes what exact information he needed, he became more angry & assressive. At that time SFC Forbes also threatened to call USASOC JAG on myself & demanded I provide him with regulations or policies on what right the BDE CDR has to request his participation in the Staff Development training. He accused me of making him do a behavioral health evaluation and when I attempted to clarify he cut me off; He would not let me explain or answer my questions nor ~~[illegible]~~ instead continued to demand information & accuse me. I felt threatened and had to take a step back from SFC Forbes & in attempt to deescalate, asked if he was mad at me. He responded by yelling multiples "So you're not going to help me?" and then stormed out of my office. My NCO witnessed the event.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	JD	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD LC v1.01ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Rhea Racaza TAKEN AT 1252 DATED 20230119

9. STATEMENT (Continued)

2. I have heard multiple accounts from victims of SFC Forbes's unprofessionalism but have not witnessed one apart from my personal experience. To note I am the psych doc so I cannot share other ppl. personal experiences without consent.
One experience that my NCO, SGT Aldgever, had with SFC Forbes was when SFC Forbes became visibly ~~ag~~ angry with my NCO because ~~My~~ NCO wasn't understanding something SFC Forbes was saying. SFC Forbes became visibly angry (red, shaking) and yelled "am I not speaking English??" to my NCO, who's second language is English. Our unit MFLCs were witnessess to the unprofessional interaction.

3. There are numerous incidents in which SFC Forbes has not only treated others with disrespect, but he has acted in ~~a~~ ways that consistently demeans others. He makes people feel ~~ashamed~~ ashamed, embarrassed, scared. He has actively contributed ~~to a~~ and created a toxic/counterproductive work environment. I personally do not feel safe physically when he is around and fear he will retaliate against people who raise concerns against him. I was initially fearful of making my statements due to his security access & privileges. He has been allowed to act in ways where he is unaccountable for his behaviors and can bully people through his hostility and aggression.

INITIALS OF PERSON MAKING STATEMENT JFP

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

AND OBSOLETES

STATEMENT OF _____ TAKEN AT _____ DATED _____

9. STATEMENT *(Continued)*

DP

DP

DP

DP

AFFIDAVIT

I, Rhea Racazon, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Talsen, Miriam

ORGANIZATION OR ADDRESS

112th SIG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 19 day of January 2023 at 528th SB

(Signature of Person Administering Oath)

Miriam Talsen

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT
BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SB	20230419	1350	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Aldegher, Jomari Miguel		E-5 / Active

8. ORGANIZATION OR ADDRESS: X4647 New Dawn Dr Fort Bragg, NC

9. I, Jomari Miguel Aldegher, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

SFC Jacobs walked into my office asking for information about SDI 2 O. CHAPLAIN Rivera saw him walk in and he called MAJ Racaza to review his questions as I am not familiar with details of SDI. He proceeded to follow MAJ Racaza to her office and then asked her to give him all the details about SDI. He was visibly agitated at this point and Maj Racaza asked him if there is any specific information he wants to know. He said he wants to know everything because he is preparing to go to Legal or JAG.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 3 PAGES
	TA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Jimari Arteaga TAKEN AT 1350 DATED 19 Jan 2023

9 STATEMENT (Continued)

the cut off MAJ Racuza from explaining multiple times and he said MAJ Racuza can't help him and he stormed out.

Around February of 2022 I helped out one of MTLC's and financial counselor in-process S2. When I walked in SFC Forber immediately looked upset with me. He told me that he treated all the people in this unit not in-processed correctly and asked me if I in processed for "2". I didn't know what "2" meant so I asked if he would say it again. He then said "2" am I not speaking English?" After that he said that I can be the "poster child" for people that didn't in process S2. I infact in processed S2 and provided all my certs that same day. He still had me sign documents that I signed previously

INITIALS OF PERSON MAKING STATEMENT JA

PAGE 2 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Jomari Aldeguer TAKEN AT 1350 DATED 17 Jan 2023

9 STATEMENT *(Continued)*

because he couldn't find my paperwork. I am not accusing him but he seems to be the type of person that would retaliate against people who he thinks have wronged him. I am worried not just for myself but for everyone that works in this building.

Nothing follows

AFFIDAVIT

I Jomari Miguel Aldeguer HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ___ I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Tulson, Miriam

ORGANIZATION OR ADDRESS

112th SIG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this (1) day of January 2023 at 528th SIB

(Signature of Person Administering Oath)

Miriam Tulson

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC V1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951, E O 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U S Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
BLDG 4047, HHC BDE CP	20230120	1141	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
MORGAN, LARRY D., JR.		E8/AD

8. ORGANIZATION OR ADDRESS
HHC, 528TH SUSTAINMENT BRIGADE (SO) (A)

9. I, Larry Morgan, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

2021 Motor pool Incident w/CPT Valdez

SFC Forbes openly disrespected CPT Valdez in my presence by being condescending, using an aggressive tone, and belittling him in front of numerous Soldiers and NCOs, and the HHC Command Team. I pulled SFC Forbes to the side and informed him his behavior was unacceptable, I also counseled him via 4856 (2021). I spoke to SGM Kline (STB CSM at the time of the incident). **Witnesses** - CPT Ellis Valdez, CPT Eric Mansour, SSG Richard GarnerSpain

HHC Supply Issues as the S2 HRH

Over the course of his time as the Brigade S2 NCOIC, it has been reported by both of my Supply Sergeants, SSG Alberto Garcia and SSG Tiera Plummer, that SFC Forbes had refused to sign for his property, Commander's Counseling statements, and perform duties associated with being the HRH. SFC Forbes attempted to use his rank to "punk" my supply sergeants and interpreted regulatory guidance, SOPs, policy letters to favor his ideas/insisting on it being his way. **Witnesses**: SSG Garcia, SSG Plummer, SGT Truman, PFC Hall

Conflicts with Brigade Staff Leadership/Platoon Sergeant

I personally witnessed SFC Forbes act erratic and condescending to MSG Burgos during a joint meeting with SFC Forbes, MSG Burgos, and myself. SFC Forbes would not accept responsibility for his behavior and actions, deflecting responsibility. Over the course of the conversation, SFC Forbes, while "speaking freely" would use that as an excuse to continue being condescending towards MSG Burgos and used an aggressive tone. SFC Forbes has consistently been difficult for Platoon Sergeants to gain accountability and assist with taskings. SFC Forbes refused to be contacted on his personal phone and would often be unreachable on his government cellphone. Platoon Sergeants: MSG Morris and SFC Suro. Witnesses: MSG Burgos, MSG Morris, SFC Suro

Interactions with Company Staff

I was informed by my Operations Team (SFC Yoder and SGT Venturino) that SFC Forbes "exploded" on SPC Terry in reference to a barracks/tasking issue. SPC Terry is an administrative clerk that is temporarily assigned to HHC (parachute rigger) and has nothing to do with barracks or taskings. SFC Forbes has often resulted in aggressive mannerisms when he did not get his way **Witnesses**: CPT Korista, 1LT Richard, SFC Yoder, SGT Venturino, SPC Terry

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	MORGAN, LARRY D., JR. SSG HHC 528TH SUSTAINMENT BRIGADE (SO) (A) LM	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT ____ DATED _____"

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STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

9 STATEMENT *(Continued)*

Abusive and Dishonest Behaviors - Stealing Body Armor

In 2021, MSG Kazmierski (BDE S3 NCOIC) noticed his IOTV went missing from his office in the BDE S3. MSG Kazmierski pulled the security footage for the building and reported his saw SFC Forbes enter the BDE S3 office and exit the office with his body armor in hand. It was also reported that SFC Forbes took the body armor and left the building with it and did not return with it. MSG Kazmierski went to the BDE SJA team - CPT Kiker and SSG (now 2LT) Gagne to report this act. The BDE SJA team reported this information to the HHC Command Team (CPT Mansour and myself). We reported this to the BN CMD and were informed an investigation would be launched. MSG Kazmierski reported he spoke with SFC Forbes about the incident, MSG Kazmierski stated that SFC Forbes' response was "he was securing it to prevent theft." To my knowledge the BDE Commander was notified but we were not informed of the disposition, other than SFC Forbes returned the body armor to MSG Kazmierski.

Inappropriate/Racist Statements

It was reported to me by MAJ Racaza that SFC Forbes made inappropriate statements to SGT Aldeguer about how he was speaking, ridiculing/belittling his ability to speak English, while aggressively confronting MAJ Racaza. **Witnesses:** MAJ Racaza, SGT Aldeguer

Interaction with Officers

I have spoken extensively with the Battalion XOs - MAJ Baccinelli, MAJ Maurer, and MAJ Weber about SFC Forbes' behavior, creating conflicts in the company with subordinates, peers, and superiors. In response to his actions and behavior, I have spoken to other officers within HHC to inquire about their personal interactions with SFC Forbes. Many of them mentioned they did not want to come forward due to the risk of SFC Forbes retaliating in some fashion: affecting their security clearance or access to all the offices in the building. SFC Forbes has stated on numerous occasions that he does not need the command to act with regards to reporting derogatory information "DEROGs" into the "system.

Overall

I have seen on numerous occasions SFC Forbes be condescending towards Officers, CPT Mansour, CPT Korista, CPT Valdez, CPT Allison Crider, and towards me. SFC Forbes attempts to use an extensive vocabulary and eccentric expressions to mask his toxic behavior, albeit easily spotted, it has generally been accepted within the Brigade. Although I have made on-the-spot corrections, counseled the SM, and reported issues through the Chain of Command and his supervisors (LTC Hamman and MAJ Collins), SFC Forbes' erratic behavior is generally accepted/ignored by the organization. This is evident by SFC Forbes reporting to 389th MI BN in October of 2020 and quickly being reassigned to the Brigade S2 in XX of 2020, to work in a Staff Sergeant position (verifiable in FMSWEB), one rank down.

Additional Personnel I think should be interviewed

COL Brunson - BDE CDR

LTC Sanchez - BDE XO

CSM Vargas - BDE CSM

LTC Hamman, Christopher - former BDE XO (Supervisor)

MAJ Collins, Mark - former BDE XO (Supervisor)

INITIALS OF PERSON MAKING STATEMENT LM

STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

AFFIDAVIT

I Larry Morgan HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1 AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

MORGAN LARRY DALE [redacted]

(Signature of Person Making Statement)

WITNESSES

2LT Tolsen, Morgan

ORGANIZATION OR ADDRESS

112th STG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 20 day of January, 2023 at BLDG 4047, HHC BDE CP

(Signature of Person Administering Oath)

Tolsen Morgan

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT LM

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

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DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION: Throckmorton Library	2. DATE (YYYYMMDD): 20230124	3. TIME: 1440	4. FILE NUMBER:
5. LAST NAME, FIRST NAME-MIDDLE NAME: Lowrie, Pamina A	6. SSN:		7. GRADE/STATUS: O-3/RA
8. ORGANIZATION OR ADDRESS: 528th SB(A)			

9. Lowrie, Pamina, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

PAL

~~Aft~~ I have worked with SFC Forbes for three months and during that time, he has been an avid avocater for doing the right thing and upholding PAL ~~the~~ regulatory policies and guidelines for our personal Security program. But, his approach, messaging, and delivery can be viewed or preceived as being too aggressive, domineering and counterproductive in terms of perceived destructive leadership within the unit. That means, at times his PAL ~~style~~ "my way, or no way" attitude towards the team have compromised the overall organiziontal effectiveness and it has affected the good order and discipline of the units culture. Based on my working relationship with SFC Forbes, he may be an (1)

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT: PAL	PAGE 1 OF 4 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9 STATEMENT (Continued)

incompent team leader because he has adequate cognitive ~~em~~ capabilities, but lack the emotional fitness to be ~~a~~ support ~~[illegible]~~ and lead his team. He also cannot make sound decisions on time because he so passionate about "doing what is right," but at the same time he is indecisive and PAL lack the ability to control his emotional center. (2) He is interpersonally skilled and intellectually sound, but does not provide timely guidance. He's also energetic and consumed by need ~~to~~ for unit accomplishment and success, but often PAL ~~unintentionally~~ PAL create a frenzied, chaotic, and unhealthy workplace climate. He's capable of producing short term results, but can appear to be intemperate, distrusting, and arrogant. (3) ~~Self~~ PAL He also engaged in self-serving behaviors such as displaying arrogance, lacking concern or empathy for others, and insisting on having his way. For example, there was not a proper hand-off duties and responsibilities when I went through onboarding. Unfortunately, information was not shared because of ~~reason~~ PAL (1) him not wanting to hand-off responsibity (2) ~~I~~ I ~~was trained through~~ PAL had to conduct personnel security training and the most important training that was required for me

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 2 OF 4 PAGES

DA FORM 2823, NOV 2006

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STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

me to gain access to DISS was not included in the list of training he provided to me. This may have been an oversight, but a big one at that because I didnt get right list of training Until Jan 23, when I met Ms. Carmen McKinney (USASOC, personnel Security ~~Hierarchy~~ DISS Hierarchy Manager). (3) Majority of the email correspondence for the BDE S2 Section was handled by SFC Forbes; I was cc'd on some emails, but not all especially the ~~ones~~ PAL the emails he sent to the BNs, SFC and USASOC. Overall, this senior Noncommissioned Officer has been influencing his will instead of leading the organization. this delivery with effecting change was poor, but that means he can still develop and learn from his experience as the BDE S2 NCOIC. He has been consistent with being technically correct, but there are always better ways to deliver, so that it doesn't offend others or disrupt the good order and discipline of the Unit.

Nothing Follows

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9 STATEMENT (Continued)

//NOTHING FOLLOWS//

//NOTHING FOLLOWS//

AFFIDAVIT

I CPT Lowrie, Patrina HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 4. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

Patrina Lowrie
(Signature of Person Making Statement)

WITNESSES

2LT Tolston, Miriam
112th SIG BN (SOXA)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 24 day of January 2023 at Throckmorton Library

(Signature of Person Administering Oath)

Tolston, Miriam
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

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DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Hagy Hall, Bldg X-4047 New Dawn Drive	20230125	1100	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Korista, David, Kirk	[redacted]	O-3, Commanding

8. ORGANIZATION OR ADDRESS

HHC, 528th Sustainment Brigade (SO) (A), Hagy Hall, Bldg X-4047 New Dawn Drive, Fort Bragg, NC

9. I, David Kirk Korista, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

Question 1: I have no first-hand knowledge of alleged disrespect from SFC Forbes to MAJ Racaza

Question 2: I have witnessed, first-hand, counter productive leadership traits and actions conducted by SFC Forbes.

a. On or about 06 December 2022, I observed SFC Forbes unprofessionally admonishing both SGT Nathan Venturino and SPC Austin Terry, who both work in my Company Training room. SFC Forbes was aggressively and angrily asking these two Junior Soldiers NCOs about why he was expected to attend an annual Company Training event, the Mask Confidence training event. I told SFC Forbes to immediately conduct himself as an NCO, and talk to me or 1SG if he had questions pertaining to mandatory training events

b. In April or May of 2022, CPT Cadman Kiker, BJA, was conducting an informational brief to the BDE CMD Team, BN CMD Teams, and all CO CMD Teams prior to the BDE Quarterly Training Brief. CPT Kiker's informational brief detailed the Army's new policies regarding Soldiers going through a Medical Gender Transition. I and every Commander in the Brigade's CoC personally witnessed SFC Forbes ask, "Are you expecting me to share bathrooms and take showers with people like this?" His tone was one of degradation and disgust, and not in keeping with the dignity and respect that all Service Members, regardless of gender, are entitled.

c. In the Summer of 2022, in the midst of a major barracks overhaul/move for my unit, one of my Soldiers, PFC Matthew Scheffing, was directed by myself, the 1SG, and the Company Barracks Manager, SGT Venturino, to go to his barracks room and stand-by for a CMD and Garrison-directed walk-thru. After PFC Scheffing left work for the barracks, SFC Forbes walked into my office, demanding why I was tasking his Soldier last minute. I informed SFC Forbes to the importance of the barracks move for our Soldiers, and why PFC Scheffing was needed on that particular day. I also told SFC Forbes to "act like an NCO" and to never again act towards me or any of my Soldiers in this aggressive and erratic nature.

Question 3: I have not personally SFC Forbes acting disrespectfully towards other Commissioned Officers, but on numerous occasions, I personally had to remind SFC Forbes to stop speaking unprofessionally, stop cursing, and to stop his aggressive behavior towards my NCOs and Soldiers.

Question 4: On the evening of 18 January 2023, SFC Forbes was Command-Directed to Behavioral Health by me, following a string of concerning and alarming behaviors that SFC Forbes exhibited in an Open Door meeting with MG Angle, 18FC(A) CG. I was alerted to this incident between SFC Forbes, MG Angle, and MG Angle's staff o/a 1600 on 18 January, and ordered SFC Forbes to ride with a higher-ranking escort, MSG Grix, 389th MI BN, out of concern for his mental well-being and safety. SFC Forbes was ordered three times and refused all three times, only finally going with MSG Grix to the WAMC ER once the Fort Bragg Military Police arrived and were prepared to insure that SFC Forbes received a Behavioral Health Evaluation.

Overall, my concern regarding SFC Forbes is two-fold:

1. SFC Forbes has consistently displayed a pattern of bullying, degradation, disrespect, and unprofessionalism for the entirety of the two years that I have known him, and should never be trusted with leading Soldiers ever again, in any form or fashion. He has a total disregard for dignity and respect.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	KORISTA DAVID KIRK [redacted] DK	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

9. STATEMENT *(Continued)*

2. SFC Forbes has access to TS-SCI, manages the Brigade's Information Security, Physical Security, and Operational Security programs. He is also the Brigade's "Reportable Activities" (Derog) NCOIC/manager. His erratic behaviors and actions, in addition to his counter productive outbursts, not only degrade the Brigade's morale, but also could pose a threat to the security of all those who work in the Brigade. I am concerned that his continued access to these programs and Sensitive information poses a threat to the unit, 1SFC(A), USASOC, and the US Army. SFC Forbes has used his access to the Reportable Activities- Derog/ continuous vetting program to exact what could be interpreted as retribution and retaliatory in nature. His access and level of responsibility must be immediately revoked/ lowered.

----------NOTHING FOLLOWS----------

INITIALS OF PERSON MAKING STATEMENT DK

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

AFFIDAVIT

I, David Kirk Korista, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1 AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

1LT Kaitlin Jennes

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25 day of Jan 2023

at Hagy Hall, Bldg X-4047 New Dawn Drive

(Signature of Person Administering Oath)

Kaitlin Jennes

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT DK

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SWORN STATEMENT

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1 LOCATION	2 DATE (YYYYMMDD)	3 TIME	4 FILE NUMBER
X-4047 New Dawn Dr. Fort Bragg, NC 29314	20230125	1150	

5 LAST NAME, FIRST NAME, MIDDLE NAME	6 SSN	7 GRADE/STATUS
Henkel, Eric, Christopher		E-5

8 ORGANIZATION OR ADDRESS
528th Sustainment Brigade

9 I, SGT Henkel, Eric, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

The following are experiences I have had with SFC Forbes, Michael since I became his subordinate AUG 2021:

During my time with SFC Forbes, I experienced a lot of missed deadlines. The BDE S2 would be asked to complete a task and it would be pushed off to either me or SFC Meredith to complete. Any time we would try to add something to the calendar to complete, SFC Forbes would get loud with me and yell saying he did not have time to get anything done.

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. In November 2021, I asked SFC Forbes not to speak to me the way he spoke to me and his response was "I'm not yelling. That is just the way I am". He would proceed to make back handed comments to other people about how he could not talk to me because I was sensitive.

Once I left BDE S2 and moved down to the BN, SFC Forbes continued try to take my ability to do my job. He changed the master code on all the doors. I needed the master code to do my job for the BN Command team. He also took my ability to give others badge access to the building and to look at the cameras, which is a part of my job for the BN. I could not complete my tasks and when I requested that BDE help give these soldiers access, he would yell and say I was trying to get out of working.

SFC Forbes did everything in his power to push away any additional duties. Arms rooms inspections are a big part of S2 since I have been in the Army. Since SFC Forbes got here, he would argue that we should not be doing it. He even held the keys to the arms room hostage. He would not let SSG Rhodes, the STB BN S2 at the time, have them. In doing this he stopped the arms room from being able to complete an inspection to try to get our ammo license back. This was a major issue because 528th was having to request other units to hold our ammo for us until the keys were signed to another individual. SPC Munro was a soldier in OPs who was the armorer. He sent an email to SFC Forbes requesting the keys be brought down for the inspection. SFC Forbes proceeded to walk downstairs and yell at SPC Munro because he said "back in my day, no SPC would tell a SFC what to do. How dare he talk to me that way".

Anytime SFC Forbes was talked to about 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 in the wrong in his opinion. He would even go out of his way to try to get the commander, CPT Korista, to take away my requested leave that was approved. SFC Forbes once called SSG Meredith just to talk bad about me and SSG Rhodes, while SSG Rhodes was in the car. SFC Forbes proceeded to say that me and SSG Rhodes were not good at our job.

SFC Forbes was always late to work. While he worked here at 528th, it was expected not to see him until 0930 at the earliest. Sometimes he would not get in until closer to 1030.

SFC Forbes made multiple comments in the office that made me and others uncomfortable. He once said "I wanted to take my wife to see a marvel movie. I hated Shung Chi, they are just trying to push Asian narrative like the rest of the world.". A couple weeks later he said "I took my wife to see The Eternals. It was really good until that gay scene.". It was the way he said these things that made it so uncomfortable.

Overall I felt uncomfortable and demeaned by SFC Forbes. Majority of days I left dreading coming back and I was always stressed I did something wrong. Because of SFC Forbes I had to get appointments with Behavioral Health to figure out how to cope with the environment I worked in.

10 EXHIBIT	11 INITIALS OF PERSON MAKING STATEMENT	
	HENKEL, ERIC CHR[redacted] [redacted] EH	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

9 STATEMENT *(Continued)*

----------Nothing Follows----------

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.04ES

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

AFFIDAVIT

I, SGT Henkel, Eric, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January, 2023 at X-4047 New Dawn Dr. Fort Bragg, NC 29314

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.04LS

SWORN STATEMENT

For use of this form, see AR 190-45, the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY:	Title 10, USC Section 301, Title 5, USC Section 2951, E O 9397 Social Security Number (SSN)
PRINCIPAL PURPOSE:	To document potential criminal activity involving the U S Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents
ROUTINE USES:	Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions
DISCLOSURE:	Disclosure of your SSN and other information is voluntary

1 LOCATION	2 DATE (YYYYMMDD)	3 TIME	4 FILE NUMBER
528th SUS BDE	20230125	1445	

5 LAST NAME, FIRST NAME, MIDDLE NAME	6 SSN	7 GRADE/STATUS
Scheffing, Matthew, Joseph		E-3/RA

8 ORGANIZATION OR ADDRESS
X-4047 New Dawn Drive Fort Bragg NC, 28310

9 I, Matthew Joseph Scheffing, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

1) I was not present for the event, but I did hear information about it.

2) Self-serving behaviors: his way or no way, or you did I successfully but its no the best was and you should only do it that way (usually that was the way he created). Losing temper on almost a daily occurrence at minor things, There could have been a better was to come off about a subject but was always brash. Having a very strong distrust-fullness in the fellow workers in the 528th footprint.

3)In front of me no.

4)I noticed a decline in how he was acting is was slow at first but increased after the event with MAJ Racazza. he Seemed to get agitated more quickly also seemed that is was hard for him to maintain composure when taking.

-nothing follows----------

10 EXHIBIT	11 INITIALS OF PERSON MAKING STATEMENT	
	SCHEFFING MATTHEW [redacted] MS	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Matthew Joseph Scheffing TAKEN AT 528th SUS BDE DATED 20230125

9 STATEMENT *(Continued)*

INITIALS OF PERSON MAKING STATEMENT MS

STATEMENT OF Matthew Joseph Scheffing TAKEN AT 528th SUS BDE DATED 20230125

AFFIDAVIT

I, Matthew Joseph Scheffing, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January 2023 at 528th SUS BDE

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
~~Emetaetuwe, Emmanuel A~~ EEA	20230126	1435	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
EMETAETUWE, EMMANUEL A		E9

8. ORGANIZATION OR ADDRESS
STB, 528th SB

9. I EMMANUEL A. EMETAETUWE, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

1. I was not there when this event occured.

2. I have not witnessed him display counter productive behaviors, but I have heard of instances were he displayed counter productive behaviors.

3. No, I have not witnessed, but I have heard multiple instances from NCOs & Officers

4. I have observed him to be overly aggressive at times when communicating his opinions. Others have informed me of instances of counterproductive outbursts. In one instance, SGT Lopez informed me on how SFC Forbes yelled at him and kicked him out of his office for simply informing him about a Taster.

5. Having known SFC Forbes for many years, I can attest that his patterns of exhibiting counter productive behaviors are well known among those that know him.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	EEA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD LC v1.01ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Emmanuel A. Emekaekwue TAKEN AT 1436 DATED 26 JAN 23

9 STATEMENT (Continued)

NOTHING FOLLOWS

EEA

EEA EEA

EEA

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Emmanuel A. Emekekwue TAKEN AT 1436 DATED 26 JAN 23

9 STATEMENT (Continued)

EEA

EEA

EEA

EEA

AFFIDAVIT

I, Emmanuel A. Emekekwue, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 1. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT

(Signature of Person Making Statement)

WITNESSES

2Lt Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 26 day of January 2023 at STB 525th SFB

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: CPT Lowrie.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in CPT Lowrie's sworn statement.

a. CPT Lowie approaches SFC Forbes with a team mentality. She describes his reaction to everyday events as "a house on fire but the match is not yet lit" or if the house is on fire, the fire is contained to the basement giving rescuers time to remedy the situation.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 09:42:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: PFC Scheffing.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those PFC Scheffing's sworn statement.

a. PFC Scheffing knows that SFC Forbes gets rallied up very quickly. In conversation, SFC Forbes has stated that he is aware of how he comes off but he is old and set in his ways. In his own words "you can't teach an old dog new tricks".

b. In terms of counterproductive leadership he exhibits losing his temper, being disrespectful, self-serving behaviors, and blaming others and distrustful. PFC Scheffing has experienced SFC Forbes stating "you did the right thing but it wasn't done the way I would do it therefore it was wrong" and expressing his "my way or the highway mentality."

c. PFC Scheffing noted that SFC Forbes would often say "they are out to get me" where "they" refers to the command team or others in the BDE.

d. Overall PFC Scheffing states SFC Forbes extremely short fuse could be observed every day. PFC Scheffing would often become uncomfortable with how SFC Forbes would address people. Additionally, PFC Scheffing described his work environment as "dark" and stated that he didn't want to come into work. After the incident with MAJ Racaza, PFC Scheffing noticed a major decline in SFC Forbes mental health, but was unsure how to address it.

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

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Date: 2023.04.13 09:41:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: MAJ Weber.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because MAJ Weber did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is just a loud person. When he speaks he can seem vindictive. Many people think his personality is very particular and difficult to work with. Many individuals say it is easiest to avoid him.

b. He throws doctrine at problems and will use that information to go after individuals. He will not care about something but then will all of a sudden be very passionate about certain situations or events. When he becomes passionate he can go about implementing things in the wrong way.

c. When people need information for the S2 section, they used to go to SFC Meredith but once he left individuals had to go to SFC Forbes with issues related to security and SFC Forbes was not able to perform or handle the pressure.

d. He is a weird guy and seems to be in his own world. He thinks he is smarter than everyone else in the room.

e. He feels like people (specifically command teams) are coming after him. When this happens he builds a packet to blackmail them with. He makes minor issues into large issues. Has a rough personality.

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

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MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: CSM Emekawkwee.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those witnesses' sworn statements.

2. Information that I believe relevant, but not included in the CSM Emekawkwees' sworn statement.

a. SFC Forbes can come off as aggressive, but he is just passionate about his point of view. To others his style of communication can be confrontational or come off as harassment.

b. SFC Forbes became passionate about implementing USASOC Policy 25-2 which prohibits personal electronic devices (PEDs) in buildings. His way of implementing this policy came across as harassment and was counterproductive in the workplace. An individual came forward to CSM Emekawkwee and stated they felt as if they couldn't work. CSM Emekawkwee counseled SFC Forbes stating that his actions were causing individuals to become uncomfortable in the workplace. SFC Forbes disagreed with the information in the counseling and informed CSM E that he "will comply with the plan of action, but will consult IG"

c. CSM E stated that in a previous unit SFC Forbes displayed the same actions as he is now. CSM Emekawkwee stated that his previous CSM relived SFC Forbes of his position in the unit and his ability to be part of USASOC.

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

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MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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

ASOC-SIG-BC 22 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: LTC Furlow.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because LTC Furlow did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is by the books when it fits him. He will be respectful when it comes to rank. He projects his voice and he often thinks people are trying to undermine his actions, but he will overexerted actions and statements. He often is not willing to accept change. He is hard headed and resistant to change

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

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MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: SFC Meredith.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because SFC Meredith did not write a sworn statement.

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) SFC Meredith was not there at the time for the altercation. He saw the aftermath of the situation. SFC Meredith knew stuff was erupting and left following the return of SFC Forbes.

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) Yes. SFC Meredith was the BDE S2 NCOIC before SFC Forbes. SFC Meredith gave SFC Forbes the wheel. SFC Forbes would make it a point that the faults of the unit were on SFC Meredith. SFC Forbes would barrage SFC Meredith and others. SFC Forbes would discuss how the shop was under his responsibility and no responsibilities could fall on SFC Meredith anymore. SFC Forbes would say bad things about BN S2 sections. SFC Forbes would have several mood swings and erratic behaviors throughout the day.

(2) One example of SFC Forbes' erratic behaviors is when SGT Lopez came to discuss an email with SFC Forbes. The conversation became very disrespectful very quickly to the point where there was almost a physical altercation. This is an instance where SFC Forbes would become agitated over something miniscule. In the last three months of SFC Meredith working with SFC Forbes, the blow ups became more until the culminating event with MAJ Racaza.

(3) In his opinion SFC Forbes uses the comment that he is supporting the BDE commander's initiatives. He will be super aggressive in meetings. He does not see it

that way. They have had counseling's about this situation. More on the backend. Would be disrespectful on the back end. Last six months was the fall off the cliff land.

c. Is the workplace productive with SFC Forbes as the BDE S2 NCOIC?

(1) Workplace was not productive. They kept most thing off his radar. Took him a month the build off a tracking mechanism. They did not involve him in work unless he absolutely had to be. People would not talk to SFC Forbes, if SFC Meredith was not there then they would leave and come back later because others would do anything to not work with SFC Forbes.

d. Overall comments about SFC Forbes.

(1) Overall I think between stress and personal issues SFC Forbes is no longer fit to handle the stressors of the Army. To officers, he is always at the cusp of being disrespectful. To peers, he will die on a mountain to support what he believes is right, but will also take things too far. Something happened in the last six months that caused a mental break. He is failing to adapt. He is older in age and is unable to communicate with people. He is set in his ways and unwilling to change them. SFC Forbes is not a bad person but something happened and he has gone too far.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:03:22 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates
ROUTINE USES:	The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system
DISCLOSURE:	Disclosure is voluntary

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade	Date of Counseling
FORBES, MICHAEL J	SFC/E7	12 December 2022

Organization	Name and Title of Counselor
STB, 528th SB	CSM Emekaekwue, Emmanuel

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented: Implementation of USASOC Policy 25-2

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

- Thank you for taking the initiative to get the battalion in compliance with USASOC Policy 25-2

- Going forward, follow all directions from your OIC, CPT Lowrie, on how to implement the plan of action to get us to full compliance with USASOC Policy 25-2

- In the event that you notice someone out of compliance, report them to your OIC. Do not confront them

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

Immediately get with your OIC for further guidance on the way forward on compliance of USASOC Policy 25-2

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled ☐ I agree ☑ disagree with the information above

Individual counseled remarks

Signature of Individual Counseled _____ Date _____

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will continue to monitor SM's compliance with this counseling

- SM states that he will comply with the plan of action but will contact IG as soon as possible.

Signature of Counselor: _____ Date 12 12 23

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

Counselor _____ Individual Counseled _____ Date of Assessment _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.

PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.

ROUTINE USES: The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.

DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name *(Last, First, MI)*	Rank/Grade	Date of Counseling
FORBES, MICHAEL JEFFREY	SFC/E7	27 July 2021

Organization	Name and Title of Counselor
HHC, 528th Special Troops Battalion (SO) (A)	1SG Larry Morgan - Company First Sergeant

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented Counseling - Inform SM of perceived behavior (counterproductive leadership traits)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 23 July 2021, CPT Mansour and myself were down in the 528th STB Motorpool checking on operations. When we stopped by the Shop Office, you were present with SSG Grafton and CPT Valdez, working to dispatch vehicles for the upcoming Brigade exercise. At the conclusion of your business, your comments to CPT Valdez had a condescending and disrespectful tone. I followed you out of the office and briefly relayed to you watch the way you talk to Commissioned Officers and how your comments were preceived by me. In addition, it has been brought to my attention that you have acted similarly to several Commissioned Officers since your arrival to the unit. I am concerned about your attitude and commentary towards your superiors and how the perception of insubordinate behavior can have across the enterprise.

Verbal remarks of contempt are bold comments that are rude and insulting directly to a Noncommissioned, Warrant, or Commissioned Officer. Obviously, being disrespectful can be shared a variety of methods through words or acts that are rude, indifferent, insolence (silent) and impertinence towards the officer and within his/her sight and hearing.

According to ADP 6-22, the Army defines Counterproductive leadership as the demonstration of leader behaviors that violate one or more of the Army's core leader competencies or Army Values, preventing a climate conducive to mission accomplishment. Counterproductive leadership is incompatible with Army leadership doctrine and Army Values (see attachment).

As a Senior Noncommissioned Officer, you set an example within the organization and it is imperative that you remain professional when conducting business as a representative of the Brigade Commander/principle Brigade staff member. You are in a highly visible position and the eyes of your superiors, peers, and subordinates will be on you at all times, it is important to set the example as a leader.

Pursuant to AR 635-200, this constitutes a formal counseling session concerning your noted deficiencies. If this conduct continues, action may be initiated to involuntarily separate you from the service under AR 635-200, Chapter 5, 13, 14. If you receive a General Under Honorable Conditions Discharge or an Uncharacteristic Discharge, you will be disqualified from reenlisting into the service for some period of time, and you will be ineligible for many veterans benefits. Regardless of the type of discharge that you may receive it may have serious consequences affecting civilian, veterans benefits, or future service.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

SM will review:

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 2 - Character

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 8 - Counterproductive Leadership

TC 7-22.7 - The Noncommissioned Officer Guide (January 2020), Chapter 7 - Officer and NCO Relationships

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☑ disagree with the information above.

Individual counseled remarks: I WAS NOT DISRESPECTFUL; ONLY FACTUAL. I WAS NOT ABLE TO GET A 2062 FOR MY VEHICLE (HQ20) DUE TO IT BEING IN THE PROCESS OF BEING DISPATCHED WITH MY SIGNATURE. I FOUND THAT DUE AT THIS TIME OF THIS DISCUSSION. THE KEYS TO HQ20 (WHICH I AM SIGNED FOR) ARE CURRENTLY, AS OF THE TIME OF THIS COUNSELING UNDER THE CONTROL OF MSG BURGOS AND IN THE CUP HOLDER OF THE TRUCK. BIL IS AT RISK OF BEING LOST.

Signature of Individual Counseled: Date: 27 JUL 21

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will follow up with SM and discuss the information he reviewed from the above listed references.

Signature of Counselor: Date: 27 JUL 21

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

- SM has not had any problems since the 27 July counseling session

Counselor: SGT Morgan Individual Counseled: Date of Assessment: 7 OCT 21

Note: Both the counselor and the individual counseled should retain a record of the counseling.

Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)

From: Morgan, Larry 1SG USARMY USSOCOM USASOC (USA)
Sent: Friday, January 20, 2023 11:44 AM
To: Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)
Subject: FW: SIR- 18JAN23 SFC Forbes to WAMC ER
Signed By: larry.d.morgan4.mil@mail.mil

v/r
1SG Larry Morgan
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
Office: (910) 432-4194
Email: larry.morgan.mil@socom.mil

From: Korista, David K CPT USARMY USSOCOM USASOC (USA) <david.k.korista.mil@socom.mil>
Sent: Wednesday, January 18, 2023 6:48 PM
To: Furlow, Burton LTC USARMY USSOCOM USASOC (USA) <burton.furlow.mil@socom.mil>; Emekaekwue, Emmanuel A CSM USARMY USSOCOM USASOC (USA) <emmanuel.a.emekaekwue.mil@socom.mil>; Weber, Andrew J MAJ USARMY USSOCOM USASOC (USA) <andrew.j.weber.mil@socom.mil>
Cc: Sanchez, Manuel D LTC USARMY USSOCOM USASOC (USA) <manuel.d.sanchez.mil@socom.mil>; Morgan, Larry 1SG USARMY USSOCOM USASOC (USA) <larry.morgan.mil@socom.mil>; Racaza, Rhea L MAJ USARMY USSOCOM USASOC (USA) <rhea.racaza@socom.mil>; Utley, Matthew D LTC USARMY USSOCOM USASOC (USA) <matthew.d.utley.mil@socom.mil>; Prewitt, Demetris A CSM USARMY USSOCOM USASOC (USA) <demetris.a.prewitt.mil@socom.mil>
Subject: SIR- 18JAN23 SFC Forbes to WAMC ER

Sir and CSM-

Who: SFC Michael J. Forbes, 35F, BDE S2 NCOIC
What: Exhibited alarming mental symptoms/behaviors at 1SFC(A) HQs, which was subsequently relayed thru CoC. Initially, SFC Forbes refused to conduct a Safety Check with WAMC ER, which was the recommendation provided by the BDE BH. After 2 hours of discussion, SFC Forbes was convinced to go voluntarily to WAMC ER, escorted by MSG Grix, 389th MI BN. FBNC Garrison MPs were dispatched as a precautionary measure, and the WAMC BH "Pit Boss" was alerted to the arrival of MSG Grix and SFC Forbes at 1835L.
When: approximately 1600L-1820L, 18JAN23
Where: Hagy Hall, Bldg X-4047, New Dawn Drive, FBNC
Additional Information: SFC Forbes appeared to his Company CMD Team to be in a state mental duress, although SFC Forbes denied being suicidal or desiring to hurt others. After consultation with the BDE Psych, MAJ Racaza, it was determined that the safest course of action was to escort SFC Forbes to WAMC ER for a routine Safety Check. SFC Forbes refused to comply, and instead detailed aloud all the wrong doings committed against him by the CoC, and what/who he was going to talk to about it. He discussed speaking with CSM Munter tomorrow morning at 0900, and seemed most distressed about what he called an "assault and battery" committed against him by CSM Emekaekwue. CHAP Devine, MSG Grix, 1LT Jennes, and 1SG Morgan all witnessed the interactions between CPT Korista and SFC Forbes. No physical altercations transpired.

MTF as the SM receives his Safety Check.

GO HEADHUNTERS!

Very Respectfully,

DK

David Korista
CPT, CM
Commander
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
1st Special Forces Command
NVOIP: 910.432.4194
Blackberry: [redacted]
Personal Cell: [redacted]
NIPR: david.k.korista.mil@socom.mil
SIPR: david.k.korista.mil@socom.smil.mil

No read

SFC Forbes has made multiple soldiers weary as of recent. He has not only yelled at them for things that make no sense.

SFC Forbes is creating a toxic hostile work place for blowing up or ~~being~~ rude to Jr. Soldiers and NCOs.

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 21 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Questions for the accused.

1. This memorandum documents the questions for the accused that will be asked during the interview.

2. Question 1. On or about 30 November 2022 did you engage in disrespectful behavior towards MAJ Rhea Racaza?

a. Is 30 November 2022 the correct date of the interaction? What is the approximate time of the interaction?

b. If so what are the facts and circumstances surrounding that interaction?

c. Do you know of any other witnesses to the interaction?

3. Question 2. Have you engaged in counterproductive or toxic leadership behaviors within the brigade or battalion S2 section as discussed in AR 600-10, chapter 1-11d and ADP 6-22?

a. How would you describe your leadership style?

b. Do you know of any other witnesses to the interaction?

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:04:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S):	E35F
SQI(P/S):	EP/ES
ASI(P/S):	
Date of Birth:	[redacted]
Birth Country:	USA
Country of Citizenship:	USA
Gender:	M
Ethnicity:	Others
Height:	66
Weight:	175
Religion:	UMTHC
Marital Status:	Married
# of Dependents (Adults/Children):	1/0
Home Address:	[redacted]

NO INSIGNIA

Deployable

Readiness

MRC Code:	MRC2	Current Asgt. End:	20280430	Security Clearance Type:	[redacted]
MRC Reason:	ITEMS THAT CAN BE CORRECTED IN LESS THAN 72 HOURS	YMAV Date:	202310	Clearance Effective Date:	[redacted]
MRC Reason Start Date:	20221205	EFMP End Date:	—	Investigation Type:	[redacted]
PHA Exam Date:	20220606	MACP Date:	—	Investigation Status:	P
PULHES:	111111	ETP Date:	—	Investigation Status Date:	[redacted]

SFPA FLAGS

Restriction	Code	Begin Date	End Date
—	—	—	—

Skills

0 Self-Professed

PROFESSIONAL LICENSES		PROFESSIONAL CERTIFICATIONS		DEFENSE LANGUAGE PROFICIENCY TEST (DLPT)				LANGUAGES (SELF-PROFESSED)			
License	Expiration Date	Certification	Certified Date	Language	Listening	Reading	Speaking	Language	Listening	Reading	Speaking
—	—	—	—	—	—	—	—	—	—	—	—

ATTRIBUTES (SELF-PROFESSED)

Attribute	Rating	Date
—	—	—

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20061031			20070212	20070212	20100201	20121101	20200401		

Career Mapping

2024	2025	2026	2027	2028	2029	2030
PZ				PZ		
SFC		MSG				

Experience

0 Self-Professed

DEPLOYMENTS

Short Tours:	0	CBT:	5
Long Tours:	0	OPN:	0
DROS:	—	RES:	0
DEROS:	—	Dwell Start:	—
		Dwell Duration:	—

MILITARY EXPERIENCE: ***DEPLOYMENTS*** / ASSIGNMENTS

Asgt	From	# Months	UIC	Organization	Station	Location	Comd	Duty Title	MOS
Projected	20231010	-8	W1E8H8	—	FORT HUACHUCA	AZ	TC	#7 SR INSTR	E35F
Current	20230104	1	WKENT0	—	FORT BRAGG	NC	SP	INTELLIGENCE ANALYST	E35F
1st Prev	20210305	23	WJTDAA	—	FORT BRAGG	NC	TC	STANDARD EXCESS	99999Z
2nd Prev	20200928	5	WKENA0	—	Invalid Location - Placeholder	VA	SP	SR INTEL SERGEANT	E35F
3rd Prev	20170929	36	WAC8T0	—	CP EDERLE	AE	E1	SR INTEL SERGEANT	E35F
4th Prev	20160827	13	WAC8D0	—	CP EDERLE	AE	E1	INTELLIGENCE SERGEANT	E35F

See STP online for additional 25 rows.

CIVILIAN WORK EXPERIENCE (SELF-PROFESSED)

Employment	Job Title	Start Date	End Date	Duration
—	—	—	—	—

ADDITIONAL DUTIES (SELF-PROFESSED)

Duty Title	Start Date	End Date
—	—	—

Knowledge

0 Self-Professed

CIVILIAN EDUCATION

Degree	School	Location	Level	Graduation Date
MASTER OF BUSINESS ADMINISTRATION	U PITTSBURGH	PA USA		19960101
BACHELOR OF SCIENCE	PENN ST UERIE-BEHREND CLG	PA USA		19900101

THESIS & CAPSTONE (SELF-PROFESSED)

Title	Year
—	—

MILITARY EDUCATION

Course Title	Code	Start	End	Duration	CMDT List
SR LEADER CRS	SMH	20200117	20200228	6 weeks	
MIL DECEPT PLN CRS	AYS	20170818	20170825	1 week	
USAF AIRLIFT PLAN CRS	DER	20170707	20170714	1 week	

See STP online for additional 5 rows.

HOBBIES / INTERESTS (SELF-PROFESSED)

Hobby / Interest	Genre	Proficiency	Date
—	—	—	—

SELF STUDY (SELF-PROFESSED)

Self Study	Genre	Proficiency	Date
—	—	—	—

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S):	E35F NO INSIGNIA
SQI(P/S):	EP/ES
ASI(P/S):	
Date of Birth:	[redacted]
Birth Country:	USA
Country of Citizenship:	USA
Gender:	M
Ethnicity:	Others
Height:	66
Weight:	175
Religion:	UMTHC
Marital Status:	Married
# of Dependents (Adults/Children):	1/0
Home Address:	[redacted]

Deployable

Cultural Experience & Proficiency

0 Self-Professed

Date	Location	Type	Duration
—	—	—	—

ACCESSIONS DATA

BASD:	20070212	Commissioning Year:	—	Regular Ret Dt:	20270212
Current PPN:	—			Non-Reg Ret Dt:	20271030
End Current Assignment:	20280430	Type of Original Apt:	—	Current Statutory Auth:	—
		Mo/Days Afcs:	/		

MILITARY QUALIFICATIONS

Evaluation	Date	Passed
DA FORM 7801 M4A1 5.56MM CARBINE 1 OCT 20	20220916	SHARPSHOOTER
Army Physical Fitness Test	20191202	Passed

Behavior

0 Self-Professed

PROFESSIONAL GOALS (SELF-PROFESSED)			PERSONAL GOALS (SELF-PROFESSED)			FAMILY GOALS (SELF-PROFESSED)		
Goal	Goal Date	Actual Date	Goal	Goal Date	Actual Date	Goal	Goal Date	Actual Date
—	—	—	—	—	—	—	—	—

ASSESSMENTS

Assessment Type	Assessment Date	Proficiency Level	Composite Score
—	—	—	—

Career Planning

0 Self-Professed

LOCATION PREFERENCES (SELF-PROFESSED)			COUNTRY PREFERENCES (SELF-PROFESSED)		DUTY PREFERENCES (SELF-PROFESSED)	
Station	City	State	Country	Rank	Duty Name	Date Entered
—	—	—	—	—	—	—

ENDORSEMENTS (SELF-PROFESSED)		DESIRED FUTURE ASSIGNMENTS (SELF-PROFESSED)	TEXT RESUME (SELF-PROFESSED)		
Endorsement	Endorser	Assignment	Date	Category	Description
—	—	—	—	—	—

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Ft. Bragg, NC	20230223	1345	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Forbes, Michael J.	[redacted]	E-7

8. ORGANIZATION OR ADDRESS
528th Sustainment Brigade Special Operations (SO) Airborne (A), 4047 New Dawn Drive, Ft. Bragg, NC 28310

9. Michael J. Forbes, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

2LT Tolston: This Sworn Statement pertains to the Investigating Officer's (2LT Tolston, Mirriam G.) Memorandum For Record, dated 21FEB23, in which she asked 2 questions ("Question 1" had 3 sub-questions and "Question 2" had 2 sub-questions. Their respective answers, follow the enumeration provided, are as follows:

Q1: No

Q1a: Yes, that date is correct. The time for the interaction can be easily identified by contacting 1SFC IG office; I left a follow-up call to prior interactions on their voicemail after MAJ Racaza and I spoke. I had begun a series of communications with them prior to 0925 on 30NOV 22 regarding my serious concerns about the mandated directive for my, and all Section BDE Staff's, participation in the 3rd party corporate relationship involved in PII-identifiable, behavioral, data-gathering in the Strengths Deployment Inventory (SDI) announced as "voluntary" when MAJ Racaza initially brought it up at the end of the BDE CDR's 'Scrub' meeting on 280930RNOV2022. In fact, during our discussion, IG encouraged me to attempt to get more information from the source.

Q1b: 301100RNOV22 (exact time unk; 1SFC has voicemail immediately following MAJ Racaza's accusation and deflection to answer my scope and statutory support questions). I went to MAJ Racaza's office and requested the scope and regulatory basis of the mandatory nature of the SDI 2.0. During this communication MAJ Racaza repeatedly asked me, "Why do you want to know?" Initially, I stated, "I am curious about the makeup of the assessment." Later, I stated, "The other day you said it was voluntary but yesterday the BDE CDR made in mandatory in an email. So I want to understand why?" She kept asking me "Why?," evidently looking for some different answer. I then said, "Ma'am if you can't provide anything, that is ok. I can google it." She then accused me of being "angry" and I, witnessing her aggressive verbal accusation and demeanor, I immediately attempted to diffuse the situation by saying, "Ma'am, it's ok, its ok (she had thrown papers back in a box), I am sorry I asked. Just pretend I never did." I began to leave. MAJ Racaza followed me up the stairs and as I went straight down the hall to my office as MAJ Racaza took a right and marched directly into the Command Suite. I immediately called IG to let them know what was occurring and requested a meeting ASAP. Note: To date, MAJ Racaza has not provided any information regarding my questions.

Q1c: No. We were alone in her small office. She was digging through a box in the corner behind her desk.

Q2: No

Q2a: Professional; I do my best to follow regulations / provide truthful guidance to protect CDRs, supervisors, peers & Soldiers.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF Michael J. Forbes TAKEN AT Fort Bragg, NC DATED 20230223

9 STATEMENT *(Continued)*

Q2b. Not applicable. I don't understand what witnesses you want to view a leadership style that spans two excellent NCOERs while I was BDE NCOIC and Acting OIC. Clarification is needed.

AFFIDAVIT

I Michael J. Forbes, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____ I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

Beverly A. Dennie
Beverly A. Dennie
XVIII Airborne Legal Asst. Office
ORGANIZATION OR ADDRESS

Justin Eggo
XVIII ABN Corps
ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 23 day of February 2023 at Fort Bragg, NC

(Signature of Person Administering Oath)

Mia Hendricks, SSG, Paralegal
(Typed Name of Person Administering Oath)

Title 10 USC 1044a
(Authority To Administer Oaths)

OFFICE OF THE STAFF JUDGE ADVOCATE NO MATERIAL PROVIDED SEAL TITLE 10 USC 1044a XVIII AEN CORPS & FORT BRAGG

INITIALS OF PERSON MAKING STATEMENT

Mia Hendricks, SSG, US ARMY
JUDGE ADVOCATE
PURSUANT TO 10 USC 1044a
COMMISSION INDEFINITE

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

1st SFC (A)
Staff Judge Advocate

GOMOR TRANSMITTAL FORM

PART I

TO:	FROM:	DATE: 29 June 2023
528th STB (SO) (A)	HHC, STB (SO) (A)	

NAME: SFC Michael Forbes

UNIT: HHC, 528th STB (SO) (A)

Recommend: (✓) AMHRR ( ) Local ( ) Rescind

Comments:

Upon consideration of all provided information it is clear that SFC Forbes violated the Army values of Respect and Integrity while serving as the Brigade S2. As a Senior Leader, at no point does SFC Forbes take ownership of the actions that he took during this time frame and instead places blame on other leaders within the organization. SFC Forbes provided character statements are compelling, however they speak to SFC Forbes character before filling the position as the 528th Sustainment Brigade S2. SFC Forbes actions betray the Corp of the Non-Commissioned Officer and the creed by which they operate and as a senior Non-Commissioned officer I expect more. It is due to the above information that I recommend this GOMOR be filed in his AMHRR.

NAME OF COMMANDER	SIGNATURE OF COMMANDER
KAITLIN M. JENNES 1LT, MI Commanding	JENNES.KAITLIN.MAY.[redacted] Digitally signed by JENNES.KAITLIN.MAY.[redacted] Date: 2023.06.29 18:46:48 -04'00'

PART II

TO:	FROM:	DATE: 6 July 2023
528th SB (SO) (A)	528th STB (SO) (A)	

Recommend: (✓) AMHRR ( ) Local Filing ( ) Rescind

Comments:

SFC Forbes blatant disrespect to Soldiers and leaders on the command has disrupted the good and discipline of the organization. His integrity has been compromised and as a senior leader, trust is the fabric that make leaders. We cannot have senior leaders violating Army Values. I am recommending this action to be filed in his AMHRR.

NAME OF COMMANDER	SIGNATURE OF COMMANDER
GERALD A ROBINSON LTC, LG Commanding	ROBINSON.GERALD.ANTWAN.[redacted] Digitally signed by ROBINSON.GERALD.ANTWAN.[redacted] Date: 2023.07.06 17:35:01 -04'00'

PART III

TO:	FROM:	DATE:
1SFC (A)	528th SB (SO) (A)	

Recommend: (✓) AMHRR ( ) Local Filing ( ) Rescind

Comments:

Sir, recommend filing this GOMOR in the NCO's AMHRR. SFC Forbes has a demonstrated history of being cancerous to organizations and his current tenure in the 528SB is indicative of that history. SFC Forbes' substantiated AR 15-6 investigation denotes him as a toxic leader, disruptive to good order and discipline, and erratic. During the course of the AR 15-6, despite being given the opportunity to serve in his career field in another battalion, he continued to exhibit similar if not the same behavior. SFC Forbes' presence in this command is wholly indicative of counterproductive leadership and the caliber of toxicity that is deleterious to command climates. Given his continued poor performance as a Non-Commissioned Officer, I recommend a permanent filing.

NAME OF COMMANDER	SIGNATURE OF COMMANDER
TAVI N. BRUNSON COL, LG Commanding	BRUNSON.TAVI.NIGEL.[redacted] Digitally signed by BRUNSON.TAVI.NIGEL.[redacted] Date: 2023.07.07 16:01:05 -04'00'

1st SFC (A)
Staff Judge Advocate

GOMOR TRANSMITTAL FORM

PART I

TO:	FROM:	DATE: 03 JUL 2023
528th STB (SO) (A)	HHC, STB (SO) (A)	

NAME: SFC Michael Forbes

UNIT: HHC, 528th STB (SO) (A)

Recommend: (✓) AMHRR ( ) Local ( ) Rescind

Comments:

After reviewing all documentation I have concluded that SFC Forbes should receive a GOMOR, and that it be filed in his AMHRR. SFC Forbes should have handled these situations differently during his tenor as he 528th Sustainment Brigade S2.

NAME OF 1SG	SIGNATURE OF 1SG
JOSHUA DELEON 1SG, USA First Sergeant	DELEON.JOSHUA.JESUS [redacted] Digitally signed by DELEON.JOSHUA.JESUS. [redacted] Date: 2023.07.06 14:21:31 -04'00'

PART II

TO:	FROM:	DATE:
528th SB (SO) (A)	528th STB (SO) (A)	

Recommend: ( ) AMHRR ( ) Local Filing ( ) Rescind

Comments:

I respectfully and voluntarily abstain from providing a filing recommendation for this GOMOR.

NAME OF BATTALION CSM	SIGNATURE OF BATTALION CSM
EMMANUEL A.EMEKAEKWUE CSM, USA Battalion Command Sergeant Major	EMEKAEKWUE.EMMANUEL.ARINZE. [redacted] Digitally signed by EMEKAEKWUE.EMMANUEL.ARINZE. [redacted] Date: 2023.07.07 06:15:30 -04'00'

PART III

TO:	FROM:	DATE: 12 July 2023
1SFC (A)	528th SB (SO) (A)	

Recommend: (✓) AMHRR ( ) Local Filing ( ) Rescind

Comments:

Sir, recommend AMHRR filing. In my 21 years of service, I have never worked with a Soldier who has been more disruptive to an organization than SFC Forbes. His counterproductive behavior created a detrimental environment within the Brigade which not only effected his subordinates, but multiple Officers and DOD civilian employees. It was also documented that he demonstrated similar behaviors when he was previously assigned to 3rd SFG(A) and 173rd. His exchanges were not only unprofessional, but bully-like in nature and beyond unacceptable.

NAME OF BRIGADE/GROUP CSM	SIGNATURE OF BRIGADE/GROUP CSM
SANDREA A. VARGAS CSM, USA Brigade Command Sergeant Major	VARGAS.SANDREA.ALEJANDRACH [redacted] Digitally signed by VARGAS.SANDREA.ALEJANDRACH. [redacted] Date: 2023.07.12 14:36:19 -04'00'

DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE, DEPARTMENT 364
FORT KNOX, KY 40122-5306

S: 26 January 2024

AHRC-FSF-ES (RN 635-200b) 26 December 2023

MEMORANDUM THRU Commander, US Army Special Operations Command, 2929 Desert Storm Drive, Fort Bragg, NC 28310-5200

FOR SFC FORBES, MICHAEL J, [redacted]

SUBJECT: Notification of Immediate Reenlistment Prohibition Restriction Code RET13 Transaction

1. HQDA, G1's Director of Military Personnel Management requires that Soldiers are notified when a document officially filed onto their Army Military Human Resource Record (AMHRR) makes them eligible for Qualitative Management Program (QMP) board consideration.

2. During our monthly screening procedures, the following document(s) lead to the initiation of this process and may be viewed at https://iperms.hrc.army.mil/rms/login: **LTR REPR 2023-05-30**.

3. Beginning in Fiscal Year 2022 (FY22), QMP boards will be held in conjunction with the Headquarters Department of the Army (HQDA) noncommissioned officer (NCO) evaluation. Soldiers in the rank of Staff Sergeant (SSG) thru Command Sergeant Major (CSM) will be screened for possible involuntary separation. The QMP board process starts upon the permanent filing of material in the performance or restricted folder of an NCO's Army Military Human Resource Record (AMHRR). To improve coordination efforts, this office has placed a Restriction code of RET13 indicating your AMHRR meets QMP board consideration. This administrative coding tool is also being used to notify and assist Human Resources and Retention Specialists in management decisions for the populations that they serve. This code places you in a non-promotable status and prevents you from a permanent change of station move unless approved by the Human Resources Command. The next scheduled board date will tentatively convene on 15 April 2024 during the FY23 Evaluation Board.

4. If you seek removal of an unfavorable document from your record, you may petition to do so by applying to the Department of the Army Suitability Evaluation Board (DASEB) IAW existing procedures outlined in AR 600-37, Unfavorable Information, Chapter 7, Appeals. The intent of AR 600-37, is to ensure that only information that is substantiated, relevant, timely, and complete is filed in your record and to ensure that the best interests of both the Army and the individual Soldier are served by authorizing unfavorable information to be placed in, and when appropriate, removed from official personnel records.

5. AR 15-185, Army Board for Correction of Military Records, establishes the Army Board for Correction of Military Records (ABCMR) as the highest level of administrative review within the Department of the Army to correct errors in or remove injustices from Army military records. All Soldiers have the right (10 U.S.C. § 1552) to apply for a correction of error or injustice in their official Army military record. Soldiers may apply to the ABCMR by submitting a DD Form 149, Application for Correction of Military Records. Applications are available online on the Army Review Board Agency's website at https://arba.army.pentagon.mil.

6. You may submit matters of mitigation or extenuation for consideration to the President of the QMP Board. These matters must be submitted as one document and organized in the manner to be presented to the board. Since the board will be provided with your AMHRR performance folder, any documents in the restricted folder which formed the basis for referral to the QMP selection board should not be included. Your correspondence must be submitted no later than 5 April 2024, (ten days prior to the board convene date) in which your file will be reviewed.

7. Your Matters of Mitigation can be scanned and sent via email to usarmy.knox.hrc.mbx.tagd-board-qmp@army.mil. You may also send your matters of mitigation by a postal service of your choice to: Commander, U.S. Army Human Resources Command (AHRC-PDV-S), 1600 Spearhead Division Avenue Department 471, Fort Knox, KY 40122-5407.

8. Soldiers who are fully eligible to submit for retirement (those that have accrued 18 years Active Federal Service (AFS) and have no Service Remaining Requirements, for example Transfer of Education Benefits (TEB) or Critical Skills Retention Bonus (CSRB) as of the requested retirement date, can elect to voluntarily retire in lieu of (ILO) QMP board consideration. If eligible (must have 20 or more years AFS on the retirement date), you may submit a request for voluntary retirement upon receipt of this notification. The requested date cannot be any earlier than 90 days from the date of their notification of the RET13 action to ensure Soldiers are afforded the opportunity to complete Soldier for Life and Transition Assistance Program services. You may choose a later date than 90 days, but it cannot be any later than the first day of the 12th month from the date this memorandum was issued. **Soldiers electing to retire ILO a QMP board, must include a signed copy of this memorandum as part of their retirement packet when forwarding to their servicing Retirement Services Office to expedite processing.**

9. Soldiers who do not fulfill the service conditions specified in the written agreement for a bonus, special pay, educational benefits, or stipend for which paid, are subject

AHRC-EPF-M
SUBJECT: Notification of Immediate Reenlistment Prohibition Restriction Code RET13 Transaction

to repayment of the unearned portion under sections 303a(e) and 373 of title 37, United States Code.

10. Please sign and date below on the space provided. The notifying official (first Commanding officer in the rank of LTC or higher in your chain of command) is responsible for returning this completed document via email to: usarmy.knox.hrc.mbx.fadd-enlisted-transition-branch@army.mil by the suspense date.

11. For additional information regarding QMP, please refer to AR 635-200 and FY23 QMP MILPER message which is posted to the HRC MILPER message website.

12. Questions relating to QMP should be directed to Mr Manuel A. Lopez, Enlisted Retirements and Separations, at (502) 613-5465, DSN 983-5645 or email: manuel.a.lopez46.civ@army.mil or Ms. Louise Allmon, (502) 613-5453, DSN 983-, or email: louise.allmon.civ@army.mil

13. Questions concerning assignment, retention or promotion related issues need to be addressed by your unit human resource specialist, retention career counselor or your career branch manager.

14. Your signature on this notification is acknowledgement of the reason(s) for being considered by the QMP board and procedures for submitting matters of mitigation. It constitutes the required written counseling as outlined in AR 635-200.

FOR THE COMMANDER:

MICHAEL R. MCSWEENEY
Chief, Retirements and Separations Branch

16 JAN 2024
Soldier's Signature and Date

GERALD A. ROBINSON LTC LG COMMANDING
Notifying Official's Signature and Date

FORBES, MICHAEL J
SFC, [redacted]

ACKNOWLEDGE RECIEPT OF DOCUMENT ONLY.
THIS ALL BEGAN ON NOV. 29, 2022 WHEN THE ARMY, THROUGH ITS OFFICERS, VIOLATED FEDERAL LAWS & OUR CONSTITUTION.
I REQUEST RESCINDING OF THIS COMOR (AND ANY OTHER PERSONNEL ACTIONS ASSOCIATED WITH THE EVENTS THAT STARTED ON THAT DAY TO INCLUDE THE RELIEF FOR CAUSE.
I PERFORMED MY DUTIES (AW REGULATIONS AND EXERCISED MY 1ST AMMENDMENT RIGHTS TO GRANTED INFORMED CONSENT INFO.

3

From: Lopez, Manuel A CIV USARMY HRC (USA) <manuel.a.lopez46.civ@army.mil>
Sent: Monday, November 25, 2024 7:45 AM
To: Michael Forbes; Allmon, Louise CIV USARMY HRC (USA)
Cc: James M. Branum; Manthey, David H CIV USARMY HRC (USA)
Subject: RE: ICO: Forbes - Soldier was not "ensured to report to PSB 120 days prior to separation by unit CDR" per AR 635-8, 4-3, b.

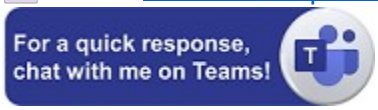
SFC Forbes,

A request to defer your QMP imposed separation date of 1DEC2024 must be staffed as an exception to policy (ETP) from our office to the Director of Military Personnel Management, Army G-1. The below documents are required:

1. Signed and dated Soldier memo requesting ETP w/ full justification.
2. Signed and dated memo by the SM's first O-6 CDR in his/her Chain of Command, supporting the ETP w/ justification to include proposed separation date.

NOTE: Approval is not guaranteed.

Respectfully,
Manuel A. Lopez, PHR
QMP/QSP/NFQ-R
HR Specialist, AHRC-FSF-ES
Retirements & Separations Branch
☎ Work: +1 520-669-9650
Email: manuel.a.lopez46.civ@army.mil



From: Michael Forbes <paxmas2007@yahoo.com>
Sent: Sunday, November 24, 2024 6:22 PM
To: Lopez, Manuel A CIV USARMY HRC (USA) <manuel.a.lopez46.civ@army.mil>; Allmon, Louise CIV USARMY HRC (USA) <louise.allmon.civ@army.mil>
Cc: James M. Branum <jmb@jmb.bike>
Subject: ICO: Forbes - Soldier was not "ensured to report to PSB 120 days prior to separation by unit CDR" per AR 635-8, 4-3, b.

> You don't often get email from paxmas2007@yahoo.com. Learn why this is important

Mr. Lopez and Ms. Jones (formerly Allmon):

I called both of you on Friday (Mr. Lopez, I left a voice mail).

I received my orders on October 31, 2024 from Ms. Meisenbach.

"The transition center [did not] issue separation orders in accordance with AR 600 – 8 – 105 for RA Soldiers who will separate from active duty no later than 60 days before the scheduled separation date[,] per AR 635-8, Ch. 4-6, a.

Upon receiving them, I read the "Additional instructions" of "IAW Public Law 101-150, Section 1144 you must attend a mandatory Pre[-]separation Briefing and complete 120-180 days prior to separation with Soldier for Life," Orders 305-0280, "Additional instructions,", c., dated “31 October, 2024.”

This is an impossible instruction to accomplish for the following reasons:

First: I have opposed this separation and all allegations and determinations against me in writing on nearly every document presented to me since this situation was caused by COL Tavi Brunson unlawful order to me that he emailed to me on November 29, 2022 and the subsequent related retaliatory investigation of me that followed; this includes the HQDA FLAG (W) acknowledgement that I signed on May 31, 2024 in which I located both of your emails (when it was again presented to me last Friday as I was escorted) to begin out-processing that same day.

Second: AR 635-8 states, 4–3. "Tasks, work centers, and required actions" clearly states the following:

"b. unit commander"

(1)...ensure Soldiers report as required for the Pre-separation Service Program. Provide Transportation if necessary.

(2) Conduct inspection of military clothing and organizational clothing and equipment upon receipt of separation orders, but no later than 10 days prior to scheduled departure.

(3) Ensure necessary evaluation reports are completed.

Third:

Respectively to the three prior unit commander's requirements:

(1) I have not attended any Preseparation Brief to date and no commander, either assigned or attached, has ensured that I report or provided transportation until Friday, November 22, 2024, when my attachment commander ordered MSG Mulkey to escort me to the TAP office to receive instructions. I was handed a single sheet of paper last Friday and told that "when this occurs, the only way a Soldier can out-process with a week left is to complete 5 of 6 online briefings on the paper handed to me over the weekend and show up again on Monday for another brief." Sadly, his comments suggest this may be a common occurrence. Upon researching after receiving my orders, I realize, having no employment preparation or prospects and that I need the services. I need the 120 days pursuant AR 635-8 for a proper transition if my efforts to expose this retaliation fail to allow me to continue my unblemished service and fulfill my contract.

(2) No inspection of my clothing and equipment has occurred prior to 10 days of separation. In fact, while escorted to CIF, last Friday (8 days from separation), I was presented with a print-out of my clothing record (time stamped at 1451 and 54 seconds) and yesterday was sent a text from my escort instructing me to “find my stuff” and that he “need[s] an update on the CIF turn in items on Monday.”

(3) I have not had an evaluation since the corrupted and incorrect Relief for Cause NCOER that contributed to this separation with a thru date of July 12, 2023.

Please let me have an extended separation date that is 120 days from today, November 24, 2024 as this is the date I am beginning online Pre-separation trainings (pursuant the TAP office) and I was informed to arrive at 0900 Monday for the in-person Pre-separation Brief by the TAP OFFICE (not unit coordinator) last Friday.

Thank you.

SFC Forbes, Michael J.

cc: Military Administrative Counsel

-
-
-
-

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SFC	20200401	35F4S

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC, 528TH SB (SO) (A), FT LIBERTY, 28310, SP		WJTDAA	05 | Relief for Cause

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20220901	20230712	4	Z	3	michael.j.forbes.mil@socom.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
LOWRIE, PATRINA, A	[redacted]	LOWRIE.PATRINA.ANASTASIA [redacted] Digitally signed by	20230721

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	MI	HHC, 528TH SB (SO) (A)	Brigade Intelligence Officer	patrina.a.lowrie.mil@army.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
FURLOW, BURTON, JR	[redacted]	FURLOW.BURTON.JR [redacted] Digitally signed by	20231005

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
LTC	LG	HHC, 528TH SB (SO) (A)	Brigade Deputy Commanding Officer	burton.furlow2.mil@army.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE *(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20221118	20230110	20230501	20230511		

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
SENIOR INTELLIGENCE SERGEANT

b. DUTY MOSC
35F4S

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Serves as the Brigade Intelligence NCOIC in a Special Operations, Airborne unit with a focused mission to plan, integrate, and assess Army Special Operations Forces (SOF) Peculiar logistics to sustain SOF across the full spectrum of employment; responsible for providing effective intelligence for Support Operations (SPO) in support of forward deployed ARSOF Liaison Elements (ALEs); maintain accurate record keeping of reportable activities to the Brigade Commander; ensure the unit has a common understanding of personnel and physical security management and the Personnel Accountability Security Program (PSAP); responsible for the health, morale, welfare and training of 1 Officer, and 2 Soldiers; maintained accountability of sensitive equipment valued in excess of $400,000 dollars.

d. AREAS OF SPECIAL EMPHASIS
Personnel Security Manager; Information Security

e. APPOINTED DUTIES
Intelligence Oversight Officer; Motorcycle Mentorship NCOIC; Crime Prevention; Non-Standard Physical Security Officer; Industrial Security; Focal Point Control Officer

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: 66 Weight: 175 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

o ACFT: PASS 20220929

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD	DID NOT MEET STANDARD
☐	☒

COMMENTS:

o failed to live up to the Army Values by being disrespectful in language and deportment towards a field grade officer; led to field grade feeling unsafe

o supported the Army's SHARP, EO, and EEO programs

RATED NCO'S NAME (Last, First, Middle Initial)	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20230712

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	COMMENTS:
d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	☐	☐	☒	☐	**o ensured Soldiers maintained good order and discipline throughout this rating period; zero incidents within his section** **o projected confidence enthusiasm, and mental toughness when assisting Soldiers; reinforced policies and standards for personnel**
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	☐	☐	☒	☐	**o developed a robust motorcycle mentorship program; led to increased participation across the Brigade and policy changes** **o utilized extensive personnel security experience to develop an effective SOP; resulted in shared understanding**
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	☐	☐	☐	☒	**o exhibited counterproductive leadership qualities IAW ADP 6-22; displayed incompetence, self-serving, and erratic behaviors** **o failed to communicate effectively across the BDE; led to distrust and disintegration within the unit due to being intemperate**
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	☐	☐	☒	☐	**o displayed a strong concern for Soldiers; utilized available resources to minimize and address Soldier issues across the BDE** **o promoted regulatory policies for the Personnel Security Accountability Program (PSAP); led to improved security posture**
h. **ACHIEVES:** (Gets results)	☐	☐	☒	☐	**o created a closed-circuit television (CCTV) how-to-guide; resulted in Soldiers addressing camera issues at the lowest level** **o maintained 100% accountability of sensitive equipment during property change over; all shortages identified and placed on order**

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **1** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☒
0	2	0	1

Total Ratings: 3

j. COMMENTS:
o I directed this RFC because I lost trust and confidence in SFC Forbes to perform as the BDE S2 NCOIC during this rating period based substantiated allegations of counter productive leadership from an AR 15-6 investigation.

o the rated NCO has been notified of the reason for the relief. SFC Forbes is technically proficient in MOS duties and passionate about "doing what is right." His approach to effect change was poor, but there is always room to develop.

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **3** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

NOT QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: FURLOW, BURTON, JR
DATE: 2023-10-05
TOTAL RATINGS: 18
RATINGS THIS NCO: 1

b. COMMENTS:
NCO Refuses to sign. SFC Forbes had a pattern of unprofessional behavior and non-compliance with the accepted professional standards consisting of attributes and competencies as part of the leadership requirements model. This pattern of behavior is in conflict with my ability to maintain cohesion amongst the Brigade Staff. SFC Forbes did not demonstrate potential for promotion to the rank of master sergeant th

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **2)** Broadening Assignment:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BUILDING X-4047 NEW DAWN DRIVE
FORT BRAGG NORTH CAROLINA 28310-8500

AOSC-JA

S: 7 February 2023
12 January 2023

MEMORANDUM FOR 2LT Miriam Tolston, 112th Signal Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310-8500

SUBJECT: Appointment as Investigating Officer

1. **Appointment.** You are hereby appointed as an Investigating Officer (IO) pursuant to Army Regulation (AR) 15-6, *Procedures for Administrative Investigations and Boards of Officers*, to conduct an investigation into allegations of disrespect toward a superior commissioned officer and counterproductive leadership regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO)(A).

2. **Instructions.** The purpose of an AR 15-6 investigation is to elicit facts. Your investigation should explore any issues or deficiencies with policy, procedures, resources, doctrine, training, and leadership that might have contributed to this incident.

a. Your responsibilities as an IO take precedence over all other military duties. You have 15 duty days from the date you receive this appointment memorandum to submit your completed investigation to your legal advisor. Coordinate any requests for extensions through your legal advisor.

b. Consult with your legal advisor before making substantive efforts regarding your investigation. CPT Suzanne Dycus, Brigade Judge Advocate, is your legal advisor, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

c. Read the relevant portions of AR 15-6, AR 600-100, ADP 6-22, Article 89 UCMJ, and any other applicable authorities prior to beginning your investigation.

d. At a minimum, you should interview MAJ Rhea Racaza, MAJ CH Alvaro Rivera, 1SG Larry Morgan, CPT Patrina Lowrie, PFC Matthew Scheffing, SFC Michael Forbes, and any other relevant witnesses in order to address the following questions and issues:

(1) 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?

(2) 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?

e. If something happens that could cause me to consider enlarging, restricting, terminating, or otherwise modifying your investigation, you should immediately report this to me through your legal advisor.

3. **Conduct of the Investigation.** You are to conduct this investigation using the general guidance and procedures outlined in AR 15-6, Chapters 3 and 5.

a. To the extent possible, witness statements will be written and sworn on a DA Form 2823. Do not collect social security numbers. You have the authority to administer oaths pursuant to Article 136, UCMJ. If it is impracticable to obtain a written and/or sworn statement from a witness, you will attest to the accuracy of the statement in whatever form it appears in your report.

b. No U.S. military or civilian witnesses can be ordered to provide information that may incriminate them. If you come to suspect a person may have engaged in criminal conduct, consult with your legal advisor. Under no circumstances should you attempt to elicit any incriminating information from a witness without first advising that person of his/her rights under Article 31, UCMJ, or the Fifth Amendment of the U.S. Constitution, as appropriate. Document your rights advisement and witness waivers of their rights on a DA Form 3881, Rights Warning Procedure/Waiver Certificate.

c. Should you determine in the context of your investigation that a Soldier's status has changed from favorable to unfavorable, as defined in AR 600-8-2, *Suspension of Favorable Personnel Actions*, you must notify me through your legal advisor.

4. **Report of Investigation.** Use a DA Form 1574-1, Report of Proceedings by Investigating Officer, and attach all required enclosures and exhibits.

a. Findings. A finding is a clear and concise statement of fact that can be readily deduced from exhibits in the record. For each potential instance of misconduct, you will reach a finding of "substantiated" or "unsubstantiated." Misconduct is "substantiated" if you find it to be true by a preponderance of the evidence, which means 51% or "more likely than not." Cite the exhibits that support your findings. If evidence conflicts, make a finding as to which evidence is more credible and why you believe it to be so.

b. Recommendations. Based on your findings, make recommendations as to what changes, if any, are needed in terms of policy, procedures, resources, doctrine, training, and leadership to avoid incidents of this nature in the future. Also, if appropriate, make recommendations of administrative or punitive action consistent with your findings. Each recommendation will cite to the finding that supports it, and should comport with the guidance in AR 15-6, paragraph 3-11.

AOSC-JA
SUBJECT: Appointment as Investigating Officer

c. Assembly. Your completed investigation will include, in the following order:

(1) This memorandum of appointment;

(2) A completed DA Form 1574-1;

(3) A memorandum with your findings and recommendations;

(4) A detailed chronology of the daily actions you took during your investigation;

(5) A list of the witnesses you interviewed;

(6) An index of the attached exhibits;

(7) All exhibits, labeled and numbered, including the ERB/ORB of any Soldier flagged pursuant to your investigation;

(8) A tabbed/indexed hard copy of the complete investigation. Do not use document protectors; and

(9) A scanned copy of the complete investigation.

5. POC for this memorandum is CPT Suzanne Dycus, 95th Civil Affairs Brigade Judge Advocate, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

TAVIN N. BRUNSON
COL, LG
Commanding

REPORT OF PROCEEDINGS BY INVESTIGATING OFFICER

Note. Completed forms may contain personally identifiable information and require handling as set forth in AR 340-21.
For use of this form, see AR 15-6; the proponent agency is OTJAG.

IF MORE SPACE IS REQUIRED IN FILLING OUT ANY PORTION OF THIS FORM, ATTACH ADDITIONAL SHEETS

SECTION I - APPOINTMENT

Appointed by COL Tavi Brunson
(Appointing authority)

on 20230112 *(Date)* *(Attach enclosure 1: Letter of appointment or summary of oral appointment data.) (See para 3-15, AR 15-6.)*

SECTION II - TIMELINE

1. The *(investigation)* commenced at FORT BRAGG, NORTH CAROLINA *(Place)* at 0900 *(Time)*

on 20230117 *(Date)*

2. The *(investigating officer)* finished gathering/hearing evidence a 1600 *(Time)* on 20230221 *(Date)* and completed

findings and recommendations at 2330 *(Time)* on 20230222 *(Date)*

SECTION III - CHECKLIST FOR PROCEEDINGS

A. COMPLETE IN ALL CASES	YES	NO[1]	NA[2]
1. Enclosures *(para 3-13, AR 15-6)* Are the following enclosed and numbered consecutively with Roman numerals: *(Attached in order listed)*			
a. The memorandum of appointment?	☒	☐	
b. All other written communications to or from the appointing authority?	☒	☐	☐
c. Privacy Act Statements *(Certificate, if statement provided orally)?*	☐	☐	☒
d. Explanation by the investigating officer of any unusual delays, difficulties, irregularities, or other problems encountered *(e.g., absence of material witnesses)?*	☐	☐	☒
e. Any other significant papers *(other than evidence)* relating to administrative aspects of the investigation?	☐	☐	☒
f. An Executive Summary, Index of Exhibits, Chronology of the Investigation and lists of all persons interviewed and evidence gathered. *(Complex, serious and/or high profile cases)?*	☒	☐	☐
2. Exhibits *(para 3-14, AR 15-6)*			
a. Are all items offered *(whether or not received)* or considered as evidence individually numbered or lettered as exhibits and attached to this report?	☒	☐	☐
b. Is an index of all exhibits offered to or considered by investigating officer attached before the first exhibit?	☒	☐	☐
c. Has the testimony/statement of each witness been recorded verbatim or been reduced to written form and attached as an exhibit?	☒	☐	☐
d. Are copies, descriptions, or depictions *(if substituted for real or documentary evidence)* properly authenticated and is the location of the original evidence indicated?	☒	☐	☐
e. Are descriptions or diagrams included of locations visited by the investigating officer *(Appendix C-3, AR 15-6)?*	☐	☐	☒
f. Is each written stipulation attached as an exhibit and is each oral stipulation either reduced to writing and made an exhibit or recorded?	☒	☐	☐

FOOTNOTES: *1/ Explain all negative answers on an attached sheet.*
2/ Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation.

SECTION IV - FINDINGS *(para 3-10, AR 15-6)*

The *(investigating officer)*, having carefully considered the evidence, finds: *[Each paragraph should be one conclusion based on the evidence gathered during the investigation. These findings should provide answers to each question posed by the appointing authority in the appointment memorandum. The evidence that supports each finding must be cited.]*

See Findings and Recommendations

SECTION V - RECOMMENDATIONS *(para 3-11, AR 15-6)*

In view of the above findings, the *(investigating officer)* recommends: *[Each paragraph should be one recommendation based on the findings in Section IV. Address what actions, if any, should be taken with regard to the individuals involved, the unit leadership, and any steps that can be taken to prevent the occurrence in the future. Recommendations do not need to be adverse or punitive. For example, the investigation results can be used as a training tool.]*

See Findings and Recommendations

SECTION VI - AUTHENTICATION *(para 3-15, AR 15-6)*

THIS REPORT OF PROCEEDINGS IS COMPLETE AND ACCURATE.

2LT MIRRIAM TOLSTON
(Investigating Officer)

SECTION VII - ACTION BY APPOVING AUTHORITY *(para 2-8, AR 15-6)*

The findings and recommendations of the *(investigating officer)* are:

a) Approved.

b) Approved with the following modifications:

(1) The following findings of fact are added/deleted:

(2) The following findings of fact are modified as follows:

I approve the finding as it relates to counter productive leadership, but disapprove the finding of harassment.

(3) The following recommendations are added/deleted:

(4) The following recommendations are modified as follows:

(5) The action recommended in recommendation _____ has been accomplished by _____.

(6) Recommendation(s) _____ is not appropriate for action by this command: however, a copy of this investigation is being furnished to _____ for such action as deemed appropriate.

c) Disapproved.

d) The report is (incomplete), (ambiguous), (erroneous) and/or (specify deficiency) with respect to _____.

It is, therefore, hereby returned to the IO for corrective action as follows _____.

BRUNSON.TAVI.NIGEL. [redacted]
Digitally signed by BRUNSON.TAVI.NIGEL [redacted]
Date: 2023.04.20 10:20:26 -04'00'

TAVI N. BRUNSON
COL, LG
Commanding

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 Recaza speak. At that time SFC Forbes threatened to call USASOC JAG and continued to demand MAJ Racaza provide him

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) I 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

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.

AOSC-SIG-BC
SUBJECT: Findings and Recommendations for Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

TOLSTON.MIRRIAM.GE RMAINE.1538968630 Digitally signed by TOLSTON.MIRRIAM.GERMAINE.1538968630 Date: 2025.04.13 09:26:23 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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)

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: Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

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

AOSC-SIG-BC
SUBJECT: Army Regulation (AR) 15-6 Investigation Chronology Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A)

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.GERMAINE [redacted]

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Table of Contents

ENCLOSURES:

Exhibits:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS)(AIRBORNE)
H-3531 9TH INFANTRY STREET (STOP A)
FORT BRAGG, NORTH CAROLINA 28310-8500

AOSO-JA 24 January 2023

MEMORANDUM FOR Investigating Officer (IO), 15-6 Investigation regarding SFC Michael Forbes

SUBJECT: Extension request

1. I have reviewed the request for extension submitted by the IO.

2. I hereby **approve** the extension request and direct the IO to complete this investigation and submit a copy to the appointed legal advisor NLT 22 February 2023. Any further requests for extension must be submitted to me, through the Brigade Judge Advocate, for approval.

3. The point of contact for this memorandum is CPT Rudolph Dambeck, Brigade Judge Advocate, at 910-908-8863 or Rudolph.p.dambeck.mil@socom.mil.

Digitally signed by BRUNSON.TAVI.NIGEL[redacted]
Date: 2023.01.24 14:53:27 -05'00'

TAVI N. BRUNSON
COL, LG
Commanding

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Ft. Bragg, NC	20230223	1345	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Forbes, Michael J.	[redacted]	E-7

8. ORGANIZATION OR ADDRESS

528th Sustainment Brigade Special Operations (SO) Airborne (A), 4047 New Dawn Drive, Ft. Bragg, NC 28310

9. I, Michael J. Forbes, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH.

2LT Tolston: This Sworn Statement pertains to the Investigating Officer's (2LT Tolston, Mirriam G.) Memorandum For Record, dated 21FEB23, in which she asked 2 questions ("Question 1" had 3 sub-questions and "Question 2" had 2 sub-questions. Their respective answers, follow the enumeration provided, are as follows:

Q1: No.

Q1a: Yes, that date is correct. The time for the interaction can be easily identified by contacting 1SFC IG office; I left a follow-up call to prior interactions on their voicemail after MAJ Racaza and I spoke. I had begun a series of communications with them prior to 0925 on 30NOV22 regarding my serious concerns about the mandated directive for my, and all Section BDE Staff's, participation in the 3rd party corporate relationship involved in PII-identifiable, behavioral, data-gathering in the Strengths Deployment Inventory (SDI) announced as "voluntary" when MAJ Racaza initially brought it up at the end of the BDE CDR's 'Scrub' meeting on 280930RNOV2022. In fact, during our discussion, IG encouraged me to attempt to get more information from the source.

Q1b: 301100RNOV22 (exact time unk; 1SFC has voicemail immediately following MAJ Racaza's accusation and deflection to answer my scope and statutory support questions). I went to MAJ Racaza's office and requested the scope and regulatory basis of the mandatory nature of the SDI 2.0. During this communication MAJ Racaza repeatedly asked me, "Why do you want to know?" Initially, I stated, "I am curious about the makeup of the assessment." Later, I stated, "The other day you said it was voluntary but yesterday the BDE CDR made in mandatory in an email. So I want to understand why?" She kept asking me "Why?," evidently looking for some different answer. I then said, "Ma'am if you can't provide anything, that is ok. I can google it." She then accused me of being "angry" and I, witnessing her aggressive verbal accusation and demeanor, I immediately attempted to diffuse the situation by saying, "Ma'am, it's ok, its ok (she had thrown papers back in a box), I am sorry I asked. Just pretend I never did." I began to leave. MAJ Racaza followed me up the stairs and as I went straight down the hall to my office as MAJ Racaza took a right and marched directly into the Command Suite. I immediately called IG to let them know what was occurring and requested a meeting ASAP. Note: To date, MAJ Racaza has not provided any information regarding my questions.

Q1c: No. We were alone in her small office. She was digging through a box in the corner behind her desk.

Q2: No.

Q2a: Professional; I do my best to follow regulations / provide truthful guidance to protect CDRs, supervisors, peers & Soldiers.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF Michael J. Forbes TAKEN AT Fort Bragg, NC DATED 20230223

9. STATEMENT *(Continued)*

Q2b: Not applicable. I don't understand what witnesses you want to view a leadership style that spans two excellent NCOERs while I was BDE NCOIC and Acting OIC. Clarification is needed.

AFFIDAVIT

I, Michael J. Forbes, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

Beverly A. Dennis
Beverly A. Dennis
XVIII Airborne Legal Asst. Office
ORGANIZATION OR ADDRESS

Justin Eggan
XVIII ABN Corps
ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 23 day of February, 2023 at Fort Bragg, NC

(Signature of Person Administering Oath)

Mia Meredith, SSG, Paralegal
(Typed Name of Person Administering Oath)

Title 10 USC 1044a
(Authority To Administer Oaths)

OFFICE OF THE STAFF JUDGE ADVOCATE NOTARIAL PROVIDED SEAL TITLE 10 USC 1044a XVIII ABN CORPS & FORT BRAGG

INITIALS OF PERSON MAKING STATEMENT

Mia Meredith SSG, US ARMY
JUDGE ADVOCATE
PURSUANT TO 10 USC 1044a
COMMISSION INDEFINITE

DA FORM 2823, NOV 2006 APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SB	20230119	1252	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Racaza, Rhea, Lynn		04/AD

8. ORGANIZATION OR ADDRESS
X4047 New Dam Dr.

9. I, Rhea Racaza, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. On 30NOV22 approximately 1045, SSGT Forbes was sparky in an agitated manner to my NCO, SGT Aldegver. CH Rivera indicated to me that SGT Aldegver may need assistance so I ~~gon~~ entered the office SGT Aldgvert SFC Forbes was occupying. After offering to help SFC Forbes followed me into my office & demanded, aggressively that I provide him w/ information when I tried to ask SFC Forbes what exact information he needed, he became more angry & aggressive. At that time SFC Forbes also threatened to call USASOC JAG on myself & demanded I provide him with regulations or policy on what right the BDE CDR has to request his participation in the Staff Development training. He accused me of making him do a behavioral health evaluation and when I attempted to clarify he cut me off; He would not let me explain or answer my questions nor ~~est~~ instead continued to demand information & accuse me. I felt threatened and had to take a step back from SFC Forbes & in attempt to descalated, asked if he was mad at me. He responded by yelling multiples "So you're not going to help me?" and then stormed out of my office. My NCO witnessed the event.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	RR	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD LC v1.01ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Rhen Racaza TAKEN AT 1252 DATED 20230119

9. STATEMENT (Continued)

2. I have heard multiple accounts from victims of SFC Forbes's unprofessionalism but have not witnessed one apart from my personal experience. To note I am the psych doc so I cannot share other ppl. personal experiences without consent.

One experience that my NCO, SGT Aldgever, had with SFC Forbes was when SFC Forbes became visibly ~~as~~ angry with my NCO because ~~My~~ NCO wasn't understandy something SFC Forbes was saying. SFC Forbes became visibly angry (red, shaking) and yelled "am I not speaking English??" to my NCO, who's second language is English. Our unit MFLCs were witnessess to the unprofessional interaction.

3. There are numerous incidents in which SFC Forbes has not only treated others with disrespect, but he has acted in a ways that consistently demeans others. he makes people feel ~~ashamed~~ ashamed, embarrassed, scared. He has actively contributed ~~to a~~ and created a toxic/counterproductive work environment. I personally do not feel safe physically when he is around and fear he will retaliate against people who raise concerns against him. I was initially fearful of making any statements due to his security access & privileges. He has been allowed to act in ways where he is unaccountable for his behaviors and can bully people through his hostility and aggression.

INITIALS OF PERSON MAKING STATEMENT JR

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF _____ TAKEN AT _____ DATED _____

9. STATEMENT *(Continued)*

DP

DP

DP

DP

AFFIDAVIT

I, Rhea Raiazo, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Talsten, Miriam

ORGANIZATION OR ADDRESS

112TH SIG BDE

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 19 day of January, 2023 at 528th SB

(Signature of Person Administering Oath)

Miriam Talsten

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

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ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SB	20230119	1350	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Aldegher, Jomari Miguel		E-5 / Active

8. ORGANIZATION OR ADDRESS
X4047 New Dawn Dr. Fort Bragg, NC

9. I, Jomari Miguel Aldegher, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

SFC Forbes walked into my office asking for information about SDI 2.0. CHAPLAIN Rivera saw him walk-in and he called MAJ Racaza to answer his questions as I am not too familiar with details of SDI. He proceeded to follow MAJ Racaza to her office then and asked her to give him all the details about SDI. He was visibly agitated at this point and Maj Racaza asked him if there is any specific information he wants to know. He said he wants to know everything because he is preparing to go to Legal or JAG.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 3 PAGES
	JA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Jomari Aldegum TAKEN AT 1250 DATED 19 Jan 2023

9. STATEMENT (Continued)

He cut off MAJ Racaza from explaining multiple times and he said MAJ Racaza can't help him and he stormed out.

Around February of 2022. I helped out our 2 MFLC's and financial counselor in-process S2. When I walked in SFC Farber immediately looked upset with me. He told me that he is tired of the people in this unit not in-processing correctly and asked me if I in-processed the "2" I didn't know what "2" meant so I asked if he would say it again. He then said "2" am I not speaking English?! After that he said that I can be the "poster child" for people that didn't in process S2. I infact in processed S2 and provided all my certs that same day. He still had me sign documents that I signed previously

INITIALS OF PERSON MAKING STATEMENT JA

PAGE 2 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Jomani Aldegner TAKEN AT 1350 DATED 19 Jan 2023

9. STATEMENT *(Continued)*

because he couldn't find my paperwork. I am not accusing him but he seems to be the type of person that would retaliate against people who he thinks have wronged him. I am worried not just for myself but for everyone that works in this building.

Nothing follows

AFFIDAVIT

I, Jomani Miguel Aldegner, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Tolson, Marriam

ORGANIZATION OR ADDRESS

112th SIG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 19 day of January, 2023 at 528th, SB

(Signature of Person Administering Oath)

Marriam Tolson

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

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1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
BLDG 4047, HHC BDE CP	20230120	1141	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
MORGAN, LARRY D., JR.		E8/AD

8. ORGANIZATION OR ADDRESS
HHC, 528TH SUSTAINMENT BRIGADE (SO) (A)

9. I, Larry Morgan, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

2021 Motor pool Incident w/CPT Valdez

SFC Forbes openly disrespected CPT Valdez in my presence by being condescending, using an aggressive tone, and belittling him in front of numerous Soldiers and NCOs, and the HHC Command Team. I pulled SFC Forbes to the side and informed him his behavior was unacceptable, I also counseled him via 4856 (2021). I spoke to SGM Kline (STB CSM at the time of the incident). **Witnesses** - CPT Ellis Valdez, CPT Eric Mansour, SSG Richard GarnerSpain

HHC Supply Issues as the S2 HRH

Over the course of his time as the Brigade S2 NCOIC, it has been reported by both of my Supply Sergeants, SSG Alberto Garcia and SSG Tiera Plummer, that SFC Forbes had refused to sign for his property, Commander's Counseling statements, and perform duties associated with being the HRH. SFC Forbes attempted to use his rank to "punk" my supply sergeants and interpreted regulatory guidance, SOPs, policy letters to favor his ideas/insisting on it being his way. **Witnesses:** SSG Garcia, SSG Plummer, SGT Truman, PFC Hall

Conflicts with Brigade Staff Leadership/Platoon Sergeant

I personally witnessed SFC Forbes act erratic and condescending to MSG Burgos during a joint meeting with SFC Forbes, MSG Burgos, and myself. SFC Forbes would not accept responsibility for his behavior and actions, deflecting responsibility. Over the course of the conversation, SFC Forbes, while "speaking freely" would use that as an excuse to continue being condescending towards MSG Burgos and used an aggressive tone. SFC Forbes has consistently been difficult for Platoon Sergeants to gain accountability and assist with taskings. SFC Forbes refused to be contacted on his personal phone and would often be unreachable on his government cellphone. Platoon Sergeants: MSG Morris and SFC Suro. Witnesses: MSG Burgos, MSG Morris, SFC Suro

Interactions with Company Staff

I was informed by my Operations Team (SFC Yoder and SGT Venturino) that SFC Forbes "exploded" on SPC Terry in reference to a barracks/tasking issue. SPC Terry is an administrative clerk that is temporarily assigned to HHC (parachute rigger) and has nothing to do with barracks or taskings. SFC Forbes has often resulted in aggressive mannerisms when he did not get his way. **Witnesses:** CPT Korista, 1LT Richard, SFC Yoder, SGT Venturino, SPC Terry

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	MORGAN LARRY DALE JR 1SG 3217405 LM	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

9. STATEMENT *(Continued)*

Abusive and Dishonest Behaviors - Stealing Body Armor

In 2021, MSG Kazmierski (BDE S3 NCOIC) noticed his IOTV went missing from his office in the BDE S3. MSG Kazmierski pulled the security footage for the building and reported his saw SFC Forbes enter the BDE S3 office and exit the office with his body armor in hand. It was also reported that SFC Forbes took the body armor and left the building with it and did not return with it. MSG Kazmierski went to the BDE SJA team - CPT Kiker and SSG (now 2LT) Gagne to report this act. The BDE SJA team reported this information to the HHC Command Team (CPT Mansour and myself). We reported this to the BN CMD and were informed an investigation would be launched. MSG Kazmierski reported he spoke with SFC Forbes about the incident, MSG Kazmierski stated that SFC Forbes' response was "he was securing it to prevent theft." To my knowledge the BDE Commander was notified but we were not informed of the disposition, other than SFC Forbes returned the body armor to MSG Kazmierski.

Inappropriate/Racist Statements

it was reported to me by MAJ Racaza that SFC Forbes made inappropriate statements to SGT Aldeguer about how he was speaking, ridiculing/belittling his ability to speak English, while aggressively confronting MAJ Racaza. **Witnesses:** MAJ Racaza, SGT Aldeguer

Interaction with Officers

I have spoken extensively with the Battalion XOs - MAJ Baccinelli, MAJ Maurer, and MAJ Weber about SFC Forbes' behavior, creating conflicts in the company with subordinates, peers, and superiors. In response to his actions and behavior, I have spoken to other officers within HHC to inquire about their personal interactions with SFC Forbes. Many of them mentioned they did not want to come forward due to the risk of SFC Forbes retaliating in some fashion: affecting their security clearance or access to all the offices in the building. SFC Forbes has stated on numerous occasions that he does not need the command to act with regards to reporting derogatory information "DEROGs" into the "system.

Overall

I have seen on numerous occasions SFC Forbes be condescending towards Officers, CPT Mansour, CPT Korista, CPT Valdez, CPT Allison Crider, and towards me. SFC Forbes attempts to use an extensive vocabulary and eccentric expressions to mask his toxic behavior, albeit easily spotted, it has generally been accepted within the Brigade. Although I have made on-the-spot corrections, counseled the SM, and reported issues through the Chain of Command and his supervisors (LTC Hamman and MAJ Collins), SFC Forbes' erratic behavior is generally accepted/ignored by the organization. This is evident by SFC Forbes reporting to 389th MI BN in October of 2020 and quickly being reassigned to the Brigade S2 in XX of 2020, to work in a Staff Sergeant position (verifiable in FMSWEB), one rank down.

Additional Personnel I think should be interviewed

COL Brunson - BDE CDR

LTC Sanchez - BDE XO

CSM Vargas - BDE CSM

LTC Hamman, Christopher - former BDE XO (Supervisor)

MAJ Collins, Mark - former BDE XO (Supervisor)

INITIALS OF PERSON MAKING STATEMENT LM

STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

AFFIDAVIT

I, Larry Morgan, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

MORGAN.LARRY.DALE.JR[redacted]

(Signature of Person Making Statement)

WITNESSES:

2LT Tolsen, Marcian

ORGANIZATION OR ADDRESS

112th STG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 20 day of January, 2023 at BLDG 4047, HHC BDE CP

(Signature of Person Administering Oath)

Tolsen Marcian

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT	LM	Page 3 of 3

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Throckmorton Library	20230124	1448	
5. LAST NAME, FIRST NAME, MIDDLE NAME	**6. SSN**		**7. GRADE/STATUS**
Lowrie, Pamna A			O-3/RA
8. ORGANIZATION OR ADDRESS			
528th SB(A)			

9. I, Lowrie, Pamna, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

PAL ~~Aft~~ I have worked with SFC Forbes for three months and during that time, he has been an avid avocater for doing the right thing and upholding PAL ~~the~~ regulatory policies and guidelines for our personal Security program. But, his approach, messaging, and delivery can be viewed or preceived as being too aggressive, domineering and counterproductive in terms of perceived destructive leadership within the unit. That means, at times his PAL ~~style~~ "my way, or no way" attitude towards the team have compromised the overall organiziontal effectiveness and it has affected the good order and discipline of the unit's culture. Based on my working relationship with SFC Forbes, he may be an (1)

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 4 PAGES
	PAL	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

incompent team leader because he has adequate cognitive ~~em~~ capabilities, but lack the emotional fitness to be ~~a~~ ~~part~~ support and lead his team. He also cannot make sound decisions on time because he so passionate about "doing what is right," but at the same time he is indecisive ~~of~~ and PAL lack the ability to control his emotional center. (2) He's interpersonally skilled and intellectually sound, but does not provide timely guidance. He's also energetic and consumed by need ~~to~~ for unit accomplishment and success, but ~~of~~ unintentionally ~~intentionally~~ PAL create a frenzied, chaotic, and unhealthy workplace climate. He's capable of producing short term results, but can appear to be intemperate, distrusting, and arrogant. (3) ~~Self~~ PAL He also engaged in self-serving behaviors such as displaying arrogance, lacking concern or empathy for others, and insisting on having his way. For example, there was not a proper hand-off duties and responsibilities when I went through onboarding. Unfortunately, information was not shared because ~~of reason~~ PAL (1) him not wanting to hand-off responsibity (2) ~~I~~ I ~~was going through~~ had to conduct personnel security training and the most important training that was required for me

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 2 OF 4 PAGES

DA FORM 2823, NOV 2006

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STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

me to gain access to DISS was not included in the list of training he provided to me. This may have been an oversight, but a big one at that because I didnt get right list of training Until Jan 23, when I met Ms. Carmen McKinney (USASOC, Personnel Security ~~Hierarchy~~ DISS Manager). (3) Majority of the email correspondence for the BDE S2 Section was handled by SFC Forbes; I was cc'd on some emails, but not all especially the ~~ones~~ PAL emails he sent to the BNs, ISFC and USASOC. Overall, this senior Noncommissioned officer has been influencing his will instead of leading the organization. His delivery with effecting change was poor, but that means he can still develop and learn from his experience as the BDE S2 NCOIC. He has been consistent with being technically correct, but there are always better ways to deliver, so that it doesn't offend others or disrupt the good order and discipline of the Unit.

Nothing Follows

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

//NOTHING FOLLOWS//

//NOTHING FOLLOWS//

AFFIDAVIT

I, CPT Lowrie, Patrina, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 4. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

Patrina Lowrie
(Signature of Person Making Statement)

WITNESSES:

2LT Tolston, Miriam
112th SIG BN (SOXA)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 24 day of January 2023 at Throckmorton Library

(Signature of Person Administering Oath)

Tolston, Miriam
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

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PRIVACY ACT STATEMENT

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DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Hagy Hall, Bldg X-4047 New Dawn Drive	20230125	1100	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Korista, David, Kirk	[redacted]	O-3, Commanding

8. ORGANIZATION OR ADDRESS

HHC, 528th Sustainment Brigade (SO) (A), Hagy Hall, Bldg X-4047 New Dawn Drive, Fort Bragg, NC

9. I, David Kirk Korista, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

Question 1: I have no first-hand knowledge of alleged disrespect from SFC Forbes to MAJ Racaza.

Question 2: I have witnessed, first-hand, counter productive leadership traits and actions conducted by SFC Forbes.

a. On or about 06 December 2022, I observed SFC Forbes unprofessionally admonishing both SGT Nathan Venturino and SPC Austin Terry, who both work in my Company Training room. SFC Forbes was aggressively and angrily asking these two Junior Soldiers/NCOs about why he was expected to attend an annual Company Training event, the Mask Confidence training event. I told SFC Forbes to immediately conduct himself as an NCO, and talk to me or 1SG if he had questions pertaining to mandatory training events.

b. In April or May of 2022, CPT Cadman Kiker, BJA, was conducting an informational brief to the BDE CMD Team, BN CMD Teams, and all CO CMD Teams prior to the BDE Quarterly Training Brief. CPT Kiker's informational brief detailed the Army's new policies regarding Soldiers going through a Medical Gender Transition. I and every Commander in the Brigade's CoC personally witnessed SFC Forbes ask, "Are you expecting me to share bathrooms and take showers with people like this?" His tone was one of degradation and disgust, and not in keeping with the dignity and respect that all Service Members, regardless of gender, are entitled.

c. In the Summer of 2022, in the midst of a major barracks overhaul/move for my unit, one of my Soldiers, PFC Matthew Scheffing, was directed by myself, the 1SG, and the Company Barracks Manager, SGT Venturino, to go to his barracks room and stand-by for a CMD and Garrison-directed walk-thru. After PFC Scheffing left work for the barracks, SFC Forbes walked into my office, demanding why I was tasking his Soldier last minute. I informed SFC Forbes to the importance of the barracks move for our Soldiers, and why PFC Scheffing was needed on that particular day. I also told SFC Forbes to "act like an NCO" and to never again act towards me or any of my Soldiers in this aggressive and erratic nature.

Question 3: I have not personally SFC Forbes acting disrespectfully towards other Commissioned Officers, but on numerous occasions, I personally had to remind SFC Forbes to stop speaking unprofessionally, stop cursing, and to stop his aggressive behavior towards my NCOs and Soldiers.

Question 4: On the evening of 18 January 2023, SFC Forbes was Command-Directed to Behavioral Health by me, following a string of concerning and alarming behaviors that SFC Forbes exhibited in an Open Door meeting with MG Angle, 1SFC(A) CG. I was alerted to this incident between SFC Forbes, MG Angle, and MG Angle's staff o/a 1600 on 18 January, and ordered SFC Forbes to ride with a higher-ranking escort, MSG Grix, 389th MI BN, out of concern for his mental well-being and safety. SFC Forbes was ordered three times and refused all three times, only finally going with MSG Grix to the WAMC ER once the Fort Bragg Military Police arrived and were prepared to insure that SFC Forbes received a Behavioral Health Evaluation.

Overall, my concern regarding SFC Forbes is two-fold:

1. SFC Forbes has consistently displayed a pattern of bullying, degradation, disrespect, and unprofessionalism for the entirety of the two years that I have known him, and should never be trusted with leading Soldiers ever again, in any form or fashion. He has a total disregard for dignity and respect.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	[redacted] DK	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

9. STATEMENT *(Continued)*

2. SFC Forbes has access to TS-SCI, manages the Brigade's Information Security, Physical Security, and Operational Security programs. He is also the Brigade's "Reportable Activities" (Derog) NCOIC/manager. His erratic behaviors and actions, in addition to his counter productive outbursts, not only degrade the Brigade's morale, but also could pose a threat to the security of all those who work in the Brigade. I am concerned that his continued access to these programs and Sensitive information poses a threat to the unit, 1SFC(A), USASOC, and the US Army. SFC Forbes has used his access to the Reportable Activities- Derog/ continuous vetting program to exact what could be interpreted as retribution and retaliatory in nature. His access and level of responsibility must be immediately revoked/ lowered.

----------NOTHING FOLLOWS----------

INITIALS OF PERSON MAKING STATEMENT DK

DA FORM 2823, NOV 2006 APD AEM v1.04ES

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

AFFIDAVIT

I, David Kirk Korista, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

1st Kaitlin Jennes

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25 day of Jan, 2023 at Hagy Hall, Bldg X-4047 New Dawn Drive

(Signature of Person Administering Oath)

Kaitlin Jennes

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT DK

DA FORM 2823, NOV 2006

APD AEM v1.0ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

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DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
X-4047 New Dawn Dr. Fort Bragg, NC 29314	20230125	1150	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Henkel, Eric, Christopher		E-5

8. ORGANIZATION OR ADDRESS
528th Sustainment Brigade

9. I, SGT Henkel, Eric, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

The following are experiences I have had with SFC Forbes, Michael since I became his subordinate AUG 2021:

During my time with SFC Forbes, I experienced a lot of missed deadlines. The BDE S2 would be asked to complete a task and it would be pushed off to either me or SFC Meredith to complete. Any time we would try to add something to the calendar to complete, SFC Forbes would get loud with me and yell saying he did not have time to get anything done.

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. In November 2021, I asked SFC Forbes not to speak to me the way he spoke to me and his response was "I'm not yelling. That is just the way I am". He would proceed to make back handed comments to other people about how he could not talk to me because I was sensitive.

Once I left BDE S2 and moved down to the BN, SFC Forbes continued try to take my ability to do my job. He changed the master code on all the doors. I needed the master code to do my job for the BN Command team. He also took my ability to give others badge access to the building and to look at the cameras, which is a part of my job for the BN. I could not complete my tasks and when I requested that BDE help give these soldiers access, he would yell and say I was trying to get out of working.

SFC Forbes did everything in his power to push away any additional duties. Arms rooms inspections are a big part of S2 since I have been in the Army. Since SFC Forbes got here, he would argue that we should not be doing it. He even held the keys to the arms room hostage. He would not let SSG Rhodes, the STB BN S2 at the time, have them. In doing this he stopped the arms room from being able to complete an inspection to try to get our ammo license back. This was a major issue because 528th was having to request other units to hold our ammo for us until the keys were signed to another individual. SPC Munro was a soldier in OPs who was the armorer. He sent an email to SFC Forbes requesting the keys be brought down for the inspection. SFC Forbes proceeded to walk downstairs and yell at SPC Munro because he said "back in my day, no SPC would tell a SFC what to do. How dare he talk to me that way".

Anytime SFC Forbes was talked to about 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 in the wrong in his opinion. He would even go out of his way to try to get the commander, CPT Korista, to take away my requested leave that was approved. SFC Forbes once called SSG Meredith just to talk bad about me and SSG Rhodes, while SSG Rhodes was in the car. SFC Forbes proceeded to say that me and SSG Rhodes were not good at our job.

SFC Forbes was always late to work. While he worked here at 528th, it was expected not to see him until 0930 at the earliest. Sometimes he would not get in until closer to 1030.

SFC Forbes made multiple comments in the office that made me and others uncomfortable. He once said "I wanted to take my wife to see a marvel movie. I hated Shung Chi, they are just trying to push Asian narrative like the rest of the world.". A couple weeks later he said "I took my wife to see The Eternals. It was really good until that gay scene.". It was the way he said these things that made it so uncomfortable.

Overall I felt uncomfortable and demeaned by SFC Forbes. Majority of days I left dreading coming back and I was always stressed I did something wrong. Because of SFC Forbes I had to get appointments with Behavioral Health to figure out how to cope with the environment I worked in.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	HENKEL.ERIC.CHRISTOPHER [redacted] EH	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

9. STATEMENT *(Continued)*

----------Nothing Follows----------

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.0MES

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

AFFIDAVIT

I, SGT Henkel, Eric, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January, 2023 at X-4047 New Dawn Dr. Fort Bragg, NC 29314

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

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1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SUS BDE	20230125	1445	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Scheffing, Matthew, Joseph		E-3/RA

8. ORGANIZATION OR ADDRESS
X-4047 New Dawn Drive Fort Bragg NC, 28310

9. I, Matthew Joseph Scheffing, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1) I was not present for the event, but I did hear information about it.

2) Self-serving behaviors: his way or no way, or you did I successfully but its no the best was and you should only do it that way (usually that was the way he created). Losing temper on almost a daily occurrence at minor things. There could have been a better was to come off about a subject but was always brash. Having a very strong distrust-fullness in the fellow workers in the 528th footprint.

3)In front of me no.

4)I noticed a decline in how he was acting is was slow at first but increased after the event with MAJ Racazza. he Seemed to get agitated more quickly also seemed that is was hard for him to maintain composure when taking.

-nothing follows----------

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	SCHEFFING MATTHEW JOSEPH [redacted] MS	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Matthew Joseph Scheffing TAKEN AT 528th SUS BDE DATED 20230125

9. STATEMENT *(Continued)*

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006

APD AEM v1.04ES

STATEMENT OF Matthew Joseph Schefling TAKEN AT 528th SUS BDE DATED 20230125

AFFIDAVIT

I, Matthew Joseph Schefling, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January, 2023 at 528th SUS BDE

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
~~EMETAEFUNE, EMMANUEL A~~ EEA	20230126	1435	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
EMETAEFUNE, EMMANUEL A		E9

8. ORGANIZATION OR ADDRESS
STB, 528th SB

9. I, EMMANUEL A. EMETAEFUNE, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. I was not there when this event occured.

2. I have not witnessed him display counter productive behaviors, but I have heard of instances were he displayed counter productive behaviors.

3. No, I have not witnessed, but I have heard multiple instances from NCOs & Officers.

4. I have observed him to be overly aggressive at times when communicating his opinions. Others have informed me of instances of counter productive outburst. In one instance, SGT Lopez informed me on how SFC Forbes yelled at him and kicked him out of his office for simply informing him about a Taser.

5. Having known SFC Forbes for many years, I can attest that his patterns of exhibiting counter productive behaviors are well known among those that know him.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	EEA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD LC v1.01ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF EMMANUEL A. EMEKEKWUE TAKEN AT 1436 DATED 26 JAN 23

9. STATEMENT *(Continued)*

NOTHING FOLLOWS

EEA

EEA EEA

EEA

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Emmanuel A. Emekaekwue TAKEN AT 1436 DATED 26 JAN 23

9. STATEMENT (Continued)

EEA

EEA EEA

EEA

AFFIDAVIT

I, Emmanuel A. Emekaekwue, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 1. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2Lt Miriam Tolstoy
12th SFG Bn

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 26 day of January 2023 at STB 5268 SD

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: CPT Lowrie.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in CPT Lowrie's sworn statement.

a. CPT Lowie approaches SFC Forbes with a team mentality. She describes his reaction to everyday events as "a house on fire but the match is not yet lit" or if the house is on fire, the fire is contained to the basement giving rescuers time to remedy the situation.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE[redacted] Date: 2023.04.13 09:42:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: PFC Scheffing.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those PFC Scheffing's sworn statement.

a. PFC Scheffing knows that SFC Forbes gets rallied up very quickly. In conversation, SFC Forbes has stated that he is aware of how he comes off but he is old and set in his ways. In his own words "you can't teach an old dog new tricks".

b. In terms of counterproductive leadership he exhibits losing his temper, being disrespectful, self-serving behaviors, and blaming others and distrustful. PFC Scheffing has experienced SFC Forbes stating "you did the right thing but it wasn't done the way I would do it therefore it was wrong" and expressing his "my way or the highway mentality."

c. PFC Scheffing noted that SFC Forbes would often say "they are out to get me" where "they" refers to the command team or others in the BDE.

d. Overall PFC Scheffing states SFC Forbes extremely short fuse could be observed every day. PFC Scheffing would often become uncomfortable with how SFC Forbes would address people. Additionally, PFC Scheffing described his work environment as "dark" and stated that he didn't want to come into work. After the incident with MAJ Racaza, PFC Scheffing noticed a major decline in SFC Forbes mental health, but was unsure how to address it.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 09:41:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: MAJ Weber.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because MAJ Weber did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is just a loud person. When he speaks he can seem vindictive. Many people think his personality is very particular and difficult to work with. Many individuals say it is easiest to avoid him.

b. He throws doctrine at problems and will use that information to go after individuals. He will not care about something but then will all of a sudden be very passionate about certain situations or events. When he becomes passionate he can go about implementing things in the wrong way.

c. When people need information for the S2 section, they used to go to SFC Meredith but once he left individuals had to go to SFC Forbes with issues related to security and SFC Forbes was not able to perform or handle the pressure.

d. He is a weird guy and seems to be in his own world. He thinks he is smarter than everyone else in the room.

e. He feels like people (specifically command teams) are coming after him. When this happens he builds a packet to blackmail them with. He makes minor issues into large issues. Has a rough personality.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted]0 Digitally signed by TOLSTON.MIRRIAM.GERMAINE[redacted] Date: 2023.04.13 10:01:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: CSM Emekawkwee.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those witnesses' sworn statements.

2. Information that I believe relevant, but not included in the CSM Emekawkwees' sworn statement.

a. SFC Forbes can come off as aggressive, but he is just passionate about his point of view. To others his style of communication can be confrontational or come off as harassment.

b. SFC Forbes became passionate about implementing USASOC Policy 25-2 which prohibits personal electronic devices (PEDs) in buildings. His way of implementing this policy came across as harassment and was counterproductive in the workplace. An individual came forward to CSM Emekawkwee and stated they felt as if they couldn't work. CSM Emekawkwee counseled SFC Forbes stating that his actions were causing individuals to become uncomfortable in the workplace. SFC Forbes disagreed with the information in the counseling and informed CSM E that he "will comply with the plan of action, but will consult IG"

c. CSM E stated that in a previous unit SFC Forbes displayed the same actions as he is now. CSM Emekawkwee stated that his previous CSM relived SFC Forbes of his position in the unit and his ability to be part of USASOC.

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

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MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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

ASOC-SIG-BC

22 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: LTC Furlow.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because LTC Furlow did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is by the books when it fits him. He will be respectful when it comes to rank. He projects his voice and he often thinks people are trying to undermine his actions, but he will overexerted actions and statements. He often is not willing to accept change. He is hard headed and resistant to change

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

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MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: SFC Meredith.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because SFC Meredith did not write a sworn statement.

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) SFC Meredith was not there at the time for the altercation. He saw the aftermath of the situation. SFC Meredith knew stuff was erupting and left following the return of SFC Forbes.

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) Yes. SFC Meredith was the BDE S2 NCOIC before SFC Forbes. SFC Meredith gave SFC Forbes the wheel. SFC Forbes would make it a point that the faults of the unit were on SFC Meredith. SFC Forbes would barrage SFC Meredith and others. SFC Forbes would discuss how the shop was under his responsibility and no responsibilities could fall on SFC Meredith anymore. SFC Forbes would say bad things about BN S2 sections. SFC Forbes would have several mood swings and erratic behaviors throughout the day.

(2) One example of SFC Forbes' erratic behaviors is when SGT Lopez came to discuss an email with SFC Forbes. The conversation became very disrespectful very quickly to the point where there was almost a physical altercation. This is an instance where SFC Forbes would become agitated over something miniscule. In the last three months of SFC Meredith working with SFC Forbes, the blow ups became more until the culminating event with MAJ Racaza.

(3) In his opinion SFC Forbes uses the comment that he is supporting the BDE commander's initiatives. He will be super aggressive in meetings. He does not see it

that way. They have had counseling's about this situation. More on the backend. Would be disrespectful on the back end. Last six months was the fall off the cliff land.

c. Is the workplace productive with SFC Forbes as the BDE S2 NCOIC?

(1) Workplace was not productive. They kept most thing off his radar. Took him a month the build off a tracking mechanism. They did not involve him in work unless he absolutely had to be. People would not talk to SFC Forbes, if SFC Meredith was not there then they would leave and come back later because others would do anything to not work with SFC Forbes.

d. Overall comments about SFC Forbes.

(1) Overall I think between stress and personal issues SFC Forbes is no longer fit to handle the stressors of the Army. To officers, he is always at the cusp of being disrespectful. To peers, he will die on a mountain to support what he believes is right, but will also take things too far. Something happened in the last six months that caused a mental break. He is failing to adapt. He is older in age and is unable to communicate with people. He is set in his ways and unwilling to change them. SFC Forbes is not a bad person but something happened and he has gone too far.

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

TOLSTON.MIRRIAM.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE [redacted] Date: 2023.04.13 10:03:22 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES:	The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.
DISCLOSURE:	Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade	Date of Counseling
FORBES, MICHAEL J	SFC/E7	12 December 2022

Organization	Name and Title of Counselor
STB, 528th SB	CSM Emekaekwue, Emmanuel

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented Implementation of USASOC Policy 25-2

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

- Thank you for taking the initiative to get the battalion in compliance with USASOC Policy 25-2
- Going forward, follow all directions from your OIC, CPT Lowrie, on how to implement the plan of action to get us to full compliance with USASOC Policy 25-2
- In the event that you notice someone out of compliance, report them to your OIC. Do not confront them.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

- Immediately get with your OIC for further guidance on the way forward on compliance of USASOC Policy 25-2

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☒ disagree with the information above. (personal remarks)

Individual counseled remarks:

As an E-6 PSM who can recruit people in situations where the recruiting [illegible] uses discretion in recruiting, a PSM can recruit without color or religious [illegible] was [illegible] years. [illegible] I [illegible] to some rules, this does not [illegible] be an [illegible] hole [illegible] to some rules. [illegible] recruiting [illegible] security.

Signature of Individual Counseled: Date: 12 Dec 2022

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will continue to monitor SM's compliance with this counseling

- SM states that he will comply with the plan of action, but will consult IG as soon as possible.

Signature of Counselor: Date: 12 Dec 22

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

Counselor: Individual Counseled: Date of Assessment:

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES:	The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.
DISCLOSURE:	Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name *(Last, First, MI)*	Rank/Grade	Date of Counseling
FORBES, MICHAEL JEFFREY	SFC/E7	27 July 2021

Organization	Name and Title of Counselor
HHC, 528th Special Troops Battalion (SO) (A)	1SG Larry Morgan - Company First Sergeant

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented Counseling - Inform SM of perceived behavior (counterproductive leadership traits)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 23 July 2021, CPT Mansour and myself were down in the 528th STB Motorpool checking on operations. When we stopped by the Shop Office, you were present with SSG Grafton and CPT Valdez, working to dispatch vehicles for the upcoming Brigade exercise. At the conclusion of your business, your comments to CPT Valdez had a condescending and disrespectful tone. I followed you out of the office and briefly relayed to you watch the way you talk to Commissioned Officers and how your comments were preceived by me. In addition, it has been brought to my attention that you have acted similarly to several Commissioned Officers since your arrival to the unit. I am concerned about your attitude and commentary towards your superiors and how the perception of insubordinate behavior can have across the enterprise.

Verbal remarks of contempt are bold comments that are rude and insulting directly to a Noncommissioned, Warrant, or Commissioned Officer. Obviously, being disrespectful can be shared a variety of methods through words or acts that are rude, indifferent, insolence (silent) and impertinence towards the officer and within his/her sight and hearing.

According to ADP 6-22, the Army defines Counterproductive leadership as the demonstration of leader behaviors that violate one or more of the Army's core leader competencies or Army Values, preventing a climate conducive to mission accomplishment. Counterproductive leadership is incompatible with Army leadership doctrine and Army Values (see attachment).

As a Senior Noncommissioned Officer, you set an example within the organization and it is imperative that you remain professional when conducting business as a representative of the Brigade Commander/principle Brigade staff member. You are in a highly visible position and the eyes of your superiors, peers, and subordinates will be on you at all times, it is important to set the example as a leader.

Pursuant to AR 635-200, this constitutes a formal counseling session concerning your noted deficiencies. If this conduct continues, action may be initiated to involuntarily separate you from the service under AR 635-200, Chapter 5, 13, 14. If you receive a General Under Honorable Conditions Discharge or an Uncharacteristic Discharge, you will be disqualified from reenlisting into the service for some period of time, and you will be ineligible for many veterans benefits. Regardless of the type of discharge that you may receive it may have serious consequences affecting civilian, veterans benefits, or future service.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

SM will review:

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 2 - Character

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 8 - Counterproductive Leadership

TC 7-22.7 - The Noncommissioned Officer Guide (January 2020), Chapter 7 - Officer and NCO Relationships

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☑ disagree with the information above.

Individual counseled remarks: I WAS NOT DISRESPECTFUL; ONLY ASKED I WAS NOT ABLE TO GET A 2062 FOR MY VEHICLE (HQ20) DOC TO IT BEING IN THE PROCESS OF BEING DISMANTLED WITH MY SIGNATURE. I FOUND THAT OUT AT THIS TIME OF THIS DISCUSSION. THE KEYS TO HQ20 (WHICH I AM SIGNED FOR) ARE CURRENTLY, AS OF THE TIME OF THIS COUNSELING UNDER THE CONTROL OF MSG BURGOS AND IN THE CVP HOLDER OF THE TRUCK. BU IS AT RISK OF BEING LOST

Signature of Individual Counseled: Date: 27 JUL 21

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will follow up with SM and discuss the information be reviewed from the above listed references.

Signature of Counselor: Date: 27 JUL 21

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

- SM has not had any problems since the 27 July counseling session

Counselor: SGT MORGAN Individual Counseled: Date of Assessment: 7 OCT 21

Note: Both the counselor and the individual counseled should retain a record of the counseling.

Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)

From: Morgan, Larry 1SG USARMY USSOCOM USASOC (USA)
Sent: Friday, January 20, 2023 11:44 AM
To: Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)
Subject: FW: SIR- 18JAN23 SFC Forbes to WAMC ER
Signed By: larry.d.morgan4.mil@mail.mil

v/r
1SG Larry Morgan
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
Office: (910) 432-4194
Email: larry.morgan.mil@socom.mil

From: Korista, David K CPT USARMY USSOCOM USASOC (USA) <david.k.korista.mil@socom.mil>
Sent: Wednesday, January 18, 2023 6:48 PM
To: Furlow, Burton LTC USARMY USSOCOM USASOC (USA) <burton.furlow.mil@socom.mil>; Emekaekwue, Emmanuel A CSM USARMY USSOCOM USASOC (USA) <emmanuel.a.emekaekwue.mil@socom.mil>; Weber, Andrew J MAJ USARMY USSOCOM USASOC (USA) <andrew.j.weber.mil@socom.mil>
Cc: Sanchez, Manuel D LTC USARMY USSOCOM USASOC (USA) <manuel.d.sanchez.mil@socom.mil>; Morgan, Larry 1SG USARMY USSOCOM USASOC (USA) <larry.morgan.mil@socom.mil>; Racaza, Rhea L MAJ USARMY USSOCOM USASOC (USA) <rhea.racaza@socom.mil>; Utley, Matthew D LTC USARMY USSOCOM USASOC (USA) <matthew.d.utley.mil@socom.mil>; Prewitt, Demetris A CSM USARMY USSOCOM USASOC (USA) <demetris.a.prewitt.mil@socom.mil>
Subject: SIR- 18JAN23 SFC Forbes to WAMC ER

Sir and CSM-

Who: SFC Michael J. Forbes, 35F, BDE S2 NCOIC
What: Exhibited alarming mental symptoms/behaviors at 1SFC(A) HQs, which was subsequently relayed thru CoC. Initially, SFC Forbes refused to conduct a Safety Check with WAMC ER, which was the recommendation provided by the BDE BH. After 2 hours of discussion, SFC Forbes was convinced to go voluntarily to WAMC ER, escorted by MSG Grix, 389th MI BN. FBNC Garrison MPs were dispatched as a precautionary measure, and the WAMC BH "Pit Boss" was alerted to the arrival of MSG Grix and SFC Forbes at 1835L.
When: approximately 1600L-1820L, 18JAN23
Where: Hagy Hall, Bldg X-4047, New Dawn Drive, FBNC
Additional Information: SFC Forbes appeared to his Company CMD Team to be in a state mental duress, although SFC Forbes denied being suicidal or desiring to hurt others. After consultation with the BDE Psych, MAJ Racaza, it was determined that the safest course of action was to escort SFC Forbes to WAMC ER for a routine Safety Check. SFC Forbes refused to comply, and instead detailed aloud all the wrong doings committed against him by the CoC, and what/who he was going to talk to about it. He discussed speaking with CSM Munter tomorrow morning at 0900, and seemed most distressed about what he called an "assault and battery" committed against him by CSM Emekaekwue. CHAP Devine, MSG Grix, 1LT Jennes, and 1SG Morgan all witnessed the interactions between CPT Korista and SFC Forbes. No physical altercations transpired.

MTF as the SM receives his Safety Check.

GO HEADHUNTERS!

Very Respectfully,

DK

David Korista
CPT, CM
Commander
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
1st Special Forces Command
NVOIP: 910.432.4194
Blackberry: [redacted]
Personal Cell: [redacted]
NIPR: david.k.korista.mil@socom.mil
SIPR: david.k.korista.mil@socom.smil.mil

No read

SFC Forbes has made multiple Soldiers weary as of recent. He has not only yelled at them for things that make no sense.

SFC Forbes is creating a toxic hostile work place for blocking up or ~~being~~ rude to Jr. Soldiers and NCOs.

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 21 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Questions for the accused.

1. This memorandum documents the questions for the accused that will be asked during the interview.

2. Question 1. On or about 30 November 2022 did you engage in disrespectful behavior towards MAJ Rhea Racaza?

a. Is 30 November 2022 the correct date of the interaction? What is the approximate time of the interaction?

b. If so what are the facts and circumstances surrounding that interaction?

c. Do you know of any other witnesses to the interaction?

3. Question 2. Have you engaged in counterproductive or toxic leadership behaviors within the brigade or battalion S2 section as discussed in AR 600-10, chapter 1-11d and ADP 6-22?

a. How would you describe your leadership style?

b. Do you know of any other witnesses to the interaction?

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE[redacted] Date: 2023.04.13 10:04:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Basic Data

AC

SF(P)

MRC2

Job Code(P/S): E35F NO INSIGNIA
SQI(P/S): EP/E3
ASI(P/S):
Date of Birth: [redacted]
Birth Country: USA
Country of Citizenship: USA
Gender: M
Ethnicity: Others
Height: 64
Weight: 175
Religion: UNTHO
Marital Status: Married
# of Dependents (Adults/Children): 1/0
Home Address: [redacted]

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20061031			20070212	20070212	20100201	20121101	20200401		

Career Mapping

2024 2025 2026 2027 2028 2029 2030

PZ PZ

SFC MSG

Deployable

Readiness

MRC Code: MRC2
MRC Reason: ITEMS THAT CAN BE CORRECTED IN LESS THAN 72 HOURS
MRC Reason Start Date: 20221206
PHA Exam Date: 20220606
PULHES: 111111
Current Asgt. End: 20280430
YMAV Date: 202310
EFMP End Date: —
MACP Date: —
ETP Date: —
Security Clearance Type: [redacted]
Clearance Effective Date: [redacted]
Investigation Type: [redacted]
Investigation Status: [redacted]
Investigation Status Date: [redacted]

SFPA FLAGS

Restriction	Code	Begin Date	End Date
—	—	—	—

Experience

0 Self-Professed

DEPLOYMENTS

Short Tours: 0
Long Tours: 0
DROS:
DEROS: —
CBT: 5
OPN: 0
RES: 0
Dwell Start:
Dwell Duration:

MILITARY EXPERIENCE: DEPLOYMENTS / ASSIGNMENTS

Asgt	From	# Months	UIC	Organization	Station	Location	Comd	Duty Title	MOS
Projected	20231010	8	W1EB48	—	FORT HUACHUCA	AZ	TC	#2 SR INSTR	E35F
Current	20230104	1	WKENT0	—	FORT BRAGG	NC	SP	INTELLIGENCE ANALYST	E35F
1st Prev	20210305	23	WJTDAA	—	FORT BRAGG	NC	TC	STANDARD EXCESS	999992
2nd Prev	20200926	5	WKENA0	—	Invalid Location - Placeholder	VA	SP	SR INTEL SERGEANT	E35F
3rd Prev	20170929	36	WAC8T0	—	CP EDERLE	AE	E1	SR INTEL SERGEANT	E35F
4th Prev	20160827	13	WAC8D0	—	CP EDERLE	AE	E1	INTELLIGENCE SERGEANT	E35F

See STP online for additional 25 rows.

CIVILIAN WORK EXPERIENCE (SELF-PROFESSED)

Employment	Job Title	Start Date	End Date	Duration
—	—	—	—	—

ADDITIONAL DUTIES (SELF-PROFESSED)

Duty Title	Start Date	End Date
—	—	—

Skills

0 Self-Professed

PROFESSIONAL LICENSES

License	Expiration Date
—	—

PROFESSIONAL CERTIFICATIONS

Certification	Certified Date
—	—

DEFENSE LANGUAGE PROFICIENCY TEST (DLPT)

Language	Listening	Reading	Speaking
—	—	—	—

LANGUAGES (SELF-PROFESSED)

Language	Listening	Reading	Speaking
—	—	—	—

ATTRIBUTES (SELF-PROFESSED)

Attribute	Rating	Date
—	—	—

Knowledge

0 Self-Professed

CIVILIAN EDUCATION

Degree	School	Location	Level	Graduation Date
MASTER OF BUSINESS ADMINISTRATION	U PITTSBURGH	PA USA		19960101
BACHELOR OF SCIENCE	PENN ST UERE-BEHREND CLG	PA USA		19900101

THESIS & CAPSTONE (SELF-PROFESSED)

Title	Year
—	—

MILITARY EDUCATION

Course Title	Code	Start	End	Duration	CMDT List
SR LEADER CRS	SMH	20200117	20200228	6 weeks	
MIL DECEPT PLN CRS	AYS	20170818	20170825	1 week	
USAF AIRLIFT PLAN CRS	DER	20170707	20170714	1 week	

See STP online for additional 5 rows.

HOBBIES / INTERESTS (SELF-PROFESSED)

Hobby / Interest	Genre	Proficiency	Date
—	—	—	—

SELF STUDY (SELF-PROFESSED)

Self Study	Genre	Proficiency	Date
—	—	—	—

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S): E9SF NO INSIGNIA
SQI(P/S): EP/C8
ASI(P/S):
Date of Birth:
Birth Country: USA
Country of Citizenship: USA
Gender: M
Ethnicity: Others
Height: 66
Weight: 175
Religion: LATTHC
Marital Status: Married
# of Dependents (Adults/Children): 1/0
Home Address:

ACCESSIONS DATA					MILITARY QUALIFICATIONS		
BASD: 20070212	Commissioning Year:	Regular Ret Dt: 20270212			Evaluation	Date	Passed
Current PPN:	Type of Original Apt:	Non-Reg Ret Dt: 20271030			DA FORM 7801 M4A1 5.56MM CARBINE 1 OCT 20	20220916	SHARPSHOOTER
End Current Assignment: 20280430	Mo/Days Afcs:	Current Statutory Auth:			Army Physical Fitness Test	20191202	Passed

Behavior

0 Self-Professed

PROFESSIONAL GOALS (SELF-PROFESSED)			PERSONAL GOALS (SELF-PROFESSED)			FAMILY GOALS (SELF-PROFESSED)		
Goal	Goal Date	Actual Date	Goal	Goal Date	Actual Date	Goal	Goal Date	Actual Date
—	—	—	—	—	—	—	—	—

ASSESSMENTS

Assessment Type	Assessment Date	Proficiency Level	Composite Score
—	—	—	—

Deployable

Cultural Experience & Proficiency

0 Self-Professed

Date	Location	Type	Duration
—	—	—	—

Career Planning

0 Self-Professed

LOCATION PREFERENCES (SELF-PROFESSED)			COUNTRY PREFERENCES (SELF-PROFESSED)		DUTY PREFERENCES (SELF-PROFESSED)	
Station	City	State	Country	Rank	Duty Name	Date Entered
—	—	—	—	—	—	—

ENDORSEMENTS (SELF-PROFESSED)		DESIRED FUTURE ASSIGNMENTS (SELF-PROFESSED)	TEXT RESUME (SELF-PROFESSED)		
Endorsement	Endorser	Assignment	Date	Category	Description
—	—	—	—	—	—

PERSONNEL ACTION

For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended

PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8.

ROUTINE USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system.

DISCLOSURE: Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.

1. THRU *(Include ZIP Code)*	2. TO *(Include ZIP Code)*	3. FROM *(Include ZIP Code)*
	Commander 389th MI BN (SO) (A) ATTN: S1 Fort Bragg, NC 28310	Commander 528th Sustainment Brigade (SO) (A) ATTN: S1 Fort Bragg, NC 28310

SECTION I - PERSONAL IDENTIFICATION

4. NAME *(Last, First, MI)*	5. GRADE OR RANK/PMOS/AOC	6. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J.	SFC/ 35F	[redacted]

SECTION II - DUTY STATUS CHANGE *(AR 600-8-6)*

7. The above Soldier's duty status is changed from _____ to _____ effective _____ hours, _____ _____

SECTION III - REQUEST FOR PERSONNEL ACTION

8. I request the following action: *(Check as appropriate)*

	Service School *(Enl only)*		Special Forces Training/Assignment		Identification Card
	ROTC or Reserve Component Duty		On-the-Job Training *(Enl only)*		Identification Tags
	Volunteering For Oversea Service		Retesting in Army Personnel Tests		Separate Rations
	Ranger Training		Reassignment Married Army Couples		Leave - Excess/Advance/Outside CONUS
	Reassignment Extreme Family Problems		Reclassification		Change of Name/SSN/DOB
	Exchange Reassignment *(Enl only)*		Officer Candidate School	X	Other *(Specify)* ATTACHMENT ORDERS
	Airborne Training		Asgmt of Pers with Exceptional Family Members		

9. SIGNATURE OF SOLDIER *(When required)*	10. DATE *(YYYYMMDD)*

SECTION IV - REMARKS *(Applies to Sections II, III, and V) (Continue on separate sheet)*

You are attached as shown below:

Attached to: 389th Military Intelligence Battalion (Airborne) (WKENT0) Fort Bragg, NC 28310
Effective Dates: 20 December 22 - until properly released from attachment.
Additional Instructions: This is a brigade directed move, No Cost Move (NCM). Point of contact is 528th SB (SO) (A) S1 at 910-908-8297.

Distribution:
1- Soldier
1- Cdr, 528th (SO) (A) ATTN: S1
1- Cdr, 389th MI BN (A) ATTN: S1
1- File

SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL

11. I certify that the duty status change *(Section II)* or that the request for personnel action *(Section III)* contained herein -

☐ HAS BEEN VERIFIED ☐ RECOMMEND APPROVAL ☐ RECOMMEND DISAPPROVAL ☒ IS APPROVED ☐ IS DISAPPROVED

12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE *(YYYYMMDD)*
TRINITY M. MARKLE, SFC, BDE, S1 NCOIC	MARKLE.TRINITY.M.[redacted] Digitally signed by MARKLE.TRINITY.M.[redacted] Date: 2023.01.17 15:55:33 -05'00'	20230117

DEPARTMENT OF THE ARMY
HHC, SPECIAL TROOPS BATTALION (STB)
528TH SUSTANINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
X-4047 NEW DAWN DRIVE,
FORT LIBERTY, NORTH CAROLINA, 28310-5000

AOSC-MI 12 July 2023

MEMORANDUM FOR SFC Michael Forbes, HHC, Special Troops Battalion, 528th Sustainment Brigade (Special Operations) (Airborne), Fort Liberty, NC 28310-8500

SUBJECT: Notification of Relief from Duties as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne)

1. In accordance with Army Regulation (AR) 15-6, paragraph 1-12c, and AR 623-3, Evaluation Reporting System, paragraph 3-56, you are relieved from your position as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne), effective 12 July 2023.

2. The basis of the relief is due to founded allegations of counterproductive leadership and disrespect to a senior commissioned officer, and because your professional characteristics, conduct, behavior, and performance of duty warrants removal in the best interest of the U.S. Army. Your actions eroded trust and diminished the effectiveness of the organization. I have lost confidence in your ability to serve as the Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne).

3. You were provided the opportunity to review the supporting evidence and provide written matters in response to your potential relief and follow-on relief for cause NCOER on 1 June 2023. I received your matters in response to the referral of report of investigation on 16 June 2023 and have read and considered them. Please acknowledge receipt of this notification on the provided memorandum of acknowledgement.

4. The point of contact for this memorandum is CPT Patrina Lowrie at patrina.a.lowrie.mil@socom.mil or [redacted]

I WAS NOT PROVIDED DUE PROCESS AS ANOTHER INVESTIGATION WAS OPEN THAT WAS NOT PROVIDED TO ME. DODIG COMPLAINT FILED LAST WEEK.

LOWRIE.PATRINA.ANASTASIA.[redacted] Digitally signed by LOWRIE.PATRINA.ANASTASIA.[redacted] Date: 2023.07.12 12:03:58 -04'00'

PATRINA A. LOWRIE
CPT, MI
Brigade S2 OIC

I WAS NOTIFIED THAT I MUST ACKNOWLEDGE RECEIPT. I ONLY ACK. REC.

I DISAGREE WITH THE CONDUCT INVESTIGATION. I DISAGREE WITH THIS DECISION. I DISAGREE WITH ANY COMMENTARY ABOVE OR VERBALLY BY CPT LOWRIE THAT THIS INVESTIGATION IS WAS FOUNDED IF DUE TO ALLEGATIONS OF INCONSISTENCIES AND COWARDICE OR UNPROFESSIONAL IN ANY WAY. [illegible] 12 JUL 2023

AOSC-MI
SUBJECT: Notification of Relief from Duties as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne)

1. I hereby acknowledge receipt of a copy of my Notification of Relief from duties as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne).

2. On 1 June 2023, I was notified of my potential relief for cause and follow-on relief for cause NCOER and received the supporting evidence upon which the relief is based.

3. I was provided an opportunity to submit written matters. These matters were due on 11 June 2023, but I received an extension until 16 June 2023. I provided matters in response to the referral of report of investigation on 16 June 2023.

4. Dated: 12 JUN 2023

MICHAEL J. FORBES
SFC, USA
Respondent

PLEASE SEE ALL COMMENTS ON NOTIFICATION OF RFC MEMO. DUE PROCESS WAS NOT PROVIDED PRIOR TO COMPLAINT FILED. ANNOUNCEMENT PER VERBAL COMMUNITY TO FOLLOW.

Clayton, Kenneth A CIV USARMY HQDA OTJAG (USA)

From: USARMY Ft Knox HRC Mailbox FADD Enlisted Transition Branch <usarmy.knox.hrc.mbx.fadd-enlisted-transition-branch@army.mil>
Sent: Friday, May 31, 2024 2:06 PM
To: Bell, Justin M MSG USARMY USSOCOM USASOC (USA)
Cc: Allmon, Louise CIV USARMY HRC (USA); Burch, Richard D CIV USARMY HRC (USA); Johnson, Decarlo J (DJ) CIV USARMY HRC (USA); McSweeney, Michael Ray (Mike) CIV USARMY HRC (USA)
Subject: RE: QMP Forbes
Attachments: FY-24 QMP FAQs.pdf

Importance: High

MSG Bell,

This office cannot rescind a QMP decision unless the qualifying document(s) has/have been removed from the Soldier's AMHRR. The SM should contact the Department of Suitability Evaluation Board (DASEB) which falls under the Army Review Board Agency (ARBA) to request removal of the triggering document(s). ARBA's contact homepage is located at http://arba.army.pentagon.mil/. Requests related to RFC NCOERs are managed by the NCOER appeals team at HRC.

The Soldier may submit a request for QMP reconsideration in memorandum format specifically addressing the grounds for which he/she should be retained along w/ newly found evidence. Please have the Soldier follow the guidance established in the attached FAQ under the section titled Reconsideration. ***Either of the two criteria below must be met:

1) The document that identified the Soldier for QMP has been removed or significantly modified since the board convene date.

2) If it is discovered that there was a material error in the Soldier's file as of the board convene date. **NOTE: material error is defined in AR 635-200 as the omission, change, or the improper filing of information in the NCO's AMHRR.**

The SM should provide any supporting documentation they feel is necessary to support their request. The reconsideration request must be submitted to HRC within 30 days from receipt of the notification of denial of continued active duty service under QMP memo. The reconsideration request must be submitted to HRC within 30 days from receipt of the notification of denial of continued active duty service under QMP memo. Request for reconsideration with comments and/or endorsements must be scanned into 1 PDF document and sent to this teambox (preferred method) or via IPPS-A to the following **UDL: 000000000042489** for processing.

Be aware that about 98-99% of the reconsiderations we receive do not meet submission guidance as identified in the denial of continued service memorandum. Those not meeting guidance, will ultimately receive a memo from our office indicating that it is being returned without further action. Reconsideration requests for improved performance are not a valid reason for reconsideration.

Please ensure the Soldier continues to take all necessary steps to separate as directed by DMPM, G1 (e.g. orders issued, SFL/TAP completed) for a date not to exceed 1 December 2024. If the submitted QMP reconsideration meets appeal board criteria, (newly discovered evidence, material error as defined by AR 600-8-1 or the triggering QMP document was removed from your AMHRR), we will delay separation to allow the QMP Appeal/Reconsideration Board to make a second determination as appropriate. The next QMP Reconsideration Board will be held in conjunction with G1s USASERB (date not yet established).

Respectfully,
Manuel A. Lopez, aPHR
QMP/QSP/NFQ-R
HR Specialist, AHRC-FSF-ES
Enlisted Retirements & Separations Branch
U.S. Army Human Resources Command
☎Work: +1 520-669-9650
Email: manuel.a.lopez46.civ@army.mil

For a quick response, chat with me on Teams!

From: Bell, Justin M MSG USARMY USSOCOM USASOC (USA) <justin.m.bell.mil@socom.mil>
Sent: Friday, May 31, 2024 11:58 AM
To: USARMY Ft Knox HRC Mailbox FADD Enlisted Transition Branch <usarmy.knox.hrc.mbx.fadd-enlisted-transition-branch@army.mil>
Cc: USASOC 1ST SFC Retention Operations SHDMBX <USASOC.1ST.SFC.Retention.Operations.SHDMBX@socom.mil>; Goode, William M MSG USARMY USSOCOM USASOC (USA) <william.m.goode.mil@socom.mil>; Morrison, Tristan J MSG USARMY USSOCOM USASOC (USA) <tristan.j.morrison.mil@socom.mil>; Robinson, Gerald A LTC USARMY USSOCOM SOCOM (USA) <gerald.a.robinson.mil@socom.mil>; Emekaekwue, Emmanuel A CSM USARMY USSOCOM USASOC (USA) <emmanuel.a.emekaekwue.mil@socom.mil>; Bower, Edward M CSM USARMY USSOCOM USASOC (USA) <edward.m.bower.mil@socom.mil>; Lynch, Andrew J COL USARMY USSOCOM USASOC (USA) <andrew.j.lynch.mil@socom.mil>
Subject: QMP Forbes

Team,

Good afternoon, please see attached QMP consideration notification for SFC Forbes.

Please acknowledge receipt, thank you.

Respectfully,

Justin M. Bell
MSG, USA
Senior Career Counselor
528th Sustainment Brigade (SO) (A)

Office: 910-908-5857
Gov: 910-882-4901
justin.m.bell.mil@socom.mil

FY23 Qualitative Management Program (QMP)

Frequently Asked Questions

Policy

The below guidance applies to all Soldiers being considered or selected for a QMP board.

Q: What is the QMP?

A: The QMP was established to ensure Regular Army and U.S. Army Reserve Active Guard/Reserve (USAR AGR) NCOs in the rank of SSG through CSM serve in a manner consistent with good order and discipline, and that those serving in positions of authority to perform in an exemplary manner, it is appropriate to have policy designed to enhance the quality of the force. Such policy stresses the importance of the U.S. Army NCO Corps by ensuring only NCOs who consistently maintain high standards of performance, efficiency, morality, and professionalism are permitted to continue to serve on active duty. An NCO who is subsequently reduced below the rank of SSG remains eligible for denial of continued active service under this program when the basis for referral occurs as a SSG or higher rank.

Title10 USC §1169 for RA Soldiers, and 10 USC §12313(a) for RC Soldiers) grants the Secretary of the Army (or his/her designee) the authority to involuntary separate Army personnel.

The QMP board convenes under the construct of a Memorandum of Instruction (MOI) which outlines the board mission. The MOI provides guidelines to the board members to consider files of Soldiers identified for consideration. The board takes a holistic look at each Soldiers record and uses discriminators such as imposition of a field commander's bar to reenlistment, inability to meet physical fitness standards, and failure to comply with requirements of the Army Body Composition Program. They will also review any matters of mitigation or extenuation the Soldier supplies for consideration.

The QMP is designed to deny NCOs continued service on qualitative grounds and is not intended to, nor does it relieve commanders of their responsibility to take appropriate action against NCOs who clearly, in the best interest of the Army, do not meet retention standards for continued service.

Eligibility Criteria

Q: Who is eligible for QMP consideration?

A: All NCOs in the rank of SSG through CSM who meet one or more of the following criteria:

U.S. Army Human Resources Command (HRC) receives material from one of the following categories for permanent filing in the Performance or Restricted folder of the NCO's Army Military Human Resource Record (AMHRR) (this material must be based on performance or conduct in the Soldier's current grade):

1. Memorandum of Reprimand from a General Officer (Letters of Reprimand) or Memorandum of Reprimand directed for filing in the AMHRR by a general officer.
2. Conviction by Court-Martial or punishment under Article 15, UCMJ.
3. DA Form 2166-9-2, NCO Evaluation Report (SSG-1SG/MSG); Relief for Cause NCOER
4. DA Form 2166-9-3, NCO Evaluation Report (CSM/SGM); Relief for Cause NCOER

5. Academic Evaluation Report (DA Form 1059) indicating Noncommissioned Officer Education System (NCOES) course failure a second time.

6. DA 2627 Record of proceedings under Article 15, UCMJ (DA 2627-2)

7. The Deputy Chief of Staff, G-1, or designee, approves a request from commanders with general court-martial convening authority, or their designees, or the Commander HRC, or designee, for referral of an NCO to a QMP screening board.

Q: Can a Soldier in the grade of SGT/E5, be eligible for QMP?

A: Yes, Army Regulation 635-200 para 16-11b, states:

(1) All NCOs (SSG and above) whose performance, conduct, and/or potential for advancement do not meet Army standards, as determined under the QMP process by approved recommendations of an HQDA NCO evaluation board, will be denied continued active service. An NCO who is subsequently reduced below the rank of SSG remains eligible for denial of continued active service under this program when the basis for referral occurs as a SSG or higher rank.

Q: Who is ineligible for QMP consideration?

A: The QMP does not apply to Soldiers who have an approved retirement (unless it is withdrawn); were previously retained on active duty by a QMP board (provided no new basis for QMP consideration is documented since the earlier retention determination); when the basis for QMP consideration was filed in the Soldier's AMHRR and was included in the official file seen by the NCO Evaluation board.

Notifications under the QMP

Q: How will I be notified of QMP board consideration and QMP board results?

A: Monthly screenings are conducted on a Soldier's AMHRR which will generate a Notification of Restriction code transaction memorandum. The memorandum notifies you that we have placed a RET13 (under QMP consideration) on our system of record. It also identifies which document made you eligible, and notifies you that your record will be reviewed by a QMP board in conjunction with the NCO evaluation board for your rank, provides matters of mitigation information, possibility of a debt repayment due to selection and provides guidance on the steps to take if you believe the document is unjust and needs to be removed.

You will also receive a notification memorandum with the results of the board. It announces Army Deputy Chief of Staff G1, Director, Military Personnel Management's (DMPM) decision of retention or denial of continued service. If you are denied continued service, the notification will identify your post-board options. HRC will forward all notification memorandums to the Soldier's ACOM/ASCC/DRU or Joint Command

G1/J1, who will forward through the chain of command down to the LTC commander level to make personal notification to the Soldier. ACOM/ASCC/DRU or Joint Command G1/J1 will be responsible to ensure Soldiers are notified and have returned their acknowledgement of notification to HRC.

If selected for separation by the QMP board, you will also receive a DA Form 268, Suspension of Favorable Personnel Actions (Flag) form and a memorandum indicating that a flag has been placed on

your record due to selection by the QMP board. This nontransferable flag guards against the execution of any favorable actions for a QMP selected Soldier. AR 600-8-2 allows the flag to be removed at the point when the Soldier is reassigned to a transition point (active component), discharge orders are published (reserve component), or when the Soldier is retained.

If separated under a temporary or permanent disability status, the flag will be removed once HRC receives a copy of the informal Physical Evaluation Board (PEB) Proceedings (DA FORM 199 section VII) indicating the completion of the Soldier's medical process. This will allow the transition center to generate medical separation or medical retirement orders as the situation warrants.

Q: What happens when I receive a Restriction code RET13 notification?

A: You will be stabilized in your current assignment until a final decision on the QMP board is established. If you are on an overseas assignment and are scheduled to return from outside the continental United States (OCONUS) and on AI you should contact your HRC enlisted career branch to discuss your assignment options.

Q: I received an NCO evaluations board email alert notification, what should I do next?

A: It is highly encouraged that you submit matters of mitigation or extenuation if you have any information that is not on your AMHRR but feel would help the board in making a favorable decision in your case. You must submit these matters as one document and they must be received by the processing suspense date for them to be included onto your QMP board file. You should submit your matters of mitigation or extenuation to the President of the QMP Board, in memorandum format (refer to AR 25-50, Preparing and Managing Correspondence, for memorandum format specifics). Your matters of mitigation must be organized in the manner that you want them to be viewed by the board with any enclosures that you may have. Letters of endorsements identifying your potential for continued service should be consolidated and provided as listed enclosures. Since the board will be provided with your AMHRR performance folder and any documents in the restricted folder which formed the basis for referral to the QMP selection board, documents already filed on your AMHRR should not be included.

Matters of mitigation may be scanned in Adobe PDF format and sent via email to usarmy.knox.hrc.mbx.tagd-board-qmp@army.mil. The DA Secretariat will acknowledge receipt of matters of mitigation received via email prior to the submission deadline

(which is always 10 days prior to your scheduled QMP board convene date). You can also submit matters by a postal service. The mailing address to submit your matters of mitigation is: Commander, U.S. Army Human Resources Command (AHRC-PDV-S), 1600 Spearhead Division Avenue, Department 471, Fort Knox, KY 40122-5407.

Allow your record to be reviewed by the QMP board without submitting matters of mitigation or extenuation.

If you will have 18 years of active federal service as of the date you receive notification of QMP eligibility, you may request a voluntary retirement in lieu of QMP board consideration.

Q: If I am denied continued service, what are my post-board notification options?

A: You will be informed of specific options tailored to you based on your basic active service date (BASD). This date will determine how many years of active federal service you will have at the time of separation. All post-board options are listed below:

Submit a request for reconsideration within 30 days of completing the acknowledgment of selection notification (see detailed reconsideration information below).

Acknowledge your selection by the QMP board. This notifies you of your involuntary separation date for the first day of the seventh month following the board approval by Army Deputy Chief of Staff G1, Director, Military Personnel Management (DMPM).

Request an earlier separation date; however, the date must allow for a minimum of 90 days for pre-separation counseling via the Soldier for Life Transition Assistance Program. Requests for an earlier involuntary separation, once submitted, may not be withdrawn. Requesting an earlier separation date does not mean you are selecting voluntary discharge, you will still be involuntarily separated under the QMP.

Request voluntary discharge. This option is only available to retirement eligible Soldiers who do not wish to volunteer for retirement. If you are eligible and select this option, you will not be eligible for separation pay.

Elect voluntary retirement in lieu of separation. If you will have 20 or more years of active service as of the established separation date you will be eligible for this option. If eligible you will be notified that you may submit a request for voluntary retirement with an effective date no later than the first day of the seventh month following the board approval by Army G1, DMPM. If you will have 19 or more years of active service as of the established separation date you will also be eligible for this option. You will be notified that you may submit a request for voluntary retirement with an effective date no later than the first day of the month following the month in which you reach 20 years active service. You will be given a specific suspense date for when the retirement application must reach HRC. RA and AGR Soldiers with 20 or more years of qualifying service for a non-regular retirement as of the established discharge date may submit a request for discharge (RA) or a request for release from active duty (REFRAD) (AGR) with concurrent transfer to the Retired Reserves.

RA and AGR Soldiers with 18 or more, but less than 20 years of qualifying service for a non-regular retirement as of the established discharge date are entitled to extend their enlistment a sufficient period to attain non-regular retirement eligibility. RA Soldiers will be eligible to request a discharge and AGR Soldiers request a release from active duty (REFRAD) with concurrent transfer to the Army Reserve, Troop Program Unit (TPU), to qualify for a non-regular retirement as prescribed by 10 USC 1176(B). RA and AGR Soldiers will also need to complete a Request for Reserve Component Assignment Orders (DA 5691) form. Upon entrance into your TPU unit, you will need to request a release date from the Army Reserve and concurrent transfer to the Retired Reserve no later than 90 days prior to attaining 20 years of qualifying service for a non-regular retirement.

Q: What if I am retirement eligible but my notification does not provide a retirement option?

A: Regular Army Soldiers should contact their command career counselor for a review of their time in service. Your Basic Active Service Date (BASD) is the date used by HRC to calculate your retirement

eligibility. If this date is incorrect, it will need to be corrected in all systems to provide an accurate reflection of your active service.

Active Guard Reserve (AGR) Soldiers should contact the HRC point of contact identified in your notification memorandum. HRC will conduct an internal review and verify your active service time. If you are found eligible to receive a regular retirement, or a non- regular retirement, you will be informed of that status change.

Q: What happens if I am retained by the QMP board?

A: If you are retained by the QMP board you will be notified via memorandum from HRC through your chain of command. You will not be subject to a future QMP board unless new derogatory information is posted to your AMHRR. In that event, if the new information results in initiation of another QMP process, your records, in their entirety, will be subject to a second QMP board.

Appeals

Q: Can I appeal the QMP board decision?

A: No. All Soldiers are given a minimum of 30 days to submit matters for board consideration. Every NCO is afforded complete due-process prior to the NCO Evaluation board convene date and consideration for continued active service thus, an appeal is not authorized (implied if a Soldier validates their board file as they were given the opportunity to correct their service record.).

Reconsideration

Q: Can I ask the board to reconsider their decision?

A: Each QMP board file is “frozen” as of the board convene date but, in the event a document was removed or significantly modified since that date, your file may be eligible for a second QMP review. Also, if it is discovered that there was a material error on your file as of the board convene date, a second QMP board may be needed.

If your request does not meet either of these two criteria, it will be returned without further action by HRC and the QMP separation date will remain.

If your request for reconsideration meets these criteria, it will be forwarded to the next available board that occurs first either the QMP board based on your rank or the next U.S. Army Senior Enlisted Review Board (USASERB) and in accordance with QMP board guidance. QMP actions will be suspended until a second determination is made.

Q: What determines a material error?

A: Error is considered material when there is a reasonable chance that had the error not existed, you may not have been selected under QMP.

Q: What is the process to submit a request for reconsideration?

A: You may submit a request for reconsideration in a memorandum format specifically addressing the grounds for your request. You should provide any supporting documentation you feel is necessary. Your reconsideration request must be submitted to HRC within 30 days of your receipt of the notification of denial of continued active duty service under QMP. Your request for reconsideration with comments and/or endorsements may be scanned and sent via email to usarmy.knox.hrc.mbx.epmd-transition-branch@army.mil. They can also be mailed to Commander, U.S. Army Human Resources Command (AHRC-EPF-M), 1600 Spearhead Division Avenue, Department 364, Fort Knox, KY 40122-5306 for processing. They will acknowledge receipt of all requests, and process them in the order received.

Q: Is there any recourse to a returned without further action reconsideration response?

A: If your request for reconsideration is denied or returned without further action and you feel this is unjust, the proper forum to appeal is the Army Review Boards Agency

(ARBA), Army Board for Correction of Military Records (ABCMR). The ABCMR operates pursuant to law (10 USC § 1552) within the Office of the Secretary of the Army. The ABCMR is the highest level of administrative review within the Department of the Army. It consists of civilians and military members regularly employed in the executive part of the Department of the Army who are appointed by the Secretary of the Army. The ABCMR considers individual applications that are properly brought before it, and, in appropriate cases, it directs or recommends correction of military records to remove an error or injustice. The ARBA homepage is located at https://arba.army.pentagon.mil/unfavorable.html .

Q: ARBA directed the removal of the triggering QMP document from my AMHRR, however, I have already separated from the Army under the QMP. Can I be put back on active duty?

A: You may petition ARBA for reentry into the Army.

Q: ARBA has directed the removal of the triggering QMP document while I am still on active duty, what should I expect next?

A: Since your record was assessed using a holistic Soldier approach, you will have your corrected QMP board file receive a second review at the next scheduled USASERB or QMP board for your rank. If selected for involuntary separation by the second board, you will separate no later than the date identified by the post-board notification memorandum. If retained, you will be removed from the original selection list and your file will be reset to its previous RESTRICTION and flag settings (as appropriate) prior to being selected by the QMP.

You should contact the HRC Retirements and Separations Branch point of contact immediately to discuss being re-boarded by the next available USASERB or QMP board associated with your rank. Points of contact are provided on one of your QMP notification memorandums.

Removal from Selection List

Q: Can a Soldier be removed from a QMP Selection List?

A: Yes. Army Deputy Chief of Staff G1, DMPM grants a removal from an approved QMP involuntary separation list in the event you no longer meet QMP eligibility

due to becoming a commissioned officer/warrant officer.

You should contact the HRC Retirements and Separations Branch point of contact immediately. Points of contact are provided in the Restriction code RET13 notification memorandum.

Q: Can I request to opt-out of QMP board actions since I know I will be submitting for a retirement as soon as I can?

A: No. Army Deputy Chief of Staff G1, DMPM requires all Soldiers whose record meet QMP eligibility be reviewed.

Deferment of Separation

Q: Can my command seek to defer my QMP separation based on pending legal actions, investigations or administrative separation processing?

A: Yes. The LTC commander may request deferment of involuntary separation under the QMP pending initiation of a court martial, civil trial, completion of an ongoing investigation, or initiation of administrative separation proceedings under AR 635-200. The deferment will not exceed a Soldiers prior contractual ETS or retention control point. Commands seeking a deferment beyond that date must seek legal guidance on situations where an involuntary extension is warranted.

If you have an approved retirement in lieu of QMP consideration or separation, the COL commander may submit a request to HRC for suspension of the retirement pending completion of court martial proceedings, civil trial, ongoing investigation, or administrative separation proceedings.

Soldiers with approved retirement due to in lieu of QMP or selection under QMP must contact usarmy.knox.hrc.mbx.epmd-retirement-separations@army.mil. As that team box handles enlisted retirement and separation related questions/changes to all approved retirements.

Q: I transferred my education benefits to a family member and due to QMP selection am unable to complete my service remaining obligation for the benefit? Can I extend to complete the time needed to fulfill the obligation?

A: No. Extensions are not authorized for this purpose. If you do not fulfill the service conditions specified in the written agreement for a bonus, special pay, educational benefits or stipend for which you were paid, you are subject to repayment of the unearned portion under United States Code Title 37 §303a(e) and 337.

Q: I am just days away from reaching 18 years active federal service (AFS), can I request to extend to reach 18 years AFS?

A: No. The separation date is established as a clear demarcation date and extensions for the purpose of receiving benefits is not authorized.

Soldiers Enrolled in the Disability Evaluation System (DES)

Q: Am I eligible to remain on active duty beyond the established separation date identified in the QMP notification memorandum if I am enrolled in the DES?

A: If you are enrolled in the DES you will be retained until final disposition of the DES process. You should submit a DA Form 4187 requesting deferment of separation under the QMP pending completion of the DES and may attach your enrollment notification memorandum as supporting documentation. Your LTC commander must sign off on the 4187 and forward it to HRC. Those found fit for duty will be processed for separation under the QMP no later than the 1st day of the twelfth month following the fit for duty finding. Those found unfit will be processed for separation through the Physical Disability Agency (as verified by a DA Form 199). The deferment will not exceed a Soldier's prior contractual ETS or retention control point. If medical delays are expected beyond that date, the Soldier needs to contact his unit career counselor to request an extension.

Assignment Considerations

Q: Am I eligible for a permanent change of station (PCS)?

A: If you are under QMP consideration or have been denied continued service you may only be reassigned from outside the continental United States (OCONUS) to the Continental United States (CONUS), if the service remaining requirement (SRR) for PCS to CONUS is met at the time of your date eligible to return from overseas

(DEROS) expires. You are not eligible to be reassigned from CONUS to CONUS until you are retained by the QMP board.

Q: Am I eligible to apply for a compassionate reassignment?

A: If you wish to apply for a compassionate reassignment the request will be submitted on a DA Form 3739 (Application for Compassionate Actions). The unit S1 will forward the request to the HRC Compassionate Section team box at

usarmy.knox.hrc.mbx.epmd-compassionate-section@army.mil .

Reenlistment Opportunities

Q: Can I reenlist?

A: No. You may request to extend while your record is in the QMP consideration stage (Restriction code RET13 on your file); you should contact your servicing Career Counselor for further guidance, upon being selected under QMP and coded RET9L

(selected under QMP), you cannot reenlist. You may be able to extend in the event your contractual ETS comes before the QMP appointed separation date, for the purpose of requesting reconsideration of your QMP board file. If retained by the board and otherwise fully eligible, you should seek reenlistment guidance from your servicing Career Counselor.

Q: I transferred my education benefits (TEB) to a family member and due to QMP selection am unable to complete my service remaining obligation for the benefit. Can I extend to complete the time needed to fulfill my TEB obligation?

A: No. Extensions are not authorized for this purpose. If you do not fulfill the service conditions specified in the written agreement for a bonus, special pay, educational benefits or stipend for which you were

paid, you are subject to repayment of the unearned portion under United States Code Title 37 §303a(e) and 337.

Retirement

Q: Can I retire in lieu of QMP consideration?

A: Yes. You may request voluntary retirement in lieu of QMP consideration if you have 18 or more years of Active Federal Service under any provision of law for which you are otherwise eligible. After Restriction code RET13 has been placed on your record, the retirement date cannot exceed the date for the first day of the 12th month from the date of the Restriction code RET13 transaction memorandum. Soldiers electing to retire must include a signed copy of their QMP notification transaction RET13 memorandum in their retirement packet to expedite processing. If you have an approved retirement in lieu of board consideration you are prohibited from withdrawing the retirement at a later date except for extreme compassionate/hardship reasons.

Q: Can I retire if I have been denied continued service under the QMP?

A: Yes. You may request voluntary retirement under any provision of law for which you are otherwise eligible for a date not to exceed the date identified on your QMP post- board notification memorandum and will be no earlier than 90 days from the date you elect this option. Soldiers electing to retire must include a signed copy of their results memorandum in their retirement packet to expedite processing.

All Soldiers who separate or retire from the Army are required to contact their supporting Transition Assistance Program (TAP) office to register and receive the congressionally mandated pre-separation briefing and complete all required career readiness standards in accordance with AR 600-81. NCOs and their Family members are eligible and encouraged to participate in all available TAP services. For more information about the location of TAP centers and available services, log-on to the TAP website at https://www.sfl-tap.army.mil. The mandatory TAP courses are also available on-line and Soldiers can register to attend at the above provided website.

Twenty-year retirement: If you have completed 20 but less than 30 years of active service you may be retired at your request. Voluntary retirements will be approved for the date requested by you except the retirement date will be effective no later than the mandatory separation date identified in the QMP notification memorandum and will be no earlier than 90 days from the date you elect this option.

Eligible USAR AGR Soldiers with 20 years or more of active service may elect voluntary release from active duty (REFRAD) with concurrent transfer to the retired reserve. Such REFRAD will occur no earlier than 90 days from the date you elect this option to allow you the opportunity for Soldier For Life/Transition Assistance Program counseling.

RA and AGR Soldiers with 20 or more years of qualifying service for a non-regular retirement as of the established discharge date may submit a request for discharge

(RA) or a request for REFRAD (AGR) with concurrent transfer to the Retired Reserves.

RA and AGR Soldiers with 18 or more, but less than 20 years of qualifying service for a non-regular retirement as of the established discharge date are entitled to extend their enlistment a sufficient period to attain non-regular retirement eligibility. RA Soldiers will be eligible to request a discharge and

AGR Soldiers request a release from active duty (REFRAD) with concurrent transfer to the Army Reserve, Troop Program Unit (TPU), to qualify for a non-regular retirement as prescribed by 10 USC 1176(B). Soldiers will need to coordinate with a TPU and submit along with their DA 4187, a completed DA 5691 (request for Reserve Component Assignment Orders). RA and AGR Soldiers will subsequently request release from the Army Reserve with concurrent transfer to the Retired Reserve no later than 90 days prior to attaining 20 years of qualifying service for a non-regular retirement.

Q: I will have completed 20+ years of service but I just received discharge orders due to my selection under QMP. Why can't I retire?

A: This event occurs when HRC has not received an approved retirement request for you. If you have submitted your request through the appropriate channels, you will need to locate where the retirement request is. Separation orders can be rescinded, and retirement orders issued in the event HRC receives and approves a retirement request.

Involuntary Separation

Q: Am I entitled to separation benefits if I am not eligible for retirement?

A: Yes. If you have more than 6 but less than 20 years of Active Federal Service as a result of involuntary separation under the provisions of the QMP, you may be entitled to half involuntary separation pay. You must contact your installation Reserve Component Career Counselor (RCCC) to initiate the steps needed to receive half involuntary separation pay. The RCCC should have you request entry into the Ready Reserve which, when denied, will entitle you to receive half separation pay at separation.

This paperwork should be taken to the transition center to initiate the involuntary separation pay. You will also be entitled to Transition Assistance (TA) benefits. You will be issued a DD Form 2765 Identification Card and DD Form 1173 for your family members. Benefits provide two years of exchange and commissary privileges and medical (TRICARE) for 180 days (10 USC § 1145 Health Benefits).

Bonus and Education Benefits

Q: I was selected for separation under the QMP and have a service remaining obligation as a result of an enlistment or selective reenlistment bonus. Will I be required to pay back the unearned portion of the bonus?

A: Yes. You are subject to repayment of unearned portions of bonuses, special pay, and educational benefits or stipends. You should contact your retention NCO with any questions regarding repayment options.

Q: I have a service remaining obligation as a result of transferring my post 9-11 GI Bill under the Transfer of Education Benefit (TEB). Will I lose this benefit?

A: The granting of TEB is considered a favorable action. You risk losing TEB and/or incurring an overpayment/debt if you do not fulfill the TEB service obligation (see TEB Obligation End Date (OED) listed on the TEB Approval Form at

https://www.dmdc.osd.mil/milconnect). You will lose TEB if you separate or retire before fulfilling the TEB OED. You will lose TEB if you are involuntarily separated before fulfilling the TEB OED. You will lose TEB if you "retire in lieu of QMP" before fulfilling the TEB OED. If your Dependent has used TEB and you do not fulfill the TEB OED, you will be subject to recoupment of the used portion of the transferred benefit by the Department of Veterans Affairs (VA). If your Dependent has not used TEB and you want to have the approved TEB request rejected and the TEB Obligation End Date removed, take action per a document entitled "How to revoke TEB when

separating/retiring before fulfilling the TEB service obligation" at URL:

https://www.hrc.army.mil/content/Post%20911%20GI%20Bill%20Frequently%20Asked

%20Questions. If you are not retained and do not fulfill the TEB OED for QMP reasons, the HRC GI Bill Team will reject your TEB request and you will be subject to overpayment/debt by the VA. If you are not retained due to QMP and your TEB request is rejected, but you later receive a medical disability separation/retirement, you must provide medical disability separation/retirement orders to the HRC GI Bill Team, and you must submit a new TEB request after the medical disability separation/retirement order has been published but before the effective date of the medical disability separation/retirement order. Questions concerning TEB may be directed to: 1-800-872-8272.

Miscellaneous

Q: Will my Soldier Record Brief (SRB) be changed to reflect my QMP status?

A: Yes. Depending on which stage you are in the QMP process, determines which code you will see on your SRB. On a monthly basis, HRC reviews all derogatory documents filed on your AMHRR. If one or more documents meet QMP eligibility criteria, we will top-load into the Integrated Personnel and Pay System-Army(IPPS-A) active and AGR reserve component, a Restriction code RET13 indicating that your record is under QMP consideration. You will also be restricted from moving until you are retained by the QMP board. If you are selected for separation by the QMP board, your record will indicate an Restriction code of RET9L (selected under QMP). Soldiers who retire in lieu of QMP consideration or in lieu of separation under the QMP will have their Restriction code changed to RET9M (approved retirement under QMP) upon approval of the retirement request by HRC. Each file will also receive a HQDA directed Restriction code of FLAGW, Report type A.

When retained by the QMP board, the Restriction code RET13 will be removed and the code will revert back to what it was prior to being identified for QMP consideration. The restriction to prevent permanent change of station moves will also be lifted. The post- board notification window for notification is usually 30 days after the notifications have been sent to the MACOMS for further distribution. These coding changes will occur within days following the suspense date for all to have been notified of their results.

Q: Will the board be able to see my official photograph?

A: No. Your QMP SRB has your official photograph blackened out.

Q: If discharged under the QMP, am I eligible to reenter military service at a later date?

A: Yes. You may be eligible with a waiver. Starting with the FY18 QMP board selections, your DD Form 214 will be annotated with a re-entry code (RE code) of "3" which means you are not considered fully qualified for reentry or continuous service at the time of your QMP separation. However, this disqualification can be waived and you will need to contact your local recruiting center for re-entry guidance.

Q: Is it possible to identify why I was selected by a QMP board?

A: No, board deliberations are not available for release.

Q: Are COAD (continuation on active duty) Soldiers considered under QMP?

A: Yes. COAD Soldiers are not exempt from QMP. Soldiers found unfit and selected for QMP are ineligible to apply for continuation on active duty (COAD) unless they have at least 15 but less than 20 years of active service, or for continuation on active reserve status (COAR) unless they have at least 15 years but less than 20 years of qualifying service for non-regular retirement, they are qualified in a critical skill or shortage military occupational specialty (MOS), or the unfitting medical condition resulted from combat or terrorism. Such COAD/COAR requests will be adjudicated according to the decision criteria in para 6-5 of AR 635-40. COAD related inquiries can be sent to COAD TEAM Box:

usarmy.knox.hrc.mbx.epmd-coad@army.mil

Q: If my expiration of term of service (ETS) date is before the QMP board will I still be considered?

A: Your contractual ETS takes precedence over QMP processing actions. You will not be automatically extended past your ETS to be reviewed by the QMP board. Contact your in-service career counselor for guidance on extending in order to await board results.

Scenarios

Q: I have an appeal pending or am in the process of submitting an appeal to the Department of the Army Suitability Evaluation Board (DASEB) or the Army Review Board to address the content of my individual record. Will this stop or delay QMP consideration, selection, or processing for denial of continued service to include separation, if otherwise denied continued service?

A: No. The QMP process stems from a presumption of administrative finality in that adverse documents (unfavorable information) filed within a Soldier's Army Military Human Resource Record (AMHRR) are properly filed, administratively correct, and filed pursuant to an objective decision by competent authority. Because of this underlying premise, Soldiers are reminded about existing Army policies/programs that provide avenues to address the content of their individual records. Soldiers seeking removal of unfavorable information from their record may petition to do so by applying to the DASEB in accordance with existing procedures outlined in AR 600-37, Unfavorable Information, Chapter 7, Appeals and Petitions, as well as AR 15-185, Army Board for Correction of Military Records. The Army Review Boards Agency (ARBA) website is at http://arba.army.pentagon.mil/. If you intend to submit an appeal of your record through the DASEB or ARBA, you should start the process immediately. This process does not constitute submitting matters of mitigation to the QMP board president nor does it

constitute submitting a request for reconsideration due to QMP selection. These are all separate actions that are handled by different agencies.

Q: I have requested reconsideration of a QMP triggering NCOER with the DA Suitability Evaluation Board (DASEB). Does this stop the QMP process?

A: No. NCOER appeals are processed in accordance with AR 623-3 and are an independent action. You may simultaneously submit an NCOER appeal as well as submit a request for reconsideration if you meet submission guidelines. You will receive a separate response for each request. However, if the triggering QMP NCOER is removed through the NCOER appeals process while you are still on active duty, you may forward those results to HRC, and you will be afforded the opportunity to have your record reviewed by a second QMP board either when the next NCO evaluation board is scheduled for your rank or by the USASERB (depending on which board occurs first). If you have more than one QMP triggering document, at least one must have been materially altered before you would be entitled to a second QMP board.

Q: I have been identified for QMP consideration and am currently enrolled in a program leading to a commission or warrant officer appointment. What are my options?

A: Soldiers who are eligible for QMP consideration and who are also attending a school which may result in a commission or warrant officer appointment will still be considered under the QMP and may submit matters of mitigation to the board president. If denied continued service by the board, the Soldier and LTC commander may request a deferment of separation pending the outcome of the commissioning course. If the Soldier subsequently fails to complete the commissioning program the QMP separation will be resumed. If the QMP board retains the Soldier, no further action will be required regarding the QMP.

DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE, DEPARTMENT 375
FORT KNOX, KY 40122-5307

S: 29 June 2024

AHRC-FSF-ES (RN 635-200b) 29 May 2024

MEMORANDUM THRU Commander, US Army Special Operations Command, 2929 Desert Storm Drive, Fort Bragg, NC 28310-5200

FOR SFC FORBES MICHAEL JEFFREY,

SUBJECT: Notification of Denial of Continued Active Duty Service under the Qualitative Management Program (QMP)

1. The Qualitative Management Program Selection Board conducted a comprehensive review of your record for potential denial of continued service under the Qualitative Management Program and recommended you be denied continued active duty service.

2. As a result, the Director of Military Personnel Management approved the board's recommendation and you will be involuntarily discharged from the Army not later than **12/1/2024**. In lieu of involuntary discharge, you have the following options:

a. Except as otherwise provided, you may request voluntary retirement under any provision of law for which you are otherwise eligible in lieu of involuntary separation as a result of QMP. Voluntary retirement will be approved for the date requested by you, but will not be later than **12/1/2024**; however, voluntary retirement must occur no earlier than 90 days from the date you elect this option.

b. Request an earlier separation date; however, the date requested must allow for a minimum of 90 days for pre-separation counseling via the Soldier for Life Transition Assistance Program (SFL-TAP). Requests for earlier separation, once submitted, may not be withdrawn.

c. If you have removal of documents from your Army Military Human Resource Record (AMHRR), or there is a material error, you may request retention on active duty. If you elect a review, it is limited to the subsequent removal of documents from your Army Military Human Resource Record (AMHRR), or material error. These requests are validated in accordance with the rules established by AR 635-200, Active Duty Enlisted Administrative Separation, paragraph 16-11.

3. If you meet eligibility for a review, you must submit the request to Commander, Human Resources Command (AHRC-EPF-M), 1600 Spearhead Division Avenue, Fort Knox, KY 40122 or via email usarmy.knox.hrc.mbx.fadd-enlisted-transition-branch@army.mil or within IPPS-A, HRC-AC-ENL-QMP Actions **,** UDL 000000000042489

within 30 days of receipt of this notification. Review requests that do not meet the criteria of paragraph 2c (above) will be returned without action and not be used as a reason to delay separation under the QMP.

4. All separating Soldiers are required to contact their supporting SFL-TAP to register and receive the mandatory pre-separation briefing. You may also complete this requirement through the Army's Virtual Center at: https://www.sfl-tap.army.mil/. Soldiers and their family members are fully eligible and encouraged to participate in all available TAP services.

5. The unit S1 will provide a copy of this correspondence to the supporting Military Personnel Division/Retirement Services Office (MPD/RSO) for Regular Army (RA) Soldiers. The MPD/RSO may use this to monitor the Soldier's request for retirement under the QMP. All requests for retirement under the QMP must be forwarded to HRC for decision regardless of rank or retention control point (RCP). The MPD/Transition Center (TC) may also use this to initiate separation orders for retirement eligible RA Soldiers who do not submit a request for retirement. Retirement eligible Active Guard Reserve (AGR) Soldiers will process requests for retirement through the Regional Support Command to HRC. HRC will initiate separation orders for eligible AGR Soldiers who do not submit a request for retirement.

6. Restriction codes will be changed to (RET9L) reflecting QMP selected on the suspense date.

7. Any questions concerning this correspondence should be directed to Mr. Manuel A. Lopez, Enlisted Retirements and Separations, at 520-669-9650, DSN 983-5465 or email: manuel.a.lopez46.civ@army.mil or Ms. Louise Allmon, Enlisted Retirements and Separations, at (502-613-5453), DSN 983-5453 or email: louise.allmon.civ@army.mil.

8. Your signature on this notification is acknowledgement of the reason(s) for being considered by the QMP board and procedures for submitting matters of mitigation. It constitutes the required written counseling as outlined in AR 635-200.

FOR THE COMMANDER:

Encl
Option Statement

MICHAEL R. MCSWEENEY
Chief, Retirements and Separations Branch

STATEMENT OF OPTIONS, QUALITATIVE MANAGEMENT PROGRAM (QMP)

Post-Board Notification

PRIVACY ACT STATEMENT

AUTHORITY:	Section 301, Title 5, USC.
PRINCIPAL PURPOSE:	To determine and select option after selection for denial of continued service under the QMP.
ROUTINE USES:	To ensure the Soldier's option statement is properly identified with his/her record.
DISCLOSURE:	Disclosure is voluntary; however, failure to furnish information could adversely affect Soldier.

RESPONSIBILITIES:

1. NOTIFYING OFFICIAL (LTC or higher):
   a. Present the QMP notification memorandum to Soldier, counsel him/her and complete Part B of this form.
   b. Comply with administrative instructions accompanying the QMP notification memorandum and ensure timely submission of completed option form to ACOM, ASCC or DRU POC.
2. SOLDIER:
   a. Choose an option from among those shown in Part A of this form within seven days of receipt.
   b. Scan and email the completed acknowledgment to **usarmy.knox.hrc.mbx.epmd-transition-branch@army .mil**.

PART A – SOLDIER

I was notified on _____ (date) that I have been denied continued service under the QMP. I have carefully read, been counseled and understand the options available to me. I have chosen the following option as indicated by my initials on the line below *(choose only one)*.

_____ 1. My AMHRR record contained a material error (omission, change, or improper filing of information). I will request a review. I understand that I must submit it to U.S. Army Human Resources Command within 30 days of completing this form.

_____ 2. I understand the records in my AMHRR are correct and I will be involuntarily discharged on **12/1/2024** or my contractual ETS date, whichever comes first. I will not submit for review.

_____ 3. I will apply for an early discharge no earlier than 90 days from the date of this form and no later than **12/1/2024**. I understand that once I submit this request, it cannot be withdrawn.
Refer to AR 635-200 chap 16 para 11, i(1).

_____ 4. I have 18 but less than 20 years of active Federal service on **12/1/2024** and will apply for a regular retirement 9-12 months prior to a retirement effective date no later than **12/1/2024**.

_____ 5. I have 18 or more, but less than 20 years of qualifying service for a non-regular retirement on **12/1/2024** as computed under 10 USC 12732. I understand that if my ETS occurs prior to the 20-year point, I am entitled to extend my enlistment a sufficient period to attain non-regular retirement eligibility. I will request discharge (RA) or request release from active duty (AGR) with concurrent transfer to a Troop Program Unit. I will request transfer to the Retired Reserve no later than 90 days prior to attaining 20 years of qualifying service for a non-regular retirement.

SOLDIER'S PRINTED NAME AND SIGNATURE	DOD ID	DATE
SFC FORBES MICHAEL JEFFREY		

PART B – NOTIFYING OFFICIAL'S STATEMENT

On _____ (date), I presented the QMP notification memorandum to the Soldier and counseled him/her on the ramifications and options available.

NOTIFYING OFFICIAL'S PRINTED NAME AND SIGNATURE	RANK/BRANCH	DATE

DEPARTMENT OF THE ARMY
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DRIVE
FORT BRAGG, NORTH CAROLINA 28310

AOSC-MI 29-MAR-2024

MEMORANDUM THRU James M. Branum, Civilian Defense Counsel

FOR Qualitative Management Board (QMP) Members

SUBJECT: Formal Request for delayed consideration of 1SFC Personnel Actions ICO Michael J. Forbes, [redacted]

1. I am a 55 year old Sergeant First Class veteran with 17 years of continuous active and unblemished service; prior to entering military service I had a 14 year career as a licensed Financial Advisor, also with an unblemished record with the Financial Industry Regulatory Authority (FINRA). I am submitting matters to the board President addressing my potential for continued service. In fact, since my conduct was professional and in accordance with our Constitution, Public Law, Military Regulations, standing Executive Orders, my appointed and implied duties, and my responsibilities as a Citizen, I should be retained without restriction. I do not have misconduct to address for rehabilitative adjudication.

2. To wit, the provisions of AR 635-200 para. 16-11 (g)(2) provides that matters submitted to the Qualitative Management Program (QMP) Board (hereafter "Board") may not include "[c]orrespondence that criticizes or reflects on the character, conduct, or motives of any other Soldier will not be provided to the board." This provision limits my ability to adequately defend myself, since the allegations made against me are directly related to my being a whistleblower (under 10 USC § 1034). In accordance with this provision, I will not be addressing specific misconduct by other individual Soldiers by name in this response.

3. The U.S. Army has used Personnel Action documents stemming from a corrupted investigation, including a General Order Memorandum of Reprimand (GOMOR) and a Relief for Cause, (RFC) Non-Commissioned Officer Evaluation Report (NCOER), in retaliation for multiple protected communications regarding the my being ordered (mandated) to participate in two third-party, corporate, behavioral health web-based applications.

4. These two orders were executed preemptive of the fulfillment of lawful informed consent requirements. Once I exercised my 1st Amendment right to ask for the information, I was denied the information and subsequently threatened and retaliated against. I did not have an opportunity to use that requested information to exercise my lawful right to make an

informed consent decision to participate because I was not provided the information; it did not exist in either case.

5. These questionable Personnel Action documents at issue serve to support, via a submitted packet to the Board, a scheduled Administrative Separation decision; I have been formally notified that the Board will occur on April 15, 2024. Moreover, the merits of the Personnel Action retaliatory documents are being challenged in federal court (*see* Enclosure B). I have motioned for judicial injunctive relief of this Board's consideration of the packet and any pending involuntary separation put forth and endorsed by my Commanders, Supervisors, and this Board, inter alia.

6. The U.S Army failed to implement or adhere to legislated safeguards prior to either of the orders; notably, the Human Performance and Wellness (HPW) Program order, severely violated the HIPAA Act by executing a premature order by falsifying the order's echeloned support directives. Safeguards in this program were not employed for all Soldiers until after I engaged in protected communications (one of many, in case #5:24-cv-00176-BO-RJ, filed *pro se* in the US District Court for the Eastern District of North Carolina (Western Division)), with three representatives at two echelons of the Army Human Research Protection Office (the Defense Health Headquarters, Falls Church, VA, via email and a local office at Fort Bragg, NC, in-person) from February 3 thru February 10, 2023 (two months later). My communications likely contributed to a subsequently implemented limited safeguard policy memorandum by the Brigade Surgeon.[1] The content of the limited safeguard memo significantly correlated to the substance of my concerns with the Department of Defense's implementation of HPW Program and other similar Programs.

7. The limited safeguard, though not fully compliant with legislated informed consent requirements of the Privacy Act, personally identifiable research information and protected health information laws, Department of Defense regulations and presidential orders, could have prevented the subsequent retaliation that followed. Yet, regardless of this policy letter, I was retaliated against further. The retaliation operation conducted against me may result in severe consequences to me should this Board consider this flawed packet prior to the outcome of the judicial adjudication, and will cause undue hardship on me to remediate the possibility of a preemptive negative decision implemented in err that could result.

8. A complete list of the retaliation is located in Enclosure B; material and significant effects of the retaliation is as follows:

    a. the loss of retirement and other benefits,

[1] *See* Enclosure 11, of the COMPLAINT filed in case #5:24-cv-00176-BO-RJ, filed *pro se* in the US District Court for the Eastern District of North Carolina (Western Division), "Memorandum signed by 528th Sustainment Brigade (Special Operations) (Airborne), Brigade Surgeon, MAJ (P) ROBERT C SAWYER, MD, dated February 23, 2023.

b. the loss of salary and entitlements for over 3 years,
c. the removal from the promotion list for MSG (E-8),
d. the enduring damage to my career and reputation and,
e. the time and financial expenditure that must be incurred to remediate the violations of law that led to the retaliation that led to the negative Board packet and any resultant decision that may be inconsistent with federal law or our Constitution.

9. I have attached a FOIA request for identification of the Members of the Board that is convening on April 15, 2024 (*see* Enclosure A) and character reference letters (*see* Enclosure C).

10. Please carry forward (delay) the Board's consideration of my packet for any Retention / Administrative Separation Decision until the judicial adjudication of the referenced judicial complaint is complete.

MICHAEL J. FORBES
SFC, USA
Former S2 NCOIC

Enclosures:

A. FOIA request
B. Docket report for case #5:24-cv-00176-BO-RJ, filed *pro se* in the US District Court for the Eastern District of North Carolina (Western Division)
C. Character Reference letters (previously submitted as an enclosure to the complaint in the above-mentioned federal court filing)

ENCLOSURE A

UNITED STATES DEPARTMENT of JUSTICE

FOIA.gov

MENU

Thank you for visiting FOIA.gov, the government's central website for FOIA. We'll continue to make improvements to the site and look forward to your input. Please submit feedback to National.FOIAPortal@usdoj.gov.

Make your request

Step 1 of 6

Contact information

This information is needed so the agency knows where to send the response to your FOIA request. Please note that not all of these fields are required.

First name

James M.

Last name

Branum

Your organization

Law Firm of James M. Branum

Email address

In order for us to communicate with you about your request, you must provide at least one form of contact information.

girightslawyer@gmail.com

Phone number

405-494-0562

Fax number

Mailing address 1

PO Box 134

Mailing address 2

City

Piedmont

State or province

OK

Zip or postal code

73078

Country

United States

Return to top

Step 2 of 6

Your request

The description of the records you are requesting is important. The scope of your request can impact how quickly an agency can respond to your request. Your description should be as clear and specific as possible and must give agency FOIA personnel enough detail so that they are able to reasonably determine exactly which records are being requested and where to locate them.

Your request *Required*

A brief and clear description of the information you'd like to receive. Please be as specific as possible. *This field has a maximum length of 10,000 characters.*

The requestor is willing to pay fees of up to $25 to receive this information.

Due to the urgency of the situation, the requestor asks that the records be sent via email to girightslawyer@gmail.com.

Return to top

Step 3 of 6

Additional information

If you are submitting a request for records on yourself (a "first-party" request), use this tool to upload any required documentation to verify your identity. You can also use this tool to upload any documents that provide context for your request or that could help FOIA personnel process your FOIA request.

Upload additional documentation

If you are seeking records about yourself, additional documentation is required to verify your identity. 32 C.F.R. § 286.5(c).

Choose File No file chosen

Return to top

Step 4 of 6

Fees

Most FOIA requests do not involve any fees. However, if an agency informs you that there are fees associated with your request, you may request a fee waiver under the standard provided in the FOIA. You may request a fee waiver at any time during the processing of your request. The agency will grant a fee waiver when disclosure of the requested information is in the public interest because it is likely to contribute significantly to public understanding of the operations and activities of the government and is not primarily in the commercial interest of the requester. Requests for fee waivers from individuals who are seeking

records pertaining to themselves usually do not meet this standard. Additionally, a requester's inability to pay fees is not a legal basis for granting a fee waiver. When making a request for a fee waiver you must explain how your request meets the standard described above.

What type of requester are you?

Please select the category that best fits you. This information helps FOIA personnel determine what fees, if any, may be applicable.

All other requester

Fee waiver

No

Fee waiver justification

Leave this blank if you are not requesting a fee waiver. When making a request for a fee waiver you must explain how your request meets the fee waiver standard described above. *This field has a maximum length of 10,000 characters.*

The amount of money you're willing to pay in fees, if any

There is no initial fee required to submit a FOIA request, but the FOIA does allow people requesting records to be charged certain types of fees in some instances.

25

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Step 5 of 6

Request expedited processing

Agencies generally process requests on a first-in, first-out basis. Most agencies also use separate tracks to process simple and complex requests. Under certain circumstances, your request may qualify for placement into a separate, expedited track where the agency will process it as soon as practicable. The standards for expedited processing are set out in the FOIA and in the regulations of each federal agency. Under the FOIA, a requester may qualify for expedited processing if they can demonstrate a "compelling need" for the records. A "compelling need" can be shown by: (1) establishing that the failure to obtain the records on an expedited basis "could reasonably be expected to pose an imminent threat to the life or physical safety of an individual;" or, (2) if the requester is a "person primarily engaged in disseminating information," by demonstrating that there exists an "urgency to inform the public concerning actual or alleged Federal Government activity." Agencies may also establish additional standards for granting expedited processing, which they describe in their FOIA regulations. Requesters must demonstrate how they meet one of the standards in order to have their request processed on an expedited basis.

Expedited processing

Yes

Justification for expedited processing

Leave this blank if you are not requesting expedited processing. When making a request for expedited processing you must explain how your request meets one of the expedition standards described above. This agency has additional standards for expedited processing detailed at 32 C.F.R. § 286.8(e). *This field has a maximum length of 10,000 characters.*

The requestor asks for expedited processing on the grounds that the "loss of substantial due process rights is imminent" in the QMP board action on April 15, IAW 32 CFR 286.8 (e)(1)(ii)(A).

Return to top

Step 6 of 6

Review and submit

Please review the information you entered above before submitting to an agency. You should hear from the agency within the coming weeks. If you don't hear from the agency, please reach out using the contact information provided to you on this site.

Submit request

FOIA.gov

CONTACT

Office of Information Policy (OIP)

U.S. Department of Justice
441 G St, NW, 6th Floor
Washington, DC 20530
E-mail: National.FOIAPortal@usdoj.gov

The online form used to submit the FOIA request does not allow printing of the entire text block showing the specific nature of the request, so here is the text that shows what was requested:

This request is for the following information:

1. The names, ranks and units of the members of the QMP board meeting on April 15, 2024.

2. The appointment Memo for this board.

This request is made on behalf of my client, SFC Michael J. Forbes whose case is being heard before the QMP board.

The requestor is willing to pay fees of up to $25 to receive this information.

Due to the urgency of the situation, the requestor asks that the records be sent via email to girightslawyer@gmail.com.

UNITED STATES DEPARTMENT of JUSTICE

FOIA.gov

MENU

Thank you for visiting FOIA.gov, the government's central website for FOIA. We'll continue to make improvements to the site and look forward to your input. Please submit feedback to National.FOIAPortal@usdoj.gov.

Submission ID: 1139411

Success!

Your FOIA request has been created and is being sent to the Department of the Army.

You'll hear back from the agency confirming receipt in the coming weeks using the contact information you provided. If you have questions about your request, feel free to reach out to the agency FOIA personnel using the information provided below.

Contact the agency

Crystle Poge, FOIA Officer

(571) 515-0306

usarmy.belvoir.hqda-esa.mbx.rmda-foia@army.mil

FOIA Requester Service Center

571-515-0306

FOIA Requester Service Center

Crystle Poge, FOIA Public Liaison

(571) 515-0306

usarmy.belvoir.hqda-esa.mbx.rmda-foia-public-liaison@army.mil

U.S. Army Freedom of Information Act Office Records Management and Declassification Agency
9301 Chapek Rd. Bldg 1458
Fort Belvoir, VA 22060-5605

usarmy.belvoir.hqda-esa.mbx.rmda-foia@army.mil

Request summary

Request submitted on**March 29, 2024**.

The confirmation ID for your request is **1139411**.

The confirmation ID is only for identifying your request on FOIA.gov and acts as a receipt to show that you submitted a request using FOIA.gov. This number does not replace the information you'll receive from the agency to track your request. In case there is an issue submitting your request to the agency you selected, you can use this number to help.

Contact information

Name
James M. Branum

Mailing address
PO Box 134
Piedmont, OK 73078
United States

Phone number
405-494-0562

Company/organization
Law Firm of James M. Branum

Email
girightslawyer@gmail.com

Your request

This request is for the following information: 1. The names, ranks and units of the members of the QMP board meeting on April 15, 2024. 2. The appointment Memo for this board. This request is made on behalf of my client, SFC Michael J. Forbes whose case is being heard before the QMP board. The requestor is willing to pay fees of up to $25 to receive this information. Due to the urgency of the situation, the requestor asks that the records be sent via email to girightslawyer@gmail.com.

Fees

What type of requester are you?
other

Fee waiver
no

The amount of money you're willing to pay in fees, if any
25

Request expedited processing

Expedited processing
yes

Justification for expedited processing
The requestor asks for expedited processing on the grounds that the "loss of substantial due process rights is imminent" in the QMP board action on April 15, IAW 32 CFR 286.8 (e)(1)(ii)(A).

FOIA.gov

CONTACT

Office of Information Policy (OIP)
U.S. Department of Justice
441 G St, NW, 6th Floor
Washington, DC 20530
E-mail: National.FOIAPortal@usdoj.gov

ENCLOSURE B

EN,IR-Jones

U.S. District Court
EASTERN DISTRICT OF NORTH CAROLINA (Western Division)
CIVIL DOCKET FOR CASE #: 5:24-cv-00176-BO-RJ

Forbes v. The United States Army et al
Assigned to: District Judge Terrence W. Boyle
Referred to: Magistrate Judge Robert B. Jones, Jr
Cause: 05:552 Right to Privacy Act

Date Filed: 03/19/2024
Jury Demand: None
Nature of Suit: 890 Other Statutory Actions
Jurisdiction: U.S. Government Defendant

Plaintiff

Michael J. Forbes
SFC

represented by **Michael J. Forbes**
[redacted]
Email: drogonthehoneybadger@gmail.com
PRO SE

V.

Defendant

The United States Army

Defendant

Christine E. Wormuth
Secretary of the Army

Date Filed	#	Docket Text
03/19/2024	1	COMPLAINT against The United States Army, Christine E. Wormuth, filed by Michael J. Forbes. (Attachments: # 1 Exhibit 1- Michael J. Forbes - CV, # 2 Exhibit Resume, # 3 Exhibit 3- NCO Evaluation Report (SSG-1SG/MSG), # 4 Exhibit 4- Character Reference Letters, # 5 Exhibit General Officer Memorandum of Reprimand dated 5/30/2023, # 6 Exhibit 6- NCO Evaluation Report (SSG-1SG/MSG), # 7 Exhibit 7- Sworn Statement of Michael J. Forbes, # 8 Exhibit 8- Letter from James M. Branum, attorney to Commander, 528th SB(SO)(a) dated 3/31/2023, # 9 Exhibit 9- Various emails, # 10 Exhibit 10- Memorandum from the Department of the Army to SFC Michael Forbes dated 4/5/2023, # 11 Exhibit 11- Memorandum for Record regarding 528th HPW Assessment Program, # 12 Exhibit Copy of email dated 5/1/2023, # 13 Exhibit Copies of various emails, # 14 Exhibit Copy of email dated 6/16/2023, # 15 Exhibit 15- Copies of various emails, # 16 Exhibit 16- Copies of emails, # 17 Exhibit 17- Letter to Deputy Commanding Officer (DCO) of Operatoins dated 11/24/2023, # 18 Exhibit 18- Email dated 1/19/2024, # 19 Exhibit 19- Decision regarding Response to Request for Redress, # 20 Exhibit 20- Statement of Entitlement to Retention Incentive (Reenlistment) dated 1/16/2020, # 21 Exhibit 21- Corestrengths - Terms of Service, # 22 Exhibit 22- Corestrengths - Privacy Police, # 23 Exhibit 23- Email from Manuel Sanchez dated 12/2/2022, # 24 Exhibit 24- Memorandum for Record dated 6/25/2021, # 25 Exhibit 25- Email dated 12/19/2022 regarding

		(Awareness) HHC Announcement, HPW Assessment, # 26 Exhibit 26- Various emails regarding HPW program pending orders, # 27 Exhibit 27- Email from Tavi Brunson dated 11/29/2022, # 28 Exhibit 28- Email from Rhea Racaza dated 11/29/2022, # 29 Exhibit 29- Email from Michael Forbes dated 6/10/2023, # 30 Exhibit 30- Memorandum for Commander dated 2/22/2023, # 31 Exhibit 31- Daily FRAGO dated, # 32 Exhibit 32- Memorandum for Record - Investigation Timeline, # 33 Exhibit 33- 15-6 Meeting, # 34 Exhibit 34- Sworn statement, # 35 Exhibit 35- Memorandum for Investigating Officer - Extension request, # 36 Exhibit 36- Report of Proceedings by Investigating Officer, # 37 Exhibit 37- Unclassified // FOUO, # 38 Exhibit 38- Email dated 12/7/2022, # 39 Exhibit 39 - HPW program pending orders dated 5/9/2023, # 40 Exhibit 40- USASOC Wireless Detection Report dated 12/9/2022, # 41 Exhibit 41- Copy of photograph, # 42 Exhibit 42- Chapter 8 - Portable Electronic Device Exception to Policy Process, # 43 Exhibit 43- Request for Mental Health Evaluation, # 44 Exhibit 44- Email from Larry Morgan dated 1/20/2023, # 45 Exhibit 45- Appointment as Investigating Officer, # 46 Exhibit 46- Authorization for Disclosure of Medical or Dental Information, # 47 Exhibit 47- Inspector General Action Request, # 48 Exhibit 48- Appointment as Preliminary Inquiry Investigating Officer into Allegations, # 49 Exhibit 49- Letter to Representative Richard Hudson dated 4/28/2023, # 50 Exhibit 50- Privacy Authorization Release Form, # 51 Exhibit 51- Letter from the Investigations Division dated 11/27/2023 to SFC Forbes, # 52 Exhibit 52- Developmental Counseling Form, # 53 Exhibit 53- Policy or Precedent dated 5/28/2021, # 54 Exhibit 54- Policy or Precedent dated 9/4/2018, # 55 Exhibit 55- Letter to Christine E. Wormuth from Sabrina Forbes dated 5/23/2023, # 56 Exhibit 56- Information regarding Womack Army Medical Center - Advanced Medical Directives for Patients, # 57 Exhibit 57- Freedom of Information Act request MEDCOM, # 58 Exhibit 58- Policy or Precedent dated 8/2/2021, # 59 Exhibit 59- Email dated 4/20/2023, # 60 Exhibit 60- Memorandum for SFC Michael Forbes dated 11/30/2023, # 61 Exhibit 61- Letter from Attorney James M. Branum dated 11/24/2023 to Deputy Commanding Officer, # 62 Exhibit 62- Email dated 3/8/2024 regarding Phoenix Warrior Wellness Time, # 63 Exhibit 63- Phoenix Warrior Wellness Time, # 64 Civil Cover Sheet, # 65 Proposed Summons) (Rudd, D.) (Entered: 03/22/2024)
03/19/2024	2	MOTION for Leave to Proceed in forma pauperis, filed by Michael J. Forbes. (Rudd, D.) (Entered: 03/22/2024)
03/19/2024	3	MOTION for Emergency Injunctive Relief filed by Michael J. Forbes. (Attachments: # 1 Exhibit 1- Memorandum for SFC Michael Forbes dated 11/30/2023, # 2 Exhibit 2- Notification of Immediate Reenlistment Prohibition Code RET13 Transaction dated 10/23/2023, # 3 Exhibit 3- Notification of Immediate Reenlistment Prohibition Restrict Code RET13 Transaction dated 12/26/2023, # 4 Exhibit 4- Non-DOD Source - Reportable Research Program Violation dated 2/10/2023) (Rudd, D.) (Entered: 03/22/2024)
03/19/2024	4	Memorandum in Support regarding 3 MOTION for Emergency Injunctive Relief filed by Michael J. Forbes. (Attachments: # 1 Exhibit A- Six Takeaways from teh Brigade SMAP, # 2 Exhibit B- Consent to Participate in the Special Operations Command Central Tactical Performance Index Questionnaire, # 3 Exhibit C- Daily FRAGO dated 1/24/2023, # 4 Exhibit D- Policy or Precedent dated 8/2/2021, # 5 Exhibit E- Management of U.S. Special Operations Command Social & Family Programs dated 9/13/2021, # 6 Exhibit F- US Special Operations Command - Organization and Functions, # 7 Exhibit G- Memorandum for Record dated 6/25/2021) (Rudd, D.) (Entered: 03/22/2024)
03/19/2024	5	Notice of Self-Representation filed by Michael J. Forbes. (Rudd, D.) (Entered: 03/22/2024)
03/19/2024	6	Financial Disclosure Statement filed by Michael J. Forbes. (Rudd, D.) (Entered: 03/22/2024)
03/27/2024		Notice of Pro Se E-Noticing - Pro se party Michael J. Forbes has consented to receiving electronic service of all motions, notices, orders, and documents in civil cases in the Eastern

		District of North Carolina. All documents filed in CM-ECF will be served on this party via email pursuant to Rule 5 of the Federal Rules of Civil Procedure and Local Civil Rule 5.1. (Stouch, L.) (Entered: 03/27/2024)
03/27/2024	7	**CORRECTED COMPLAINT** against The United States Army, Christine E. Wormuth filed by Michael J. Forbes. (Stouch, L.) (Entered: 03/28/2024)
03/27/2024	8	CORRECTED Memorandum in Support regarding 3 MOTION for Emergency Injunctive Relief filed by Michael J. Forbes. (Stouch, L.) (Entered: 03/28/2024)
03/28/2024		Motion Referred to US Magistrate Judge Robert B. Jones, Jr regarding 2 MOTION for Leave to Proceed in forma pauperis. (Stouch, L.) (Entered: 03/28/2024)

PACER Service Center			
Transaction Receipt			
03/29/2024 11:32:17			
PACER Login:	jmbranum	**Client Code:**	Forbes
Description:	Docket Report	**Search Criteria:**	5:24-cv-00176-BO-RJ
Billable Pages:	3	**Cost:**	0.30

ENCLOSURE C

DEPARTMENT OF THE ARMY
U.S. ARMY COMMAND AND GENERAL STAFF COLLEGE
100 STIMSON AVENUE
FORT LEAVENWORTH, KANSAS 66027-2301

REPLY TO
ATTENTION OF:

ATZL-LSK

June 11, 2015

TO WHOM IT MAY CONCERN

SUBJECT: Character Letter for Michael J. Forbes, SFC.

1. During the period from January 2012 through June 2014 I served as the S2 NCOIC for 3rd Special Forces Group, 3rd Battalion. In that position, I was responsible for the health and welfare of Michael J. Forbes, Staff Sergeant at the time. I also served as the Group Support Company Commander/1SG on Assumption of Command orders for over 18 months, still having Michael Forbes under the same chain of command. It is with great pleasure for me to write this character letter for SFC Forbes, Michael J. To date, I have known SFC Forbes for the past eleven years through military positions held and through continued mentorship. I can personally attest to his intelligence, fortitude, and professionalism. Others and I can confirm his exceptional qualities and potential as a leader, trainer, and motivator. I have witnessed firsthand his growth in both military knowledge and experience, and as a person.

2. I wanted to make sure that on this day, at this time, this letter would serve its purpose, by briefly highlighting a great Soldier and a great person. There is no document that could ever be produced to summarize or cover all the things that Michael J. Forbes has done to help, lead, guide and protect others throughout his Army career. Regardless of what this letter is used for, whether soon or 50 years from now, reading this document will never sum it up. You would have to get to know Michael J. Forbes for yourself to understand and appreciate his attributes. Forbes joined the Army at an older age than most, however that has never been an excuse to why he couldn't accomplish the task at hand nor go the extra mile. I have always known Michael Forbes to perform in an exceptional manner and he continues to possess the breadth and depth of knowledge seldom seen in Non-Commissioned Officers. He has the natural ability to express complicated and technical information clearly and concisely. His patience and compassion will serve him well and guarantee his continued success as a Senior Leader.

3. I joined the Army in 1994, currently still serving with almost 30 years of service. I have seen and worked with many enlisted personnel of all ranks, however I have never met or worked with anyone like SFC Forbes. I noticed great desire to be a professional, a leader, a mentor, even a great follower when needed in Forbes and that fire has never died. He is a by the book type of person, which is great and much needed in the profession of Military Intelligence. During the many years, months, days, hours spent alongside Michael Forbes, I never had a problem with him being by the book, this was a requirement from me to him. His work ethic spoke for itself. We never had an investigation, we never mishandled classifieds, we always got commendable during personnel security and physical security inspections, we trained others in the proper techniques of personnel and physical security and they too, benefited from the mentorship provided and I owe this to SFC Forbes.

ATZL-LSK
SUBJECT: Character Letter for Michael J. Forbes, SFC

4. SFC Forbes made my job and life easy as his NCOIC, but he also taught me a lot. Depending on the situation, I had to learn different communication techniques, I had to develop a higher level of compassion and empathy. These qualities would serve me best later in my career as a Command Sergeant Major. This is why I mention this, Michael Forbes did not show signs of weakness, he stood steadfast, excepted responsibility, and showed many Soldiers in the unit what it meant to be resilient. Not once did I have to worry about his physical, spiritual, or mental fitness, because he was a total Soldier that took pride in his unit and himself. Forbes was going through some emotional times, having to endure a separation and divorce, but he never faltered, never failed me, never lied; never missed work unless it was prior planned, never looked for or considered handouts, never looked for an excuse, and never compromised his integrity as a Soldier. I stand here today as a testament to his perseverance. I will tell you this, if given the chance as a CSM in the United States Army, I would hand pick SFC Michael Forbes to work for me right now.

5. SFC Michael J. Forbes is loyal, honest, dedicated, and continuously wants to be a great leader to Soldiers and his community. Allow this Soldier the opportunity to continue to provide structured leadership and leader development to all that encounter him. I am convinced that SFC Forbes will be successful in any endeavor he attempts. To be honest he has shown more potential in becoming a great leader than other promoted Sergeant First Classes and other senior enlisted personnel that I have met throughout the 29 plus years I have been in the Army. Anyone not wanting this person, this man, this Soldier, this Senior Non-Commissioned Officer on his or her team frankly is foolish and know nothing about what denotes or classifies a great Soldier, a leader, nor an Intelligence Professional. It is hard to find someone that will always tell you the truth, whether good or bad, but you will always get that from SFC Michael J. Forbes. I will always be grateful for his help in making me a better leader and I'm proud that we have one another as mentors.

6. Point of Contact for this memorandum is CSM Aubrey L. Crenshaw at aubrey.l.crenshaw.mil@army.mil or by cell phone at [redacted]

AUBREY L. CRENSHAW
CSM, USA
CGSC Instructor

Dane A. Bergeron

[redacted] • daneb@scpdc.org

June 10, 2023

To Whom It May Concern,

I have known SFC Michael Forbes in various capacities for 15 years. I was the Targeting Officer and Personnel Recovery Director for CJSOTF-A, 2007-2008. SFC Forbes was my lead Intelligence Analyst for both of my positions. SFC Forbes' dedication to duty, integrity, and outstanding attention to detail directly eliminated numerous High-Value Targets (HVTs).

SFC Forbes possesses excellent communication skills (both written and verbal), allowing him to effectively interact with all levels of personnel in the Chain of Command.

SFC Forbes is one of the finest soldiers I served with throughout my 30-year career. He has been a tremendous asset to The United States Army and The United States of America.

POC for this letter is Dane A. Bergeron, [redacted]

Respectfully,

Dane A. Bergeron
CW4(R), SF
Chairman Republican Executive Committee
Beauregard Parish, La.

CC: Senator John Kennedy, La
Senator Bill Cassidy, La
Senator Tom Cotton, Ar
Congressman Steve Scalise, La
Congressman Mike Johnson, La
Congressman Clay Higgins, La

June 8, 2023

BG Ferguson, Lawrence G.
Deputy Commanding General
2929 Desert Storm Dr.
Fort Bragg, NC 28310

SFC(R) Bleyl, Donald
[redacted]

Sir:

My name is SFC(R) Bleyl, Donald, and I am writing to you on behalf of SFC Forbes, Michael J. He recently informed me that he received a GOMOR and explained his situation. After hearing that news, I felt I needed to write to you and present to you a different picture, the real picture, of who SFC Forbes really is, and what he stands for. I was honestly surprised to hear this news, as everything I know of SFC Forbes was, and is, only of the utmost professionalism.

I first met SFC Forbes in 2010 when we were both in 3rd BN, 3rd SFG (A). I was an 18C assigned to ODA 3322, and he was assigned to the BN S2 Section. I remember him being the only person that worked in the S2 Section at that time. He was always there, usually staying late, and working on off days, and was always willing to help, no matter how much work he had to get done. Everyone knew that "Forbes" was organized, professional, and unit first! He was always there for anyone or anything that needed to be done.

In 2012, I had some legal issues that affected my TS clearance, and it ended up being flagged. After all that was cleared, I needed assistance with getting my clearance straightened out. I was so confused and unsure of what to do, so I went to his office for help. SFC Forbes stopped what he was doing, and without judgement said, "I got you," and quickly retrieved a single sheet of paper that had the words "wish list" on it. He began circling and crossing things off this paper while he quickly asked questions of me. Within two minutes I left his office and could hear him feverishly typing away again. He could have simply just told me the basic steps of what to do, but instead, over the course of a couple of days, he walked me through step by step, making sure I understood all that needed to be done. He told me what to do, what kind of letter I needed to write, all the way down to the detail of checking my structure and content of my letters. He gave me the legal reasons for doing so, and how to do them in order to succeed the right way. He took extra time to ensure that I would have the best chance to successfully retain my clearance. He was and still is extremely competent in his job. He was a Wall Street Advisor for 14 years prior to his enlistment, and that should say a lot about his character. He voluntarily gave up a successful career to give his time and life for his country, and his fellow Soldiers. He has been nothing but a great influence and friend to me over the years. I have also seen him at countless charity events supporting the Special Forces Association, participating in charity motorcycle rides, being Santa Claus on several occasions, and just giving his own personal time. The first time he met my little girls, he even sent them home with some special souvenirs that he had collected from his personal travels. SFC Forbes has such a giving heart, and

he is always willing and excited to support whatever the greater cause is, whether it's Gold Star Families or Toys for Tots.

When I was nearing retirement, I went to see him to check on my situation after everything regarding my legal issue was dropped. He sat down at his computer and notified me that my clearance was good. He began talking me through a series of questions (I have seen him do this repeatedly with others). All of them had to do with my career or service. Upon mentioning the TAP Program, he abruptly asked me, "How many months do you have until you get out?" I replied it was about 18. He sat down and looked me up again and looked for my renewal window. He told me to put a date 30 days prior to the earliest renewal request date on my calendar and he would ensure we put in for my PPR. He wanted to do this so that I could have some coverage in the civilian world to have a better chance for professional employment. Even after I had been out for years, I called him, and he helped me by getting me phone numbers to get in touch with DoD CAF to restart another review process for a potential employer. I retired in May 2015. Now I have a new home here in SC with my wife and children, a great job, and still an active DOD clearance, thanks to SFC Forbes' dedication to his profession.

Sir, SFC Forbes has never wavered in his commitment to doing the right thing. He stands for justice and would sacrifice himself (figuratively or literally) for any one of us. He is one of the most competent Soldiers and people I know. I would gladly and proudly serve with him again. He is an asset to his unit, and to the United States Army. Please reconsider your decision on this GOMOR. From what he has told me, and I completely trust him, there may be some bigger issues in his unit that are falling on him without reason, and that is unfair. He has, and will always do the right thing, even under pressure. Please feel free to contact me if you have any questions.

Respectfully,

Donald Bleyl SFC(R)
Robert Bosch LLC
Mechanical Engineer
[redacted]
bleyld@gmail.com

DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQURTERS BATTALION
82ND AIRBORNE DIVISION
FORT LIBERTY, NORTH CAROLINA 28310

AFVC-HBN-CO 11 June 2023

MEMORANDUM FOR Commander BG Ferguson,

SUBJECT: Letter of Character for SFC Michael J. Forbes

1. The purpose of this memorandum is to speak to the character of SFC Michael Forbes. Thank you for the opportunity to address my personal experience as one of his former Soldiers. I would like to address how much this leader has positively contributed to my career, my personal success as a leader, and how he remains a mentor of mine in our United States Army.

2. SFC Forbes and I worked together for approximately two years while I was assigned to HHC, 3/3 SFG (SO) (A). He was my S2 NCOIC and provided oversight to my assigned duties. SFC Forbes personally mentored and coached me on my duties and assisted me on many personal and professional issues, which prepared me to later assist my Soldiers and colleagues during my time as a leader of Soldiers. SFC Forbes' in-depth understanding of Army Policy, Regulations and procedures has helped me become a knowledgeable leader while deployed and/or serving in subsequent assignments. I still remain in contact with him as he continues to coach and mentor me as a peer, serving as the 82nd Division, Counterintellignce Coordinating Authority, which is at the G2/G2X Division Intelligence Architecture. Though SFC Forbes does not consult me in operational matters in relation to Counterintelligence, he is a supurb resource in leading/training soldiers, mentoring/coaching peers, and guiding Senior Leaders at any echelon. He is excellent at providing and/or researching Policy and Regulation references that many times change Commanders and OICs decision-making process. He is the epitome of a professional guide; he does not tell people what they want to hear or participate in group-think.

3. SFC Forbes is everything a leader, junior leader or Soldier should aspire to be. He LIVES the Army Values. Some could say, he fully represents these values. His coaching and mentorship, has guided me through the following processes: he was instrumental to my retention in my MOS back in 2015 (see below); he has coached and mentored me from a SGT to SFC (pinning me during a recent promotion ceremony last year); he has mentored me to pursue my BA in Criminal Justice, MS in Criminal Justice and MBA in Project Management; and he has continued to be my point of contact for regulatory guidance and personal development now and in the future.

4. Back when I was an Buck Sergeant, then SSG, Forbes became the sole reason I continue to serve in the MOS, of my choosing, today. It was due to his intervention and tough words, behind the HHC, 3/3 SFG building, that I realized what kind of man SFC Forbes was. I was in a situation where counterproductive mid-level leaders had convinced our BN Commander that I should go back to the Infantry. A group of SSGs and SFCs created MFRs they presented, embellished, and falsified to the BN Commander without notifying me. Subsequently, I was given a first reading for a reassignment. I immediately contacted my Congressman and discussed my situation with SSG Forbes periodically.

5. On the morning of the day, of my third reading of my pending reassignment to an 11B, I decided to reach out to SSG Forbes again. Carrying my binder of extremely organized evidence, I went to the S2 Office and asked him to speak with me out back. He and I, both, knew I was being pushed out of my MOS by a corrupted process. I said to him, "I don't know what to do. Congress is taking their time. Its all right here!" I will never forget this; he sternly said, "I have told you two times now, Congress takes forever. IG can stop this! They can put it on hold until you get due process. Now either you take that book to them (pointing to their office through the trees) or go be an Infantryman, again. You must decide and, it seems, you need to do it right now." He was right. He gave me their number on a post-it and I was at IG in an hour. Everything stopped. The meeting with the BN Commander was cancelled and two weeks later I was reassigned to 525th MI BDE.

6. Thanks to SSG Forbes' blunt encouragement in getting me to contact IG, someone stopped the process. It hadn't occurred to me they could even help; SSG Forbes' insight in how the Army works helped me preserve my chosen career and is the reason I remain in the Army today.

7. When SFC Forbes shared with me what is going on with him right now, I felt compelled to write this letter on his behalf. I believe he should not receive a GOMOR or a Relief for Cause NCOER and that something or someone else is out of place. Please consider my character assessment of this great leader. The US Army would be greatly impacted without leaders such as SFC Forbes.

8. Point of contact for this memorandum is the undersigned at eric.l.salinis.mil@army.mil or 910-551-9347.

ERIC L SALINIS
SFC, USA
Senior Counterintelligence Sergeant

OFFICE OF THE UNITED STATES REPRESENTATIVE
MILITARY COMMITTEE
NORTH ATLANTIC TREATY ORGANIZATION
PSC 81, BOX 300
APO AE 09724

USDELMC-SLD 10 June 2023

MEMORANDUM FOR ALL REVIEWING AUTHORITIES

SUBJECT: Character Statement for SFC Michael J. Forbes

1. My name is SSG Valerie M. Hughes. I have served as a Security Representative with the United States Military Delegation to NATO since July 2022. I worked with SFC Michael J. Forbes from September 2016 to June 2017 when he was a SSG and I was a SPC in Delta Company, 54th Brigade Engineer Battalion (Airborne), 173rd Infantry Brigade Combat Team (Airborne). During this time, he was assigned as my squad leader.

2. As a junior enlisted service member, SFC Forbes was critical in the development of myself and my peers, as a Soldier and future leaders in the military. He exhibited humility, knowledge, decisiveness and courage; characteristics that he reinforced in his leadership style. The following events displayed his characteristics.

3. After arriving to the unit and observing our behaviors for about a month, SSG Forbes held a squad meeting under the BDE flagpole. During this meeting, he explained that we were a team and that he would not tolerate us talking bad about each other. If he found out about it, then he would bring everyone together to resolve the issue. From that moment on, I no longer saw my teammates as annoying and I put my negative feelings aside so that our team could accomplish its mission. During this meeting he also explained his Soldier development method, a three-strike progression. SSG Forbes placed an importance on Soldier development by establishing a working environment where mistakes were encouraged as long as Soldiers were able to learn from their mistakes and no one was injured. When a mistake was made, he would walk Soldiers through critical thinking to determine a different resolution for the future. He followed through on his method and consequently the squad had excellent meetings where individual's mistakes were discussed openly and we worked together to become a team. In one example, I recall one of our Soldiers lacked the discipline to show up on time. SSG Forbes addressed her individually the first time, then addressed her, with her team leader, the second time that she was late. The third time she was late, SSG Forbes addressed the squad and how we needed to work together to help our peer be on time. The team leader took responsibility for her lateness and SSG Forbes allowed the individual one more chance. In the end, the Soldier was no longer late so SSG Forbes counseled her to let her know that she would have her strikes reset to zero. His process allowed for mistakes, remediation and, more importantly, recovery.

4. SSG Forbes discovered that our PSG had abused his authority and violated the civil rights of many Soldiers by coercing Soldiers to allow him to search their phones prior to SSG Forbes' arrival to the unit. Later, SSG Forbes noticed that the same PSG was counterproductively targeting two of SSG Forbes' assigned Soldiers. SSG Forbes immediately intervened, but soon after, the attention of the PSG turned to SSG Forbes. I believe SSG Forbes' intent was to deflect

the abuse from the Soldiers. All I know is that this turned into an IG complaint and the two Soldiers were removed from platoon while the PSG was reassigned to a BDE manning position.

5. SSG Forbes also created an environment where he taught us to be humble and encourage suggestions from everyone, regardless of rank. Even as a SSG, with about 9 years of experience in the military, he believed it was normal for PV2s to have good ideas. SSG Forbes had no issue implementing the idea of a PV2 instead of his own. By doing this, he also taught Soldiers how to bring forth a different idea or how to bring forth problems if there were any.

6. Despite the good and bad times that our platoon experienced, SSG Forbes wanted to improve the platoon's cohesion and esprit de corps. He was able to accomplish this by inviting all platoon members to his house on a regular basis. He made an effort to have birthday parties every two months for everyone that was celebrating a birthday. For the Soldiers this was a meaningful gesture because most Soldiers were single and in a small overseas community. They did not have anyone to celebrate a birthday with.

7. I highlighted these lessens to you because these are ones that I emulate as a SSG. I have maintained contact with SFC Forbes since I left the unit in 2018 because I know that I can rely on him as a mentor for my development as a Soldier and Leader. I can rely on SFC Forbes because he always cared about me and my peers. He got to know us as individuals because he was concerned about our well-being. I still rely on him and what he taught me to this day, which is almost five years after working together. SFC Forbes is an effective leader and should be supported to continue developing Soldiers. If provided the opportunity, I would work with SFC Forbes in any capacity.

8. This character letter does not reflect the views of my unit. Please contact me if you have any questions or concerns. I can be reached at valerie.m.hughes4.mil@army.mil or DSN: 314-597-9433.

Valerie M. Hughes

VALERIE M. HUGHES
SSG, USA
US Military Delegation to NATO

June 8, 2023

BG Ferguson, Lawrence G.
Deputy Commanding General
2929 Desert Storm Dr.
Fort Bragg, NC 28310

Armijo, Anthony J., MSG(R), 18Z
[redacted]

Sir:

I am writing this letter you for SFC Forbes, Michael J. He called me and explained his current situation and your decision to present him with a General Officer Memorandum of Reprimand (GOMOR). You may be getting some misinformation from those who seek your fulfillment of this GOMOR. I have worked with, now SFC, Forbes from 2009 to 2012 at both the 3rd Special Forces Group (Airborne) (SFG-A) HHD and at 3/3SFG when he worked in the S2 Section as a Personnel Security representative. You must be aware of SFC Forbes characteristics; he is a very unique person.

I first met SFC Forbes in 2009 when we were both in HHC 3SFG (SO) (A). I was asked to take over by CSM Peters as the NCOIC of the Group S2 Section (intelligence production and personnel security) because the incumbent was abruptly removed. After a changeover and enough time to assess the section, I realized that these Soldiers were divided into factions due to the hands-off leadership style of my predecessor. Also, SPC Forbes and two female NCOs were being informally targeted with extra work, details, and disparaging comments behind closed doors. I devised a plan to destroy the wall that had been created between the Soldiers and get them to begin to trust each other and, hopefully, cohesively work together. I held rank-graduating meetings (from the highest NCO rank to all lower-enlisted) where I was open and candid about what I learned had occurred to SPC Forbes and the two female NCOs prior to my taking over. I wanted complete transparency between my Soldiers prior to our upcoming OEF XIII deployment, which was necessary if we were going to have any chance to become a team. We began doing everything as a team from our Physical and Army training, to our tasked intelligence production. I believe we began functioning as a unit prior to deployment.

During OEF XIII as the Combined Joint Special Operations Task Force-Afghanistan (CJSOTF-A) J2 SGM, I sent, then SPC, Forbes to Special Operations Task Force-East (SOTF-E) to support their Intelligence efforts. Regardless of all he had been through in Garrison with prior leadership, he remained positive. In fact, SOTF-E, which was run by 19th SFG, quickly repurposed him to be the Battle NCOIC's direct assistant. He worked on the JOC floor and supported current OPS via multiple roles; he did everything from: TIC documentation, UAV liaison, and CONOP de-confliction work with the S35, to name a few. The most significant thing I remember about SPC Forbes and OEF XIII was that within two weeks of being reassigned back (mid-deployment) to CJSOTF-A, he produced an impactful intelligence product about Aqtash Valley in Konduz Province. SPC Forbes' initial assessment of his newly assigned duty responsibility of covering RC North, resulted in an order from the CJSOTF-A Commander (CDR), COL Benton, to provide weekly updates on the topic. SPC Forbes had identified a key trend that had been

missed for over 6 weeks; a Warlord had autonomously begun standing up militias without uttering a word in the Shura and, significantly, without any US Army assistance. When asked by the CJSOTF-A CDR, "Why do you believe this so strongly?" SGT Forbes responded, "Sir, I don't believe anyone read [the Warlords] Bio, that I found. It's very clear what his motivation is and mannerism in the [three letter agency] document. It was thorough." Given we were in the 3rd or 4th rendition of renaming our partnering militia recruitment and training efforts, SPC Forbes identified within two weeks one of the most important developments in RC North. Weeks later he was asked to Brief his accurate growth predictions of the militia groups to COL Buldoc, the in-coming CJSOTF-A commander, via a VTC. He was the only lower enlisted SME in the room and enhanced CJSOTF-A intelligence reputation in theater. SPC Forbes is dynamic and well spoken.

During OEF XVII, as the SOTF-E Operations SGM, now SGT, Forbes who was the NCOIC of our night-shift operations for 3 months was selected to go forward and support AOB 3330 in RC East, Afghanistan. During this time SGT Forbes spear-headed a Comprehensive (FUSION) All-Source Intelligence Presentation for the AOB CDR. This product was designed to be 'evergreen' with independent updates from the usual intelligence sources and the more unusual sources, like Civil Affairs, Psychological Operations and Information Operations on our in-theater shared-drive. This product shaped the AOB CDR's Village Stability Operational (VSO) Plan recommendations to the SOTF-E CDR that were later approved and implemented. Due to this product's success, the AOB commander asked him for another one in a different area in his AO. SGT Forbes believed that the FUSION concept should be standardized whereas each intelligence discipline updates it regularly, because he showed it can be done via phone and email. All of this was before the online collaboration tools we have today.

Sir, SFC Forbes is not a typical out-of-high-school Soldier; he never has been, nor will ever be. He is highly intelligent, insightful, dutiful, and he brings tons of life and work experience with him in every daily engagement he has. He joined at 38 years of age and has been older than every CDR (except possibly his first one formerly COL HAAS). He has always enjoyed open-door access to every BN CDR as a long-time Personnel Security Manager. He never gave any of them bad guidance because he double checks his work. It is for these reasons that SPC/SGT/SSG Forbes was always assigned to the HHC, 3SFG S2 Section. In fact, he worked in the office and for years was only provided 1 Soldier over 8 years at 3rd BN. They got 2 Soldiers for the price of 1 with him; they exploited his work ethic and intelligence after he single handedly rebuilt what he inherited. It took him 9 months to consolidate, sort, retain relevant/destroy outdated Personnel Security Files in 3 separate BN locations. He did this while he set up trackers and SOPs that made the shop run unlike it ever had and likely ever has since. I have remained in contact with him since I left 3SFG and later retired from the Army.

Please rescind this GOMOR, Sir. I know SFC Forbes, I know he is rebutting this GOMOR and the investigation that underpins it. I can assure you, he would not argue a losing point. He would concede if he was wrong; he is a true professional! Please feel free to contact me if you need more examples, my phone number is below.

Respectfully,

Anthony J. Armijo

Anthony J. Armijo SGM(R) 18Z
[redacted]
armijoa910@gmail.com

DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE, DEPARTMENT 375
FORT KNOX, KY 40122-5307

S: 29 June 2024

AHRC-EPF-M (RN 635-200b) 29 May 2024

MEMORANDUM THRU Commander, US Army Special Operations Command, 2929 Desert Storm Drive, Fort Bragg, NC 28310-5200

FOR SFC FORBES MICHAEL JEFFREY, [redacted]

SUBJECT: HQDA FLAG (W) Acknowledgement due to Selection under Qualitative Management Program (QMP)

1. Department of the Army Notification of Denial of Continued Active Duty Service under the Qualitative Management Program (QMP).

2. The above reference notified you of your denial of continued active duty service. As a result, according to AR 600-8- 2 para 2-2 d, you are flagged up until the point when you are reassigned to a transition point (if active component), or when discharge orders are published (if in the reserve component).

3. Ensure you sign and date the acknowledgment below verifying that you received a copy of the DA Form 268 and return via email to: usarmy.knox.hrc.mbx.epmd-transition-branch@army.mil .

4. Any questions concerning this correspondence should be directed to Mr Anthony Lopez, Enlisted Retirements and Separations, at 520-669-9650, DSN 983-5465 or email: manuel.a.lopez46.civ@army.mil or Ms. Louise Allmon at 502-613-5453, DSN 983-5453 or email: louise.allmon.civ@army.mil.

FOR THE COMMANDER:

MICHAEL R. MCSWEENEY
Chief, Retirements and Separations Branch

RECEIPT ACKNOWLEDGED 5/29/2024 (MFF 5/31/2024)
Sign, Date and Return

THIS FLAG & PROCESS IS UNLAWFUL.
UNIT COMMITTED VIOLATIONS OF LAW.
NOTIFIED BOARD OF LAWSUIT. 5:24-CV-00176.
I WAS PROFESSIONALLY PERFORMING MY DUTIES.

STATEMENT OF OPTIONS, QUALITATIVE MANAGEMENT PROGRAM (QMP)

Post-Board Notification

PRIVACY ACT STATEMENT

AUTHORITY:	Section 301, Title 5, USC.
PRINCIPAL PURPOSE:	To determine and select option after selection for denial of continued service under the QMP.
ROUTINE USES:	To ensure the Soldier's option statement is properly identified with his/her record.
DISCLOSURE:	Disclosure is voluntary; however, failure to furnish information could adversely affect Soldier.

RESPONSIBILITIES:

1. NOTIFYING OFFICIAL (LTC or higher):
   a. Present the QMP notification memorandum to Soldier, counsel him/her and complete Part B of this form.
   b. Comply with administrative instructions accompanying the QMP notification memorandum and ensure timely submission of completed option form to ACOM, ASCC or DRU POC.
2. SOLDIER:
   a. Choose an option from among those shown in Part A of this form within seven days of receipt.
   b. Scan and email the completed acknowledgment to **usarmy.knox.hrc.mbx.epmd-transition-branch@army .mil**.

PART A – SOLDIER

I was notified on 5/29/2024 (date) that I have been denied continued service under the QMP. I have carefully read, been counseled and understand the options available to me. I have chosen the following option as indicated by my initials on the line below *(choose only one)*.

MJF 1. My AMHRR record contained a material error (omission, change, or improper filing of information). I will request a review. I understand that I must submit it to U.S. Army Human Resources Command within 30 days of completing this form.

_____ 2. I understand the records in my AMHRR are correct and I will be involuntarily discharged on **12/1/2024** or my contractual ETS date, whichever comes first. I will not submit for review.

_____ 3. I will apply for an early discharge no earlier than 90 days from the date of this form and no later than **12/1/2024**. I understand that once I submit this request, it cannot be withdrawn. Refer to AR 635-200 chap 16 para 11, i(1).

_____ 4. I have 18 but less than 20 years of active Federal service on **12/1/2024** and will apply for a regular retirement 9-12 months prior to a retirement effective date no later than **12/1/2024**.

_____ 5. I have 18 or more, but less than 20 years of qualifying service for a non-regular retirement on **12/1/2024** as computed under 10 USC 12732. I understand that if my ETS occurs prior to the 20-year point, I am entitled to extend my enlistment a sufficient period to attain non-regular retirement eligibility. I will request discharge (RA) or request release from active duty (AGR) with concurrent transfer to a Troop Program Unit. I will request transfer to the Retired Reserve no later than 90 days prior to attaining 20 years of qualifying service for a non-regular retirement.

SOLDIER'S PRINTED NAME AND SIGNATURE	DOD ID	DATE
SFC FORBES MICHAEL JEFFREY	1295918507	5/31/2044

PART B – NOTIFYING OFFICIAL'S STATEMENT

On 29 May 2024 (date), I presented the QMP notification memorandum to the Soldier and counseled him/her on the ramifications and options available.

NOTIFYING OFFICIAL'S PRINTED NAME AND SIGNATURE	RANK/BRANCH	DATE
LTC GERALD A. ROBINSON, STB BN COR	LTC/90A	29 MAY 24

REG STATES NO APPEAL & RESINDER DA FORM 4941.
WHAT FORM IS THIS? UNDERLYING BASIS OF FORMS IS BEING CHALLENGED,
THE GOMOR & RFC THAT TRIGGERED THIS QMP BASED
ON MY LEADERSHIP RECOMMENDATIONS ARE RETALIATION.
I FILED A LAWSUIT TO ADDRESS ALL FEDERAL VIOLATIONS
BY MY COCOMMANDO (5:24-CV-00176). PLEASE RESCIND THIS
DECISION UNTIL THE CASE IS RESOLVED.

REPORT TO SUSPEND FAVORABLE PERSONNEL ACTIONS (Flag)

For use of this form, see AR 600-8-2; the proponent agency is DCS, G-1.

SECTION I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. DoD ID No.	c. RANK	d. DATE OF RANK	e. SPECIALTY/PMOSC	f. COMPONENT
FORBES MICHAEL JEFFREY	[redacted]	SFC	4/1/2020	35F	RA

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND	h. UIC	i. FLAGGED SOLDIER'S EMAIL ADDRESS (.gov or .mil)
US Army Special Operations Command	WJTDAA	MICHAEL.J.FORBES7.MIL@ARMY.MIL

j. HR OFFICE CONTROLLING FLAGGING ACTION	k. TELEPHONE NUMBER	l. THIS ACTION IS TO:
HRC, EPMD, FAD, RETIREMENTS AND SEPARATION BRANCH	502-613-5048	[x] INITIATE A FLAG (Sections II and IV only) [ ] REMOVE A FLAG (Sections III and IV only)

SECTION II - INITIATE A FLAG

a. NON-TRANSFERABLE FLAG

[ ] A FLAG IS INITIATED, EFFECTIVE 28 April 2024 FOR THE FOLLOWING REASON:

- [ ] Adverse Action (A)
- [ ] Involuntary Separation - field initiated (B)
- [ ] Referred OER, AER, or Relief for Cause NCOER (D)
- [ ] Security Violation or Loss of Security Clearance (E)
- [ ] HQDA - Delay of Promotion or Removal from a Selection List (F)
- [ ] AMEDD Lack of License or Certification (I)
- [ ] Commander's Investigation (L)
- [ ] Law Enforcement Investigation (M)
- [ ] Reserve Components Non-compliance with 10 USC §10206 (N)
- [ ] JAG Lack of License or Certification (O)
- [ ] Deny Auto Promotion to PV2/PFC/SPC (P)
- [ ] Lautenberg Amendment (Q)
- [ ] Administratively Non-deployable for Retention (R)
- [ ] No Family Care Plan (S)
- [ ] Deny Auto Promotion to 1LT/CW2 (T)
- [ ] Drug Abuse (U)
- [ ] Alcohol Abuse (V)
- [x] HQDA - Involuntary Separation (W)

b. TRANSFERABLE FLAG

- [ ] ACFT Failure (J)
- [ ] Army Body Composition Program (K)
- [ ] Punishment Phase (H)

Date Punishment Complete: _____

SECTION III - REMOVE A FLAG

a. FLAG TO REMOVE

[ ] A FLAG (Two-Digit Flag Code) _____ , WITH AN EFFECTIVE DATE OF _____) IS HEREBY REMOVED.

EFFECTIVE DATE OF THIS FLAG REMOVAL IS _____, FOR THE FOLLOWING REASON:

b. DISPOSITION

- [ ] Final Action Favorable (C)
- [ ] Final Action Unfavorable (D)
- [ ] Final Action Specified (E)
- [ ] Erroneous (Z)

SECTION IV - AUTHENTICATION

a. UNIT COMMANDER'S NAME (Last, First, Middle Initial)	c. DoD ID No.	c. RANK	d. UIC	e. COMPONENT
Michael R. McSweeney	[redacted]	GS-14	W6ED03	

f. UNIT, ORG., STATION, ZIP CODE/APO, MAJOR COMMAND	g. UNIT COMMANDER'S EMAIL ADDRESS (.gov or .mil)	h. UNIT COMMANDER'S SIGNATURE	i. DATE
Chief, Retirements and Separations Branch	michael.r.mcsweeney.civ@army.mil	Michael R. McSweeney	05/29/2024

SECTION V - VALIDATION (Required for any Flag over 6 months old)

a. BN COMMANDER'S NAME (Last, First, Middle Initial)	b. DoD ID No.	c. RANK	d. UIC	e. COMPONENT
ROBINSON GERALD A	[redacted]	LTC	WJTDAA	RA

f. UNIT, ORG., STATION, ZIP CODE/APO, MAJOR COMMAND	g. BN COMMANDER'S EMAIL ADDRESS (.gov or .mil)	h. BN COMMANDER'S SIGNATURE	i. DATE
STB, 528TH SB (SO) (A) FT. LIBERTY, NC 28310	gerald.a.robinson.mil@socom.mil		29 MAY 24

THE LAW FIRM OF JAMES M. BRANUM
Email: GIRightsLawyer@gmail.com - Voice/Text: 405-494-0562 - Web: JMBranum.com
Postal: James M. Branum, PO Box 134, Piedmont, OK 73078

LTG Brian S. Eifler
Deputy Chief of Staff
G-1, United States Army
300 Army Pentagon
Washington, DC 20310-0300

cc: Congressman Richard Hudson
cc: Senator Ted Budd

October 28, 2024

LTG Eifler:

I am writing on behalf of my client, SFC Michael J. Forbes to request a waiver, following the guidance found in the preface of AR 635-200, under the heading "Proponent and exception authority" p. i:

> *The proponent of this regulation is the Deputy Chief of Staff, G–1. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations.*

This request was prompted by a letter sent on August 19, 2024 to Congressman Richard Hudson by Jon E. Finke (Chief, Operations Management Division of the US Army Human Resources Command) which recommended that my client "submit an exception to policy to the Directorate of Military Personnel Management (DMPM), office of the Deputy Chief of Staff, G-1, United States Army for consideration of his request." However, based on the most recent revision (August 1) of DODI 1332.14, and the DoD not being named in my client's *pro se* litigation against the Secretary of the Army, et al., this request was instead routed to the Hon. Ronald Keohane, the ASD (M&RA) based upon the provisions of para 2.1 (b) which provides that he is charged specifically with adjudicating "exceptions to policy requests for enlisted administrative separations" and has no conflict of interest. This request was not considered by him or his office (citing my client's *pro se* legal case) and, therefore, is now being forwarded to you for your consideration, under the aforementioned administrative separation regulation.

Given the lack of support my client has endured throughout his multiple attempts to get his unwarranted administrative separation properly nullified internally, we have not requested today's ETP request be considered by or through my client's Chain of Command, which is 1st Special Forces Command (1SFC) and US Army Special Operations Command (USASOC) as normally required under military regulations. This is because the current Commanding General of that unit is General Lawrence G. "Gil" Ferguson is the same General who disregarded my client's detailed rebuttal of the allegations, denied my client's follow-on Article 138, and, ultimately authorized my client's wrongful separation. LTG Ferguson did all of this regardless of the *prima facie* evidence supplied to him that proved his subordinate Brigade Commander violated my client's privacy rights pursuant to the Privacy Act of 1974 (5 USC § 552a) that ultimately caused his administrative separation. My client does not feel this request would be treated any differently than those prior communications particularly since he was even denied meeting with both of the aforementioned units' Commanding Generals using the command's Open Door policy during this ordeal (MG Ferguson 1SFC and LTG Braga, USASOC).

This request is made due to the pending litigation in federal court (case # 5:24-cv-00176, filed in the US District Court for the Eastern District of North Carolina) regarding the wrongful pending separation of the plaintiff, SFC Forbes. To avoid irreparable harm to himself (and increased cost to the US Army), SFC Forbes is asking that his pending separation (scheduled for December 1, 2024) be put into abeyance until the litigation is resolved through the court.

This pending litigation raises specific claims that raise federal questions for adjudication by federal authorities, including serious issues of concern under DoDI 1332.14, in that the US Army is alleged to have not "ensure[d] that Fact-finding inquires are conducted properly," and did not take appropriate actions to insure that "[a]buses of authority do not occur."[1] These questions of fact can best be resolved by allowing the federal court to hear the case prior to his discharge. My client is not asking for a suspension of action because he is not needing to be rehabilitated,[2] rather he needs to have his case heard and adjudicated by the court, which is why we are asking you for an exception to policy to permit an abeyance.

I also request a written expedited response of your determination of this request because SFC Forbes is being repeatedly and informally asked if he has begun out-processing without an ordered checklist and he is unwilling to give the appearance of willingly separating as that is incongruent with his stance in his outstanding lawsuit. He feels that the *prima facie* violations of laws by his Brigade (BDE) Commander (CDR) that spawned the BDE CDR's investigation (of him), are what led to the Relief for Cause and General Officer Memorandum of Reprimand, that automatically instigated the Qualitative Management Program. These

[1] DoDI 1332.14, Ch. 2.3, b. (2) & (3). August 1, 2024.
[2] IAW *Ibid.* para. 4.2.

issues should be adjudicated prior to his separation from the Army.

Very Respectfully,

James M. Branum
Civilian Defense Counsel

Enclosures:

1. Letter from Jon E. Finke (Chief, Operations Management Division of the US Army Human resources command) to Congressman Richard Hudson
2. Docket Report on case # 5:24-cv-00176, US District Court for the Eastern District of North Carolina

THE LAW FIRM OF JAMES M. BRANUM
Email: GIRightsLawyer@gmail.com - Voice/Text: 405-494-0562 - Web: JMBranum.com
Postal: James M. Branum, PO Box 134, Piedmont, OK 73078

To: COL Andrew J. Lynch, Brigade Commander, 528th Sustainment Brigade, 1st Special Forces Command (1SFC), Fort Liberty, NC

From: SFC Michael Forbes through James M. Branum, Attorney at Law

Date: November 11, 2024

Subject: Request for redress IAW with UCMJ Article 138

Through legal counsel,[1] SFC Forbes submits this brief (with enclosures) to constitute a request for redress under the provisions of AR 27-10 para. 19-6 and UCMJ Article 138.

1. Identification of Parties

The complainant is SFC Michael J. Forbes, an NCO with nearly 18 years of unblemished service to the US Army, prior to the recent wrongful investigations launched by senior Officers of the Army.

The alleged current wrong (that is the subject matter of this appeal for redress) was committed against SFC Michael J. Forbes was done under COL Andrew J. Lynch, who at the time of the alleged wrong was the brigade commander of SFC Forbes and is ultimately responsible for appropriate due process being given to SFC Forbes.

[1] IAW AR 27-10 para. 19-5 (b).

2. Identification of Wrong

On October 31, 2024, Ms. Ashley Meisenbach, Human Resource Assistant, Military Personnel Division, Directorate of Human Resources, published and emailed order number 305-0280,[2] in violation of the following provisions of AR 635-8:

a. "The coordinator, as designated in accordance with paragraph 1–9, generates a loss roster identifying RA Soldiers 180 days prior to their scheduled separation date and schedules Soldiers to attend the Pre-Separation Services Program, as detailed in paragraph 4–4, **at least 120 days prior to separation date.**" - AR 635-8 para.4-3 (a) (emphasis added)

b. "Notify Soldiers of separation and **ensure Soldiers report as required for the Pre-Separation Services Program**. **Provide transportation, if necessary**" - AR 635-8 para. 4-3 (b)(1),

c. "The **transition center issues separation orders** in accordance with AR 600–8–105 **for RA Soldiers who will separate from active duty no later than 60 days before the scheduled separation date**"- AR 365 para. 4-6 (a).

AR 635-8 provides no exception for these legally required time periods for discharge action, hence it is a violation of the regulation for SFC Forbes to be separated prior to the passage of the mandatory 120 days from his completion of the legally required Pre-Separation Services Program.

Conclusion and Request for Redress

As the current command authority over the complainant, the complainant urges you to delay the imposition of his scheduled separation from the US Army until the provisions of AR 635-8 are met in its entirety.

James M. Branum
Attorney at Law

[2] *See* enclosure D.

Enclosures:

A: Certification by SFC Michael J. Forbes

B: "Plaintiff's motion for leave to file surreply" submitted by complainant *pro se* in the US District Court for the Western District of North Carolina, November 7, 2024.

C: Email from Ms. Ashley Meisenbach to SFC Forbes dated 10/31/24

D: Orders 305-0280 dated 10/31/24

E: Email from Ms. Ashley Meisenbach to SFC Forbes dated 10/30/24

Enclosure A

I have read the attached request for redress with enclosures. I certify that it is accurate to the best of my knowledge and that I have authorized my civilian attorney, James M. Branum, to submit it on my behalf.

Dated: November 11, 2024

SFC Michael J. Forbes

Enclosure B

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF NORTH CAROLINA
RALEIGH DIVISION

No. 5:24-CV-00176-BO

MICHAEL J. FORBES, [redacted] *pro se.*	)	
Plaintiff,	)	
v.	)	PLAINTIFF'S MOTION FOR LEAVE TO FILE SURREPLY
THE UNITED STATES ARMY, Christine E. Wormuth, Secretary of the Army (SoA) 101 Army Pentagon, Washington, D.C., 20310	)	
Defendant.	)	

This 7th day of November, 2024.

1. The Plaintiff, *pro se,* in the above-captioned case, respectfully moves for leave to submit the attached Surreply in response to anticipated arguments made by the Defendant (or hereafter "the Army," when used) in any forthcoming Response to the Plaintiff's Motion to Compel. These claims and arguments had not occurred when the Plaintiff's filed his MOTION TO COMPEL on October 21, 2024, and thus the Plaintiff had not had an opportunity to notify the Court of recent compounding failures of the Army to follow their own regulations and public laws in this case; these actions bring forth more claims.

NEW CLAIMS

2. On October 31, 2024, Ms. Ashley Meisenbach, Human Resource Assistant, Military Personnel Division, Directorate of Human Resources, published and emailed[1] order

[1] *See* Enclosure D01,.

number 305-0280[2] in that prove violations of multiple paragraphs of Army Regulation (AR) 635-8,[3] Ch. 4, Section I; they are namely paragraphs: 4-3, a. and b.; and 4-6, a. In fact, AR 635-200[4] is the governing regulation of Regular Army enlisted separations that clearly states a Commander, having separation authority, must comply with AR 635-8's, and it states this as follows:

> ***Commanders having separation authority directing separation*** *or REFRAD* ***of a Soldier will comply with AR 635–8.*** (emphasis added)[5]

Turning our attention to Order 305-0280's published content, we see the violated three areas of AR 635-8.[6] First, the date of its publication represents 31 (not 60) days prior to the Army's intended separation of the Plaintiff on December 1, 2024 violated AR 635-8, 4-6, a., as stated:

> *The* ***transition center issues separation orders*** *in accordance with AR 600–8–105* ***for RA Soldiers who will separate from active duty no later than 60 days before the scheduled separation date.*** (emphasis added)[7]

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[2] *See* Enclosure D02, Order 305-0280 *attachment of email (Enclosure D01) sent by Ms. Meisenbach entitled* FORBES- ORDERS, October 31, 2024.

[3] *See* AR 635-8, "Separation Processing and Documents," February 10, 2014, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN38821-AR_635-8-001-WEB-3.pdf

[4] *See* AR 635-200, "Active Duty Enlisted Administrative Separations," June 28, 2021, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN40058-AR_635-200-001-WEB-3.pdf.

[5] Ibid, at 1-21 (a),

[6] *See* AR 635-8, "Separation Processing and Documents," February 10, 2014, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN38821-AR_635-8-001-WEB-3.pdf.

[7] Ibid., at 4-6 (a)

Order 305-0280 for the Plaintiff was issued on October 31, 2024 for a "Date of discharge" of November 30, 2024 (providing 31 days notice, but not the required 60 day requirement).

Next, the order also included the impossible "additional instructions" to the Plaintiff of:

> *IAW Public Law 101-510, Section 1144* ***you must attend a mandatory Preseparation Briefing*** *and complete the DD Form 2648,* ***120 to 180 days prior to separation*** *with Soldier for Life[,]*[8] (emphasis added)

which is an installation coordinator's responsibility to schedule, under 4-3 entitled "Tasks, work centers, and required actions," a., "Installation transition processing coordinator" which is a violation of AR 635-8, para. 4.3(a)., which states:

> *The coordinator, as designated in accordance with paragraph 116, generates a loss roster identifying RA Soldiers 180 days prior to their scheduled separation date* ***and schedules Soldiers to attend the Pre-Separation Services Program, as detailed in paragraph 4–3, at least 120 days prior to separation date. Ensures that the loss roster is distributed to the following agencies: (1) Soldier's company or battalion level human resources element…***[9] (emphasis added)

Lastly (with respect to AR 635-8), civilians schedule and are unable to order a Soldier to report; unit commanders in the Soldier's chain of Command have that authority, hence, are mandated authority for the notification of the Soldier and ensuring they report. Moreover, it is a violation of AR 635-8, 4.3, b. (1) if a unit commander does not perform

[8] *See* Enclosure D02, Order 305-0280 *attachment of email (Enclosure D01) sent by Ms. Meisenbach entitled* FORBES- ORDERS, October 31, 2024.

[9] *See* AR 635-8, "Separation Processing and Documents," at 4-3 (a)., February 10, 2014, https://armypubs.army.mil/epubs/DR_pubs/DR_a/ARN38821-AR_635-8-001-WEB-3.pdf.

their responsibility under 4-3 entitled "Tasks, work centers, and required actions," b. (1) "Unit Commander" that states:

> *Notify Soldiers of separation* ***and ensure Soldiers report as required for the Pre-Separation Services Program. Provide transportation, if necessary.***[10] (emphasis added)

No scheduling notification was received by the Plaintiff from the coordinator or unit commanders. Outside the aforementioned command and/or installation failures is the most glaring conundrum of all; it is the installation's formally written, gas-lit, deflection of a Commander's responsibility to ensure a Soldier report to the pre-separation briefing onto a Soldier in an order that is provided a mere 31 days from separation, yet requires the Soldier to complete a task 89 days prior to receiving the order. It's baffling because it's impossible and likely used to deflect responsibility.[11]

Separately, Ms. Meisenbach's actions bring about more statutory federal questions on behalf of the Defendant. At 3:47 pm on October 31, 2024, Ms. Ashley Meisenbach falsified a fabricated interaction with the Plaintiff (as discussed below) in violation of 18 USC § 1519. This occurred within a 28 hour period; a time frame that included an initial email from her, which made the Plaintiff aware of her, and a follow-up email, that included a worksheet that stated the following:

[10] Ibid, at 4-3, (b) (1).

[11] "It is a defense to refusal or failure to perform a duty that the accused was, through no fault of the accused, not physically or financially able to perform the duty." – Rule for Court-Martial 916 (f), found in the *Manual For Courts-Martial*, page II-138, *online at:* https://jsc.defense.gov/Portals/99/2024%20MCM%20files/MCM%20(2024%20ed)%20(2024_01_02)%20(adjusted%20bookmarks).pdf?ver=WLZvJg--lbaFtAC5qOM1uA%3d%3d.

> *MEMBER ELIGIBLE FOR INVOLUNTARY SEPARATION PAY; HOWEVER, MEMBER CHOSE NOT TO COMPLY WITH 10 USC 1174*[12]

The Plaintiff had no interaction with her during this timeframe due to a computer network outage that lasted for 4 days at the unit, which he has been attached. The introductory email from Ms. Meisenbach occurred at 1:02 pm, on October 30, 2024, when she emailed the Plaintiff, and two other unknown personnel, the following:

> *I am currently processing SFC Forbes' ETS packet. SFC Forbes is being processed as a QMP, therefore he is eligible for ½ separation pay.* ***It is optional, although if taking the separation pay, he will need to provide me with a DA form7783 (which he will get from the Reserve Component on the 5th floor of the Soldier Support Center.)*** *If you have any further questions, please do not hesitate to ask[,].*[13]

which is contrary to 10 USC § 1174, that states:

> *[a] regular enlisted member of an armed force who is discharged involuntarily or as the result of the denial of the reenlistment of the member and who has completed six or more, but less than 20, years of active service immediately before that discharge is entitled to separation pay computed under subsection (d) unless the Secretary concerned determines that the conditions under which the member is discharged do not warrant payment of such pay*[,]

and 10 USC § 651, that states:

> *(a)* ***Each person who becomes a member of an armed force****, ...shall serve in the armed forces for a total initial period of not less than six years* ***nor more than eight years****, as provided in regulations prescribed by the Secretary of Defense for the armed forces under his jurisdiction ... unless such person is sooner discharged under such regulations because of personal hardship. Any part of such service that is not active duty or that is active duty for training shall be performed in a reserve component.* (emphasis added)

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[12] *See* Enclosure D03, CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY Worksheet *attachment of email (Enclosure D01) sent by Ms. Meisenbach entitled* FORBES- WORKSHEET, "CONT FOM BLOCK 18" (p.2), October 31, 2024.

[13] *See* Enclosure D04, *email from* Ms. Ashley Meisenbach to the Plaintiff, October 30, 2024.

> *(b)* ***Each person covered by subsection (a)*** *who is not a Reserve, and who is qualified, shall, upon his release from active duty, be transferred to a reserve component to complete the service required by subsection (a).*

The Plaintiff has "complete[d] the service"[14] requirement of 8 years on Active Duty, therefore is not covered by subsection (a), hence, has no Reserve requirement to fulfill. Once the requirement of 10 USC 651 is satisfied, 10 USC 1174 becomes resolute and separation pay is not "optional" as she remarked; any confusion by her email, or falsified commentary on the official worksheet, that the Plaintiff "CHOSE NOT TO COMPLY"[15] with the law, could result in more violations of law that would only serve to severely damage the Plaintiff further than the original claims in this case.

CONCLUSION

The belated nature of the order has contributed to the need for this MOTION because, had the order been published pursuant AR 635-8, these topics would have been included in the Plaintiff's October 21, 2024 MOTION TO COMPEL. Furthermore, the Human Resource Assistant's (Ms. Meisenbach's) mischaracterization of a fictitious response by the Plaintiff is dangerous and can easily contribute more damages than the Plaintiff's original claims, if the Defendant succeeds in unlawfully separating the Plaintiff without his lawful separation pay.

Moreover, the Defendants' rushed separation of the Plaintiff and failures to follow their own regulations is not unknown to our Federal Court System. In this case, the Defendant cannot

[14] *See* 10 USC § 651

[15] *See* Enclosure D03, CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY Worksheet *attachment of email (Enclosure D01) sent by Ms. Meisenbach entitled* FORBES- WORKSHEET, "CONT FOM BLOCK 18" (p.2), October 31, 2024.

produce any proof that a "unit commander:… ensure[d] Soldier report[ed] as required for the Pre-Separation Services Program" prior to 120 days of the Defendant's assigned separation date, because the Plaintiff never attended one. In fact, a separate recent Federal Claims Court (FCC) case demonstrates over a decade's worth of damages to an involuntarily separated Soldier due to the rushed regulatory non-compliance of the Defendant's own making. Some excerpts of the FCC's opinion in Reaves v. United States[16] are as follows:

> *Plaintiff argues that the ABCMR's decision was arbitrary and capricious* ***because Plaintiff's separation was rushed*** *and he was not given an opportunity to comply with the Army's body fat standards.* (emphasis added)

It further states:

> *The* ***lack of record evidence****, however,* ***is not a problem of Plaintiff's making****….* ***Instead of foisting adverse inferences for the lack of records on Plaintiff, the Army must acknowledge its part in mishandling Plaintiff's separation. In short, the Army failed to follow its own regulations in affording Plaintiff*** *a medical evaluation* ***and in effecting his discharge. Defendant violated Army Regulation*** *600-9* ***first by discharging Plaintiff before he even completed the Army's*** *Weight Control Program* ***and again in failing to perform*** *a medical evaluation* ***at the time of this <u>premature</u> discharge.*** (emphasis added)

This argument used by the court in *Reaves v. United States* could easily be rewritten and applied in this Plaintiff's case as follows:

> *'The* ***lack of record evidence, however, is not a problem of Plaintiff's making****….*
>
> *Instead of foisting adverse* ***<u>and impossible instructions in the orders</u>*** *for the lack of* ***<u>command accountability</u>*** *on Plaintiff, the Army must acknowledge its part in mishandling Plaintiff's separation. In short, the Army failed to follow its own regulations in affording Plaintiff* ***<u>a pre-separation briefing prior to 120 days of separation</u>*** *and in effecting his discharge. Defendant violated Army Regulation* ***<u>635-8</u>*** *first by discharging Plaintiff before he even completed* ***<u>the pre-separation</u>***

[16] *See Reaves v. United States* (Federal Cl. Ct.) No. 14-09c (2016), *attached as* Enclosure D05.

willful indefinite contractual obligation to serve the Army and be in the best position to avoid extreme damages brought by the Defendant while he awaits pending judicial determinations.

This document complies with the page limit and word count of Local Rule 7.2, in that it is 8 pages long and contains 1987 words.

Dated: November 7, 2024

11/7/2024

briefing, et al., in that mandatory timeframe., *and again in failing* ***to provide timely orders*** *at the time of this premature discharge.*' (emphasis added)

The Plaintiff was never notified of any scheduled brief, nor ordered to report to any location, at any date or time, to accomplish the mandatory pre-separation brief 120 days before his notified separation date by any unit commander in the Plaintiff's Chain of Command (pursuant to AR 635-8). Upon reading the requirement in his Orders, the Plaintiff researched and determined that he needs all available services completed to avoid imminent bankruptcy should the Defendant's failures to follow regulations, on behalf of his Commanders, are not proactively remediated or are not adjudicated in some venue (either proactively within the Army, which will commence soon, or judicially). The Plaintiff is also concerned that the commentary on the worksheet that Ms. Meisenbach entered, without any interaction from him, could confuse other departments of the Army, which may affect his ability to receive lawful Separation Pay. All of these actions, would likely cause near immediate bankruptcy for the Plaintiff.

Had apropos regulations been followed, the Plaintiff would have received adequate time to be briefed and consider all his options, rather than be subjected to a rushed attempt at an unlawful discharge as he awaits Court interventions. The Plaintiff asks this Court, by any power afforded it, to Compel the Defendant, to follow AR 635-8 and ensure the Plaintiff reports as required to the pre-separation brief and is provided 120 days to accomplish all appropriate briefings (financial, employment training assistance, medical, resume writing, etc.) to prepare for this undeserved and unwanted separation from his

Enclosure C

FW: SFC FORBES, MICHAEL ETS ORDERS

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) (michael.j.forbes.mil@socom.mil)

To: paxmas2007@yahoo.com

Date: Monday, November 4, 2024 at 12:14 PM EST

From: Meisenbach, Ashley M CIV USARMY USAG (USA) <ashley.m.meisenbach.civ@army.mil>
Sent: Thursday, October 31, 2024 3:47 PM
To: Carter, Bryan T SFC USARMY USSOCOM USASOC (USA) <bryan.t.carter.mil@socom.mil>; JADEN.STEIN.MIL@SOCOM.MIL
Cc: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Subject: SFC FORBES, MICHAEL ETS ORDERS

Good Day,

***** ALL CLEARING MUST BE DONE IN UNIFORM PER AR 670-1, PAR 1-10. PHYSICAL TRAINING GARMENTS ARE *NOT* DUTY UNIFORMS REGARDLESS OF WHAT YOU'RE IN THEM FOR. *****

Attached you will find a copy of:
1) Your ETS orders as a PDF file
2) DD-214 worksheet as a PDF file
3) DD-214 Review sheet as a PDF file
4) DD-214 appointment slip as a PDF file
5) DD-214 Review acknowledgement memo as a PDF file
6) Out-processing appointment scheduling memo as a PDF file
7) Memo from finance for number of leave days sold (Bring to DD214 review)

OUTPROCESSING: EMAIL THE ATTACHED APPOINTMENT REQUEST ALONG WITH YOUR SEPARATION ORDERS AND IPPS-A ABSENCE (NOT DA-31) REQUEST TO usarmy.liberty.usag.mbx.dhr-smd@army.mil TO SCHEDULE YOUR INSTALLATION CLEARING PAPERS BRIEF.

For your orders, ***please read this document carefully!*** They tell you most everything you need to know for separation processing. You should print about 12 copies to start the clearing process.

When you come to the DD-214 signature appointment, ensure that you read the slip and bring any documents needed to make updates or changes to your DD-214 worksheet if applicable. You should bring the following to your DD-214 signature appointment:

1. DD-214 worksheet
2. DD-214 signature appointment slip

3. DD-214 review acknowledgement memo completed and signed by Soldier

The last three places you will clear are:

1) Finance – on the 1th floor. You will need to clear finance either on your ETS date if you are not taking terminal leave; or, the day before your terminal leave starts if you are taking it. Finance is open for that purpose Monday – Friday 1300 to 1600.

2) Go to the Pre-Clearing Station- located on the 1st floor across from the ID card section. They will review your clearing papers and ensure you have cleared everything, then they will give you the red pre-clear stamp on the front your clearing papers.

3) Your Final-Out stamp and pick-up DD-214. ***You will have to be completely cleared from your Unit and Installation to pick-up your DD-214.*** You will receive the IMA stamp (old dragon stamp) and you will sign your DD-214 at that time if you have not already done so. Then, you will receive your DD-214. After you finish, if you are taking leave, you will check out on leave with your unit; otherwise, you are finished.

You will need the following documents when you go to Pre-Clearing Station and Finance. Please make sure that you have these documents with you. Additional copies will not be able to be made.

1. ***Leave form (signed and approved, if taking leave)***
2. ***Perstempo***
3. ***Orders***
4. ***DD-214 worksheet***

IF YOU ARE PARTICIPATING IN THE CSP PROGRAM, YOU CAN NOT COMBINE PTDY WITH SEP LEAVE OR PASSES. YOU MUST RETURN TO FORT LIBERTY TO OUT PROCESS TYPICALLY 14 DAYS PRIOR TO LEAVE OR SEP DATE.

If you intend on or have already signed a Reserve/Guard contract, please send me your DA5691 from your contract immediately so that your orders can be updated. Please DO NOT use your original orders until you have received your updated orders.

Should you have any questions, please contact me.

Thank you!

V/R
Ashley M. Meisenbach
Human Resource Assistant
ashley.m.meisenbach.civ@army.mil
Fort Liberty, NC 28310
How is my customer service.....Say It On ICE:
https://ice.disa.mil/index.cfm?fa=card&sp=92299

smime.p7s
5.3kB

FORT LIBERTY DD-214 REVIEW.pdf
447.4kB

DD-214 REVIEW ACKNOWLEDGMENT MEMO.pdf
959.7kB

OP Appt request.pdf
1.3MB

FINANCE MEMO FOR DAYS LEAVE SOLD.pdf
567.5kB

FORBES- WORKSHEET.pdf
893.6kB

FORBES- DD214 REVIEW APPT.pdf
1.3MB

FORBES- ORDERS.pdf
663.7kB

Enclosure D

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT LIBERTY
2175 ROCK MERRITT AVENUE
FORT LIBERTY NORTH CAROLINA 28310-5000

ORDERS 305-0280 31 October 2024

FORBES, MICHAEL JEFFREY [redacted] SFC 0528 CS HHC HHC SUSTAIN BDE, (WJTDAA), FORT LIBERTY, NC 28310

You are reassigned to the U.S. Army transition point shown for transition processing. After processing, you are discharged from the Component shown. If you are delayed in reporting to the transition point, you still must report to the transition point as soon as possible or as authorized to receive a new effective date of discharge.

Assigned to: FORT LIBERTY TC (W0U3NT) FORT LIBERTY NC 28310-5000
Reporting date: 30 October 2024
Comp: REGULAR
Date of discharge unless changed or rescinded: 30 November 2024

Additional instructions:
a. Soldier is entitled to one-half separation pay IAW 10 USC 1174. b. "Information regarding Out-Processing may be obtained from https://home.army.mil/bragg/index.php/my-fort-liberty/all-services/out-processing-section" c. IAW Public Law 101-510, Section 1144 you must attend a mandatory Preseparation Briefing and complete the DD Form 2648, 120 - 180 days prior to separation with Soldier for Life. d. Storage of household goods, at government expense, is authorized up to 06 months after separation. e. DEPNS: YES(01). f. UPON RECEIPT OF ORDERS REPORT TO THE TRANSITION CENTER, BLDG 4-2843, 2D FLOOR, WING B, BETWEEN THE HOURS OF 0900 - 1100, MONDAY THRU FRIDAY TO SCHEDULE AN APPOINTMENT FOR THE COMPLETION OF YOUR DD FORM 214. g. You must attend a Transportation Briefing given by the Personal Property Shipping Office. Please call 910-396-5212 and 910-396-2163. h. No pay authorized. Member eligible for involuntary separation pay; however, member chose not to comply with 10 USC 1174(e)(1)(A).

FOR ARMY USE
Auth: AR 635-200
HOR: [redacted]
Place EAD or OAD: [redacted]
MDC: 7BE5

FOR ADDITIONAL INFORMATION CONTACT:
ASHLEY M. MEISENBACH ashley.m.meisenbach.civ@army.mil 910-907-0882
SDN: FOR[redacted]PA50280
Format: 501

ORDERS 305-0280 US ARMY INSTALLATION MANAGEMENT COMMAND 31 October 2024

FOR THE COMMANDER:

****
OFFICIAL
FORT LIBERTY, NC
****
LEONARD (LEON) WYATT
CHIEF, MILITARY PERSONNEL DIVISION

DISTRIBUTION:
SFC FORBES (1)
Cdr 0528 CS HHC HHC SUSTAIN BDE, (WJTDAA) (1)
CDR, 126TH FINANCE (1)

Enclosure E

FW: SFC Forbes ETS packet

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) (michael.j.forbes.mil@socom.mil)

To: paxmas2007@yahoo.com

Date: Monday, November 4, 2024 at 12:40 PM EST

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA)
Sent: Thursday, October 31, 2024 9:13 AM
To: paxmas2007@yahoo.com; jmb@jmb.bike
Subject: FW: SFC Forbes ETS packet

From: Meisenbach, Ashley M CIV USARMY USAG (USA) <ashley.m.meisenbach.civ@army.mil>
Sent: Wednesday, October 30, 2024 1:02 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Cc: Carter, Bryan T SFC USARMY USSOCOM USASOC (USA) <bryan.t.carter.mil@socom.mil>; Stein, Jaden J SGT USARMY USSOCOM USASOC (USA) <Jaden.Stein@socom.mil>
Subject: SFC Forbes ETS packet

Good afternoon,

I am currently processing SFC Forbes' ETS packet. SFC Forbes is being processed as a QMP, therefore he is eligible for ½ separation pay. It is optional, although if taking the separation pay, he will need to provide me with a DA form 7783 (which he will get from the Reserve Component on the 5th floor of the Soldier Support Center.) If you have any further questions, please do not hesitate to ask.

V/R
Ashley M. Meisenbach
Human Resource Assistant
Military Personnel Division
Directorate of Human Resources
Fort Liberty, NC 28310
How is my customer service.....Say It On ICE:
https://ice.disa.mil/index.cfm?fa=card&sp=92299

smime.p7s
5.3kB

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CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME (Last, First, Middle) FORBES, MICHAEL JEFFREY	2. DEPARTMENT, COMPONENT AND BRANCH ARMY/RA	3. SOCIAL SECURITY NUMBER [redacted]
4a. GRADE, RATE OR RANK SFC	b. PAY GRADE E07	5. DATE OF BIRTH (YYYYMMDD) [redacted]
6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) 00000000		
7a. PLACE OF ENTRY INTO ACTIVE DUTY PITTSBURGH, PENNSYLVANIA	[redacted] (City and state, or complete address if known)	
8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 0528 CS HHC HHC SUSTAIN BDE SP	b. STATION WHERE SEPARATED FORT LIBERTY TC, NC 28310-5000	
9. COMMAND TO WHICH TRANSFERRED N/A	10. SGLI COVERAGE AMOUNT: $ 500,000.00 NONE	

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)
35F4S INTELLIGENCE ANALYST - 13 YRS 2 MOS //96B4O INTELLIGENCE ANALYST - 4 YRS 0 MOS// NOTHING FOLLOWS

12. RECORD OF SERVICE	YEAR(S)	MONTH(S)	DAY(S)
a. DATE ENTERED AD THIS PERIOD	2007	02	12
b. SEPARATION DATE THIS PERIOD	2024	11	30
c. NET ACTIVE SERVICE THIS PERIOD	0017	09	19
d. TOTAL PRIOR ACTIVE SERVICE	0000	00	00
e. TOTAL PRIOR INACTIVE SERVICE	0000	00	00
f. FOREIGN SERVICE	0006	07	13
g. SEA SERVICE	0000	00	00
h. INITIAL ENTRY TRAINING	0000	00	00
i. EFFECTIVE DATE OF PAY GRADE	2020	04	01

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
ARMY COMMENDATION MEDAL (7TH AWARD)//JOINT SERVICE ACHIEVEMENT MEDAL//ARMY ACHIEVEMENT MEDAL (3RD AWARD)//JOINT MERITORIOUS UNIT AWARD (2ND AWARD)//ARMY GOOD CONDUCT MEDAL (6TH AWARD)//USCG GOOD CONDUCT MEDAL// NATIONAL DEFENSE SERVICE MEDAL//GLOBAL WAR ON TERRORISM SERVICE MEDAL//CONT IN BLOCK 18

14. MILITARY EDUCATION (Course title, number of weeks, and months and year completed)
ADV LDR CRS (ALC), 7 WEEKS, 2013//ANTI-TERR OFF (BASIC), 1 WEEK, 2016//BASIC LEADER CRS (BLC), 2 WEEKS, 2008//COMBAT LIFE SAVERS CRS, 2 WEEKS, 2014//FIELD SAN TEAM - INDIV, 1 WEEK, 2016//INTELLIGENCE ANALYST, 17 WEEKS, 2007//MIL DECEPT PLN CRS, 1 WEEK, 2017//SENIOR LEADER CRS//CONT IN BLOCK 18

		YES	NO
15a. COMMISSIONED THROUGH SERVICE ACADEMY			X
b. COMMISSIONED THROUGH ROTC SCHOLARSHIP (10 USC Sec. 2107b)			X
c. ENLISTED UNDER LOAN REPAYMENT PROGRAM (10 USC Chap. 109) (If Yes, years of commitment: _____) NA			X

16. DAYS ACCRUED LEAVE PAID 60

17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION — YES: | NO: X

18. REMARKS //
IMMEDIATE REENLISTMENTS THIS PERIOD -- 20081208-20131016, 20131017-20151202, 20151203-20200115, 20200116-20241130//BLOCK 6, PERIOD OF DELAYED ENTRY PROGRAM: 20061031-20070211//SERVED IN A DESIGNATED IMMINENT DANGER PAY AREA//SERVICE IN AFGHANISTAN 20141023-20150306//SERVICE IN AFGHANISTAN 20110306-20120111//SERVICE IN AFGHANISTAN 20100412-20100823//SERVICE IN AFGHANISTAN 20090115-20090713//SERVICE IN AFGHANISTAN 20071130-20080512//SEPARATION PAY -- $58919.00//MEMBER HAS COMPLETED FIRST FULL TERM OF SERVICE//MEMBER IS ENTITLED TO HALF//SEE ATTACHED CONTINUATION SHEET

The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code) [redacted]	b. NEAREST RELATIVE (Name and address - include ZIP Code) [redacted]			
20. MEMBER REQUESTS COPY 6 BE SENT TO (Specify state/locality) NC OFFICE OF VETERANS AFFAIRS		X	YES	NO
a. MEMBER REQUESTS COPY 3 BE SENT TO THE CENTRAL OFFICE OF THE DEPARTMENT OF VETERANS AFFAIRS (WASHINGTON, DC)		X	YES	NO
21.a. MEMBER SIGNATURE ESIGNED BY: FORBES.MICHAEL.JEFFREY [redacted]	b. DATE (YYYYMMDD) 20241129	22.a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title, signature) ESIGNED BY: POUNDS.ROSIE.LEE. [redacted] ROSIE POUNDS, TRANSITION CENTER HR SUPV		b. DATE (YYYYMMDD) 20241129

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION DISCHARGE	24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY AR 635-200	26. SEPARATION CODE JGH	27. REENTRY CODE 3
28. NARRATIVE REASON FOR SEPARATION NON-RETENTION ON ACTIVE DUTY		
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) NONE		30. MEMBER REQUESTS COPY 4 (Initials) MJF

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES | THIS IS AN IMPORTANT RECORD. SAFEGUARD IT. | ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

(Continuation Sheet)

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME (Last, First, Middle)	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NUMBER
FORBES, MICHAEL JEFFREY	ARMY/RA	[redacted]

(Specify the item number of the block continued for each entry.) //

CONT FROM BLOCK 18: SEPARATION PAY//IN ACCORDANCE WITH 10 USC 1174 AND DODI 1332.29, THE TOTAL AMOUNT (GROSS) OF SEPARATION PAY WILL BE RECOUPED FROM EACH PAYMENT OF RETIRED OR RETAINER PAY AND IN CERTAIN CASES VETERANS AFFAIRS DISABILITY UNTIL THE TOTAL AMOUNT DEDUCTED IS EQUAL TO THE TOTAL AMOUNT OF SEPARATION PAY RECEIVED.//CONT FROM BLOCK 13: // NON COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT RIBBON (3RD AWARD)//ARMY SERVICE RIBBON//OVERSEAS SERVICE RIBBON (2ND AWARD)//MILITARY OUTSTANDING VOLUNTEER SERVICE MEDAL//NATO MEDAL//PARACHUTIST BADGE//EXPERT MARKSMANSHIP BADGE W/ RIFLE BAR//CONT FROM BLOCK 14: (SLC), 6 WEEKS, 2020//USAF AIRLIFT PLANNER, 1 WEEK, 2017//NOTHING FOLLOWS

21.a. MEMBER SIGNATURE	b. DATE (YYYYMMDD)	22.a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title, signature)	b. DATE (YYYYMMDD)
ESIGNED BY: FORBES.MICHAEL.JEFFREY [redacted]	20241129	ESIGNED BY: POUNDS.ROSIE.LEE. [redacted] ROSIE POUNDS, TRANSITION CENTER HR SUPV	20241129

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
1ST SPECIAL FORCES COMMAND (AIRBORNE)
FORT LIBERTY, NORTH CAROLINA 28310-8500

AOSC-CO

13 November 2024

MEMORANDUM FOR SFC Michael J. Forbes

SUBJECT: Response to Request for Redress submitted 11 November 2024

1. This memorandum serves to notify you that your request for redress is **denied**.

2. You requested the following relief: Delay the imposition of your scheduled separation from the US Army until the provisions of AR 635-8 are met in its entirety.

3. You were notified via memorandum on 29 May 2024, your involuntary discharge was directed by U.S. Army Human Resources Command (HRC). There is a prescribed process to request a review provided within the notification memorandum.

4. As HRC directed your involuntary discharge occur not later than 1 December 2024, I do not have the authority to delay your separation.

ANDREW J. LYNCH
COL, LG
Commanding

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1
300 ARMY PENTAGON
WASHINGTON DC 20310-0300

September 4, 2024

Directorate of Military
Personnel Management

The Honorable Richard Hudson
United States Representative
225 Green Street, Suite 202
Fayetteville, NC 28301-5054

Dear Representative Hudson:

Thank you for your inquiry on behalf of your constituent, Sergeant First Class (SFC) Michael J. Forbes regarding his involuntary separation from the United States Army under the Qualitative Management Program (QMP). We appreciate your commitment to ensuring fairness and transparency for our soldiers under current military regulations.

On October 31, 2023, SFC Forbes was notified of his consideration by the April 2024 QMP board based on a Relief for Cause Noncommissioned Officer Evaluation Report (NCOER) filed in his Army Military Human Resource Record (AMHRR). Following a holistic review of his AMHRR, the board recommended that SFC Forbes be denied continued service. The board results were approved in April 2024 with an effective date of separation of 1 December 2024. Should SFC Forbes desire an extension to his current separation date, he may request an exception to policy to remain on active duty or he may petition the Army Board of Correction of Military Records (ABCMR) for relief.

SFC Forbes may submit a request for exception to policy to Army Regulation (AR) 635-200, paragraph 16-11, through his chain of command, to Army Human Resources Command (AHRC) for consideration by the Deputy Chief of Staff, G-1. The request should include the length of time he desires to be extended with a detailed reason why such extension is justified and in the best interests of the Army.

If SFC Forbes believes there was an error or injustice associated with his service or his administrative separation, he may submit a request to the Army Board for Correction of Military Records (ABCMR). The ABCMR operates pursuant to law (10 U.S.C. § 1552) on behalf of the Office of the Secretary of the Army to consider such requests, and to determine whether corrections are required as well as to direct appropriate relief. Requests are personal to the applicant and relate to military records. Requests are

submitted on a Department of Defense (DD) Form 149 (Application for Correction of Military Record under the provisions of 10 USC § 1552). The form includes instructions.

I trust that the information provided will be of assistance to your constituent. We appreciate your continued support to the Army and concern for our Soldiers, past and present.

Sincerely,

James A. Becker II
Colonel, U.S. Army
Chief, Military Personnel Integration
Division

THE LAW FIRM OF JAMES M. BRANUM
Email: GIRightsLawyer@gmail.com - Voice/Text: 405-494-0562 - Web: JMBranum.com
Postal: James M. Branum, PO Box 134, Piedmont, OK 73078

Honorable Ronald Keohane
Assistant Secretary of Defense (ASD)
For Manpower and Reserve Affairs (M&RA)
4000 Defense Pentagon
Washington, DC 20301-4000

cc: Congressman Richard Hudson

August 28, 2024

Secretary Keohane or any appropriate authority:

I am writing on behalf of my client, SFC Michael J. Forbes to request an exception to policy (ETP), IAW DODI 1332.14 para. 2.1 (a), (b).

This request was prompted by a letter sent on August 19, 2024 to Congressman Richard Hudson by Jon E. Finke (Chief, Operations Management Division of the US Army Human resources command), which recommended that my client "submit an exception to policy to the Directorate of Military Personnel Management (DMPM), office of the Deputy Chief of Staff, G-1, United States Army for consideration of his request." However, based on the most recent revision (August 1) of DODI 1332.14, this request must instead be routed to you based upon the provisions of para 2.1 (b) which provides that you are charged with adjudicating "exceptions to policy requests for enlisted administrative separations."

This request is made due to the pending litigation in federal court (case # 5:24-cv-00176, filed in the US District Court for the Eastern District of North Carolina) regarding the wrongful pending separation of the plaintiff, SFC Forbes. To avoid irreparable harm to himself (and increased cost to the US Army), SFC Forbes is asking that his pending separation (scheduled for December 1, 2024) be put into abeyance until the litigation is resolved through the court.

This pending litigation raises specific claims that raise federal questions for adjudication by federal authorities, including serious issues of concern under DoDI 1332.14, 2.3, b., and b., (2) & (3) in that the US Army is alleged to have not "ensure[d] that"… "[f]act-finding inquiries are conducted properly," and did not take appropriate actions to insure that

"[a]buses of authority do not occur."[1] These questions of fact can best be resolved by allowing the federal court to hear the case prior to any discharge of SFC Forbes. For clarity, my client is not asking for a suspension of a separation action because he is not needing to be rehabilitated,[2] rather he needs to have his case heard and adjudicated by the court, which is why he is asking for an exception to policy to permit an abeyance.

I also request a written expedited response of your determination of this request because SFC Forbes is being repeatedly and informally asked if he has begun out-processing by his Chain of Command and NCO Support Channel without an order or checklist and he is unwilling to give the appearance of willingly separating as that is incongruent with his stance in his outstanding lawsuit. He feels that the *prima facie* violations of laws by his Brigade (BDE) Commander (CDR) that spawned the BDE CDR's investigation (of him), are what led to the Relief for Cause and General Officer Memorandum of Reprimand, that automatically instigated the Qualitative Management Program, which resulted in the wrongful separation. These issues should be adjudicated prior to his separation from the Army.

Very Respectfully,

James M. Branum
Civilian Defense Counsel

Enclosures:

1. Letter from Jon E. Finke (Chief, Operations Management Division of the US Army Human resources command) to Congressman Richard Hudson
2. Docket Report on case # 5:24-cv-00176, US District Court for the Eastern District of North Carolina

[1] Ibid, Ch. 2.3, b. (2) & (3). August 1, 2024.
[2] IAW Ibid. para. 4.2.

Important: Extract all of the files from the downloaded ZIP file into a folder before attempting to view the documents.

Soldier Record: SFC FORBES MICHAEL JEFFREY **Downloaded: 2025-04-03 15:34**

SSN:	[redacted]	**Birth Date:**	[redacted]
Name:	FORBES MICHAEL JEFFREY	**Rank:**	SFC
Status:	Active	**Grade:**	E7
Unit (UPC):	98Z0Y	**ASP / MPC:**	null / E
Attachment Unit (UPC):	null		

Documents:

Folder	Effective Date	Input Date	Name	Title	SIDs	Class	Reviewed	View
PERF.EVAL	2023-07-12	2023-10-11	DA 2166-9-2-R	ENLISTED EVALUATION REPORT-R (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2022-08-31	2022-10-04	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2022-02-26	2022-07-21	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2021-02-26	2021-04-05	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2020-09-10	2021-02-10	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2020-02-28	2020-03-09	DA 1059	SERVICE SCHOOL ACADEMIC EVALUATION REPORT	B	B	Yes	View
PERF.EVAL	2019-11-11	2020-06-19	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2018-11-11	2020-03-10	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2018-05-18	2019-01-23	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2017-06-26	2017-08-02	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2016-08-26	2017-04-10	DA 2166-9-2	ENLISTED EVALUATION REPORT (SSG-1SG/MSG)	A	E	Yes	View
PERF.EVAL	2015-10-30	2016-03-11	DA 2166-8	NCO EVALUATION REPORT	A	E	Yes	View
PERF.EVAL	2015-03-24	2015-08-29	DA 2166-8	NCO EVALUATION REPORT	A	E	Yes	View
PERF.EVAL	2014-01-31	2014-03-06	DA 2166-8	NCO EVALUATION REPORT	A	E	Yes	View
PERF.EVAL	2013-05-03	2013-05-14	DA 1059	SERVICE SCHOOL ACADEMIC EVALUATION REPORT	B	B	Yes	View
PERF.EVAL	2013-01-31	2013-03-18	DA 2166-8	NCO EVALUATION REPORT	A	E	Yes	View
PERF.EVAL	2012-01-31	2012-05-08	DA 2166-8	NCO EVALUATION REPORT	A	E	Yes	View
PERF.EVAL	2011-01-31	2011-04-25	DA 2166-8	NCO EVALUATION REPORT	A	E	Yes	View
PERF.EVAL	2008-11-26	2009-01-31	DA 1059	SERVICE SCHOOL ACADEMIC EVALUATION REPORT	B	B	Yes	View
PERF.COMM	2022-02-12	2022-12-05	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERF.COMM	2020-09-30	2022-10-27	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2016-08-31	2017-06-07	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View

PERF.COMM	2016-05-25	2016-07-12	CERT ACHV	CERTIFICATE OF ACHIEVEMENT/APPRECIATION/COMMENDATION	E	B	Yes	View
PERF.COMM	2016-02-11	2016-02-23	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERF.COMM	2015-02-17	2015-05-06	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2014-04-18	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2013-02-10	2018-03-14	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERF.COMM	2013-01-31	2015-02-11	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2012-09-21	2012-10-23	CERT ACHV	CERTIFICATE OF ACHIEVEMENT/APPRECIATION/COMMENDATION	E	B	Yes	View
PERF.COMM	2012-01-01	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2011-02-11	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2010-12-15	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2010-09-01	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2010-02-11	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2009-04-23	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2009-04-07	2009-06-02	CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	F U	B	Yes	View
PERF.COMM	2009-02-01	2018-03-22	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERF.COMM	2009-02-01	2018-03-14	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERF.COMM	2008-09-04	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2008-06-01	2018-03-23	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERF.COMM	2007-10-04	2018-03-14	AWD/MOS-ASI	AWARD/MOS-ASI ORDER	F M U L	B	Yes	View
PERF.EDUC	2017-07-14	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2016-09-30	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2016-02-26	2016-05-04	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2014-08-22	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2014-03-21	2016-05-12	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2012-09-21	2012-10-23	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2010-03-26	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2010-02-05	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR	G Q	B	Yes	View

				MORE HOURS				
PERF.EDUC	2009-10-09	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2008-05-16	2018-03-14	TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	G Q	B	Yes	View
PERF.EDUC	2007-10-12	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2007-09-13	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2007-08-25	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	2007-04-27	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERF.EDUC	1996-09-30	2008-02-11	TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	G Q	B	Yes	View
PERF.EDUC	1994-12-02	2008-02-11	TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	G Q	B	Yes	View
PERF.DISC	2025-01-31	2025-02-25	DASEB	DA SUITABILITY EVAL BOARD - DASEB DOC DENY/APPR REQ FOR REMOVAL OF ADVS INFO	K	B	No	View
PERF.DISC	2023-05-30	2023-09-15	LTR REPR	LETTER OF REPRIMAND, CENSURE, ADMONITION	K	B	Yes	View
SERV.SERV2	2024-11-30	2024-12-01	DD 214	CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY	M S 3	B	No	View
SERV.SERV2	2024-11-30	2024-12-01	SEPARATION AMND	AMENDMENT OF SEPARATION	M S	B	No	View
SERV.SERV2	2024-11-30	2024-12-01	SEPARATION	APPROVED SEPARATION ORDER	M S	B	No	View
SERV.SERV2	2023-07-25	2023-07-24	ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
SERV.SERV2	2023-01-04	2023-01-04	ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
SERV.SERV2	2023-01-04	2023-03-23	ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
SERV.SERV2	2023-01-04	2023-03-23	ASSIGN TEMP OTH REV	REVOCATION OF ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
SERV.SERV2	2020-07-10	2020-08-21	ASSIGN PERM	ASSIGNMENT - PERMANENT	M L	B	Yes	View
SERV.SERV2	2020-03-19	2020-03-31	ORD PROMRED	PROMOTION OR REDUCTION ORDERS	M S	B	Yes	View
SERV.SERV2	2020-01-16	2020-04-20	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	Yes	View
SERV.SERV2	2020-01-16	2020-04-20	DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	M Z	E	Yes	View
SERV.SERV2	2016-02-16	2016-03-18	ASSIGN PERM	ASSIGNMENT - PERMANENT	M L	B	Yes	View
SERV.SERV2	2015-12-16	2016-07-21	ORD REV	REVOCATION OF ORDERS	M	B	Yes	View
SERV.SERV2	2015-12-03	2016-02-10	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	Yes	View
SERV.SERV2	2015-12-03	2016-02-10	DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	M Z	E	No	View

SERV.SERV2	2013-10-17	2014-02-06	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	No	View
SERV.SERV2	2012-10-31	2012-11-30	ORD PROMRED	PROMOTION OR REDUCTION ORDERS	M S	B	Yes	View
SERV.SERV2	2011-11-03	2018-03-23	QUAL/SKILLS	QUALIFICATIONS AND SKILLS	M L	B	Yes	View
SERV.SERV2	2010-01-26	2010-03-24	ORD PROMRED	PROMOTION OR REDUCTION ORDERS	M S	B	Yes	View
SERV.SERV2	2008-12-08	2009-05-30	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	Yes	View
SERV.SERV2	2007-10-04	2018-03-14	AWD/MOS-ASI	AWARD/MOS-ASI ORDER	F M U L	B	Yes	View
SERV.SERV2	2007-09-14	2017-04-28	ASSIGN PERM	ASSIGNMENT - PERMANENT	M L	B	Yes	View
SERV.SERV2	2007-05-04	2017-04-04	QUAL/SKILLS	QUALIFICATIONS AND SKILLS	M L	B	Yes	View
SERV.SERV2	2007-02-12	2007-02-12	DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	No	View
SERV.SERV2	2007-02-12	2007-02-12	DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	M S	E	Yes	View
SERV.SERV2	2007-02-12	2007-02-12	DD 369	POLICE RECORD CHECK - 369DD (PART OF 4DD)	M	E	Yes	View
SERV.SERV2	2007-02-12	2007-02-12	DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	M S	E	Yes	View
SERV.SERV2	2007-02-12	2007-02-12	DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	M Z	E	Yes	View
SERV.SERV2	2007-02-12	2007-02-12	DA 3286-B	DA 3286 (ANNEX B)	M Z	E	Yes	View
SERV.ADMIN	2024-03-21	2024-03-21	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2024-03-21	2024-03-22	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2023-03-21	2023-03-22	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2023-03-21	2023-03-21	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2022-11-29	2022-12-03	ERB	ENLISTED RECORD BRIEF	N 3	E	Yes	View
SERV.ADMIN	2022-06-30	2022-06-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2022-01-05	2022-01-06	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2021-07-22	2021-07-22	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2020-11-17	2020-11-18	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2020-10-19	2022-10-27	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
SERV.ADMIN	2020-10-01	2020-10-01	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2020-06-30	2020-06-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2020-06-30	2020-06-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2019-11-20	2019-11-24	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2019-08-02	2019-08-02	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2018-11-14	2018-11-14	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2018-11-14	2018-11-14	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2018-10-25	2018-10-25	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2017-12-12	2017-12-12	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View

SERV.ADMIN	2017-12-06	2018-02-05	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2017-05-11	2017-06-07	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
SERV.ADMIN	2016-09-27	2016-09-27	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2016-09-27	2016-09-27	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2016-06-21	2016-06-21	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2016-06-21	2016-06-21	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2016-03-17	2016-04-06	ORD ATTACH	ATTACHMENT OR RELEASE FROM ATTACHMENT ORDER	N	B	Yes	View
SERV.ADMIN	2016-02-29	2016-03-14	MARRIAGE CERT	CERTIFICATE OF MARRIAGE	P N	B	Yes	View
SERV.ADMIN	2015-07-30	2015-07-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2015-07-30	2015-07-30	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2015-06-30	2015-06-30	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2015-02-17	2015-05-06	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
SERV.ADMIN	2014-10-16	2014-10-16	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2014-08-13	2014-08-13	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2014-08-13	2014-08-13	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2012-01-18	2012-01-18	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
SERV.ADMIN	2012-01-18	2012-01-18	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
SERV.ADMIN	2011-02-16	2011-12-14	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2011-02-16	2011-12-07	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2010-03-23	2018-03-14	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
SERV.ADMIN	2008-09-10	2008-09-29	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
SERV.ADMIN	2008-09-10	2008-09-29	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
SERV.ADMIN	2007-04-30	2007-05-15	SF 312	CLASSIFIED INFORMATION NONDISCLOSURE STATEMENT	N	B	No	View
SERV.ADMIN	2007-02-14	2007-04-02	DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	N	E	Yes	View
SERV.ADMIN	2007-02-12	2007-02-12	DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	N	E	No	View
REST.REST2	2024-12-17	2025-02-25	DASEB	DA SUITABILITY EVAL BOARD - DASEB DOC DENY/APPR REQ FOR REMOVAL OF ADVS INFO	O	B	No	View
FIN.FIN2	2013-06-27	2014-04-10	DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2 3 Z	B	Yes	View
MOB.MOB2	2024-11-30	2024-12-01	DD 214	CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY	M S 3	B	No	View
MOB.MOB2	2024-03-21	2024-03-22	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2023-03-21	2023-03-22	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2022-11-29	2022-12-03	ERB	ENLISTED RECORD BRIEF	N 3	E	Yes	View
MOB.MOB2	2022-01-05	2022-01-06	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View

MOB.MOB2	2020-11-17	2020-11-18	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2019-11-20	2019-11-24	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2018-11-14	2018-11-14	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2018-11-14	2018-11-14	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2017-12-12	2017-12-12	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2016-09-27	2016-09-27	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2016-06-21	2016-06-21	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2015-07-30	2015-07-30	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2015-06-30	2015-06-30	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2014-10-16	2014-10-16	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2014-08-13	2014-08-13	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2013-07-17	2014-04-15	DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	3	B	Yes	View
MOB.MOB2	2013-06-27	2014-04-10	DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2 3 Z	B	Yes	View
MOB.MOB2	2013-05-21	2014-04-15	DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	3	B	No	View
MOB.MOB2	2013-02-01	2013-05-30	DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	3	B	Yes	View
MOB.MOB2	2012-01-18	2012-01-18	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
MOB.MOB2	2011-02-16	2011-12-07	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
MOB.MOB2	2008-09-10	2008-09-29	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.ASSDEP	2023-07-25	2023-07-24	ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
PERRR.ASSDEP	2023-01-04	2023-03-23	ASSIGN TEMP OTH REV	REVOCATION OF ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
PERRR.ASSDEP	2023-01-04	2023-01-04	ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
PERRR.ASSDEP	2023-01-04	2023-03-23	ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	M L	B	Yes	View
PERRR.ASSDEP	2020-07-10	2020-08-21	ASSIGN PERM	ASSIGNMENT - PERMANENT	M L	B	Yes	View
PERRR.ASSDEP	2016-02-16	2016-03-18	ASSIGN PERM	ASSIGNMENT - PERMANENT	M L	B	Yes	View
PERRR.ASSDEP	2011-11-03	2018-03-23	QUAL/SKILLS	QUALIFICATIONS AND SKILLS	M L	B	Yes	View
PERRR.ASSDEP	2007-10-04	2018-03-14	AWD/MOS-ASI	AWARD/MOS-ASI ORDER	F M U L	B	Yes	View
PERRR.ASSDEP	2007-09-14	2017-04-28	ASSIGN	ASSIGNMENT - PERMANENT	M L	B	Yes	View

			PERM					
PERRR.ASSDEP	2007-05-04	2017-04-04	QUAL/SKILLS	QUALIFICATIONS AND SKILLS	M L	B	Yes	View
PERRR.SDATA	2024-11-30	2024-12-01	SEPARATION AMND	AMENDMENT OF SEPARATION	M S	B	No	View
PERRR.SDATA	2024-11-30	2024-12-01	DD 214	CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY	M S 3	B	No	View
PERRR.SDATA	2024-11-30	2024-12-01	SEPARATION	APPROVED SEPARATION ORDER	M S	B	No	View
PERRR.SDATA	2020-03-19	2020-03-31	ORD PROMRED	PROMOTION OR REDUCTION ORDERS	M S	B	Yes	View
PERRR.SDATA	2020-01-16	2020-04-20	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	Yes	View
PERRR.SDATA	2015-12-03	2016-02-10	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	Yes	View
PERRR.SDATA	2013-10-17	2014-02-06	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	No	View
PERRR.SDATA	2012-10-31	2012-11-30	ORD PROMRED	PROMOTION OR REDUCTION ORDERS	M S	B	Yes	View
PERRR.SDATA	2010-01-26	2010-03-24	ORD PROMRED	PROMOTION OR REDUCTION ORDERS	M S	B	Yes	View
PERRR.SDATA	2008-12-08	2009-05-30	DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	Yes	View
PERRR.SDATA	2007-02-12	2007-02-12	DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	M S	E	No	View
PERRR.SDATA	2007-02-12	2007-02-12	DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	M S	E	Yes	View
PERRR.SDATA	2007-02-12	2007-02-12	DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	M S	E	Yes	View
PERRR.PDATA	2024-03-21	2024-03-22	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2024-03-21	2024-03-21	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2023-03-21	2023-03-22	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2023-03-21	2023-03-21	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2022-06-30	2022-06-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2022-01-05	2022-01-06	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2021-07-22	2021-07-22	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2020-11-17	2020-11-18	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2020-10-01	2020-10-01	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2020-06-30	2020-06-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2020-06-30	2020-06-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2019-11-20	2019-11-24	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2019-08-02	2019-08-02	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2018-11-14	2018-11-14	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2018-11-14	2018-11-14	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2018-10-25	2018-10-25	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2017-12-12	2017-12-12	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View

PERRR.PDATA	2017-12-06	2018-02-05	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2016-09-27	2016-09-27	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2016-09-27	2016-09-27	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2016-06-21	2016-06-21	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2016-06-21	2016-06-21	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2016-02-29	2016-03-14	MARRIAGE CERT	CERTIFICATE OF MARRIAGE	P N	B	Yes	View
PERRR.PDATA	2015-07-30	2015-07-30	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2015-07-30	2015-07-30	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2015-06-30	2015-06-30	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2014-10-16	2014-10-16	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2014-08-13	2014-08-13	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2014-08-13	2014-08-13	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2012-01-18	2012-01-18	DD 93	RECORD OF EMERGENCY DATA	N P	B	Yes	View
PERRR.PDATA	2012-01-18	2012-01-18	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	Yes	View
PERRR.PDATA	2011-02-16	2011-12-14	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PDATA	2011-02-16	2011-12-07	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2008-09-10	2008-09-29	SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	N 3 P	B	No	View
PERRR.PDATA	2008-09-10	2008-09-29	DD 93	RECORD OF EMERGENCY DATA	N P	B	No	View
PERRR.PEDUC	2017-07-14	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2016-09-30	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2016-02-26	2016-05-04	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2014-08-22	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2014-03-21	2016-05-12	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2012-09-21	2012-10-23	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2010-03-26	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2010-02-05	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2009-10-09	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2008-05-16	2018-03-14	TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	G Q	B	Yes	View
PERRR.PEDUC	2007-10-12	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2007-09-13	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View

PERRR.PEDUC	2007-08-25	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	2007-04-27	2018-03-14	CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	G Q	B	Yes	View
PERRR.PEDUC	1996-09-30	2008-02-11	TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	G Q	B	Yes	View
PERRR.PEDUC	1994-12-02	2008-02-11	TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	G Q	B	Yes	View
PERRR.AWARDS	2022-02-12	2022-12-05	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERRR.AWARDS	2020-10-19	2022-10-27	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
PERRR.AWARDS	2020-09-30	2022-10-27	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2017-05-11	2017-06-07	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
PERRR.AWARDS	2016-08-31	2017-06-07	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2016-02-11	2016-02-23	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERRR.AWARDS	2015-02-17	2015-05-06	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
PERRR.AWARDS	2015-02-17	2015-05-06	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2014-04-18	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2013-02-10	2018-03-14	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERRR.AWARDS	2013-01-31	2015-02-11	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2012-01-01	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2011-02-11	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2010-12-15	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2010-09-01	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2010-03-23	2018-03-14	DA 638	RECOMMENDATION FOR AWARD	N U	B	Yes	View
PERRR.AWARDS	2010-02-11	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2009-04-23	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2009-04-07	2009-06-02	CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	F U	B	Yes	View
PERRR.AWARDS	2009-02-01	2018-03-22	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERRR.AWARDS	2009-02-01	2018-03-14	AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	D U	B	Yes	View
PERRR.AWARDS	2008-09-04	2018-03-14	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
PERRR.AWARDS	2008-06-01	2018-03-23	AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	D U	B	Yes	View
			AWD/MOS-		F M			

PERRR.AWARDS	2007-10-04	2018-03-14	ASI	AWARD/MOS-ASI ORDER	U L	B	Yes	View
PERRR.ENTIT	2020-01-16	2020-04-20	DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	M Z	E	Yes	View
PERRR.ENTIT	2015-12-03	2016-02-10	DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	M Z	E	No	View
PERRR.ENTIT	2013-06-27	2014-04-10	DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2 3 Z	B	Yes	View
PERRR.ENTIT	2007-02-12	2007-02-12	DA 3286-B	DA 3286 (ANNEX B)	M Z	E	Yes	View
PERRR.ENTIT	2007-02-12	2007-02-12	DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	M Z	E	Yes	View
PERRR.RVIEWS	2024-11-25	2024-11-25	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2023-06-02	2023-06-02	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	Yes	View
PERRR.RVIEWS	2022-05-19	2022-05-19	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	Yes	View
PERRR.RVIEWS	2022-05-19	2022-05-19	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	Yes	View
PERRR.RVIEWS	2021-06-11	2021-06-11	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	Yes	View
PERRR.RVIEWS	2020-04-01	2020-04-01	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2019-05-17	2019-05-17	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2018-03-21	2018-03-21	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2017-12-13	2017-12-13	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2017-12-13	2017-12-13	FIN REC REV	FINANCE RECORDS REVIEW	W	B	Yes	View
PERRR.RVIEWS	2015-07-30	2015-07-30	FIN REC REV	FINANCE RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2015-07-30	2015-07-30	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	Yes	View
PERRR.RVIEWS	2014-09-22	2014-09-22	FIN REC REV	FINANCE RECORDS REVIEW	W	B	No	View
PERRR.RVIEWS	2014-09-22	2014-09-22	PERS REC REV	PERSONNEL RECORDS REVIEW	W	B	Yes	View
PHOTO.PHOTO2	2018-03-21	2018-03-21	DA PHOTO	DEPARTMENT OF THE ARMY OFFICIAL PHOTOGRAPH	4	B	Yes	View

** Older revision of document*

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FORBES MICHAEL JEFFREY
20180321
SSG, 35F

Pennsylvania State Police PATCH
Response for Criminal Record Check

Generated on 10/27/2006 10:50 AM

Name: FORBES,MICHAEL JEFFREY
Social Security #: [redacted]
Date of Birth:
Date of Request: 10/27/2006 10:48 AM
Sex: M
Race: White
Requested By: US Marshals Meadville RS

***** NO RECORD FOR SEARCH KEYS ON FILE FOR CONTROL #R31316082 *****

The response is based on a comparison of data provided by the requester against information contained in the files of the Pennsylvania State Police Central Repository only. The Pennsylvania State Police response does not preclude the existence of criminal records, which might be contained in the repositories of other local, state, or federal criminal justice agencies.

This information on this certification form can be validated by accessing the PATCH Record Check Status screen (https://epatch.state.pa.us/RCStatusSearch.jsp) and submitting a search request that contains the following: Subject's Name, Social Security # (if available), Date of Birth and Date of Request. PATCH will find and display the corresponding record check request. Details on the request can be viewed by clicking on the control number. A copy of this certification form can be obtained by clicking on the Certification Form hyperlink provided on the request details screen.

Certified by:
Lieutenant Walter L. Lauer, Director
Criminal Records and Identification Division
Pennsylvania State Police

Questions concerning this criminal record check should be directed to PATCH at telephone number 1-877-777-3375 or 717-705-1268.

NAME: FORBES, MICHAEL JEFFREY SSN: [redacted]

STATEMENT FOR ENLISTMENT
UNITED STATES ARMY ENLISTMENT PROGRAM
U.S. ARMY DELAYED ENLISTMENT PROGRAM
For use of this form, see AR 601–210: the proponent agency is ODCSPER
(For instructions using this form see USAREC Reg 601–96)

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	**Title 10, United States Code. Section 275 Executive Order 9397.**
PRINCIPAL PURPOSE:	**Basic form used to record contractual obligations to enlistees. Guarantees and annexes enlistment contract.**
ROUTINE USES:	**This form becomes a part of the Enlisted Master File and Field Personnel File. All uses of this form are internal to the United States Army.**
DISCLOSURE:	**Disclosure of the Social Security Number: (SSN) and other personal information is voluntary. However failure to provide the required information may result in denial of enlistment or reenlistment.**

1. ACKNOWLEDGMENT: In connection with my enlistment in the Regular Army. I hereby acknowledge that:

a. My enlistment in the U. S. Army Reserve obligates me to a total of **8** years service in the U. S. Armed Forces, including service in the Reserve components, unless sooner discharged by proper authority. Fulfillment of this obligation begins on the date I enlist in the Delayed Entry Program.

b. I will be assigned to the U. S. Army Reserve Control Group (Delayed Entry). During which time I will be in a non–pay status and will not be authorized to participate in any Reserve training.

c. I volunteer to serve on active duty for two years in any job assignment specified by the Army. Such period to begin within 99 days unless I enlist into the Regular Army, or I am granted further delay by proper authority.

d. In lieu of performing the active duty specified above, I may enlist into the Regular Army for a period of 4 Years 00 weeks.

2. Upon enlistment into the Regular Army. I will be enlisted under the provisions of Army Regulation 601–210. Program or programs as indicated below:

PROGRAM	TITLE	REQUEST OPTION
9A	United States ARMY Training Enlistment Program(UNAB)	04
9C	United States ARMY Incentive Enlistment Program(US ARMY HIGH GRAD BONUS (BACHELOR), US ARMY LOAN REPAYMENT PROGRAM, US ARMY AIRBORNE BONUS)	013, 027, 224

School course, I have been assured of attending the School course for:

NAME: FORBES, MICHAEL JEFFREY SSN: [redacted]

MOS: 96B INTELLIGENCE ANALYST
Skill Level: 1
SQI: O NO SPECIAL QUALIFICATIONS
ASI: 00 DEFAULT CODE
Language: YY NONE

a. In the event, through no fault of my own, that my enlistment, program school course, or training of my choice is cancelled or otherwise not available before I enlist into the Regular Army. I will elect one of the following alternatives:

(1) I will elect another program, School Course, or training of my choice for which I am qualified and a vacancy exists.

(2) I will be separated from the Delayed Entry Program.

3. The date of my enlistment into the Regular Army is scheduled for 08 Feb 2007 .

a. In the event that I willfully fail to report for active duty as specified in above and on my DD Form 4 enlistment Contract. I understand that I will be in an Absent With out Leave Status (AWOL) and subject to apprehension and charged with article 86 (deserter) of the Uniform Code of Military Justice.

b. I have provided complete, detailed, and accurate background information in regards to my controlled drug and alcohol use, financial, moral, and physical history. This information will be used to determine my eligibility for the necessary security clearance if required by an MOS, option, or duty assignment in connection with my enlistment. I understand that if it is determined that I have knowingly failed to reveal information at the time of my enlistment, or I have significant derogatory information, which results in my inability to receive an interim or final security clearance within 120 days from the submission date of my request for a clearance, I may be reclassified based on the needs of the Army or processed for discharge.

c. I understand that I must meet physical requirements for airborne IAW AR 40–501.

d. I understand that I must demonstrate the ability to run five miles in 45 minutes or less or I will not be allowed to enter Airborne Training.

e. I understand that I must successfully complete the Basic Airborne Training (BAT) course.

f. I certify that I have read or have viewed the Job Description for the MOS I am enlisting for and further acknowledge that I understand the general nature of the training I will receive.

g. I understand my acceptance for the enlistment option(s) specified in my contract is contingent upon the results of a thorough security screening interview to be accomplished prior to my entry on active duty. If found unacceptable for this option, I will be allowed to choose another option for which I am qualified or request separation from the DEP.

h. I also acknowledge that I am qualified and enlisting for an MOS or CMF that has a Cash Bonus, that the bonus amount authorized on my enlistment into the Regular Army will be the amount authorized upon my entry into the Delayed entry Program. Further I understand that the Bonus for my CMF or MOS on this date is $**10000** authorized by HQDA, DAPE–MPA, Enlisted Incentive Program Effective 01 Oct 2006 and will be paid in accordance with DA instruction.

i. The incentive above is the U. S. ARMY LOAN REPAYMENT PROGRAM (LRP), I understand that I must DISENROLL from the GI Bill in order to qualify for this program. DISENROLLMENT MUST BE ACCOMPLISHED at the time I enter on active duty. If I fail to complete the dis–enrollment portion of the DD FORM 2366, I will not be eligible for the LRP and will become automatically enrolled in the GI Bill.

j. I understand that under this program (LRP) that the government will repay a designated portion of any loan I incurred that was made, insured or guaranteed, under Part B of the Higher Education Act of 1975 (Guaranteed Student Loan) or any loan under Part E of such act (National Direct Student Loan) after 1 October 1975 and before I enlist into the Regular Army. "

NAME: FORBES, MICHAEL JEFFREY SSN: [redacted]

k. I understand that only certain loans qualify for the LRP Program. Loans which qualify for this program include those which are made, insured or guaranteed under Part B (Federal Family Education Loan Program), Part D (William D. Ford Direct Loan Program), or Part E (Federal Perkins Loans) of the Higher Education Act of 1965, after 1 October 1975, and before entering Active Duty. The types of loans that qualify for the LRP are:

l. Auxiliary Loan Assistance for Students, Federally Insured Student Loans, Guaranteed Student Loans or Stafford Loans, National Direct Student Loans or Perkins Loans, Supplemental Loans for Students, Consolidated loans (in soldiers name), Parent Loans for Undergraduate Students (PLUS loans) Incurred for the use of individual contracting for LRP.

m. Enlistment for the LRP ensures me, provided I meet and maintain the prescribed prerequisites, that the portion or amount of loan that may be repaid is 33 1/3 percent or $1,500, whichever is greater, of the unpaid principal balance for each year of service completed. "

n. Repayment will be made only after each successful year of active duty that I perform commencing on the date of my enlistment in the Regular Army.

o. I fully understand that I must secure a military deferment or maintain my account in good standing until such time as repayment is started.

p. I understand that repayment amounts paid by the government are subject to Federal and State income taxed as taxable income each year payment is made.

q. I understand that in order for the LRP payment cycle to begin on my student loans, I must first coordinate with and provide additional critical information (on DD Form2475) to the Education Incentives and Counseling Branch (EICB).

r. I understand that it is my responsibility to contact EICB (at the number or address listed below) if they have not contacted me prior to the completion of my **6th month on active duty.**

s. Education Incentive Control Branch (EICB) POINT OF CONTACT INFORMATION: Commander, PERSCOM, ATTN: TAPC–PDE (EICB), 200 Stovall St., Ste. 3N17 Alexandria, Va 22332–0472, Tel. 1–800–872–8272, DSN 221–0285, Fax: (703) 325–6599 Email: PDEEI@Hoffman.army.mil

t. I understand that I must promptly contact EICB and inform them of any address change I have and/or whenever any of my loans are sold to another lender.

u. I understand that my loans must not be in default and must remain in good standing while I am on Active Duty. I understand that it is my responsibility to coordinate with my lender(s) about a possible payment forbearance or deferment on my loans.

v. I understand that interest (even interest re–capitalized into principal) will not be repaid. I also understand that I will not be reimbursed for payments I make or have already made to my lenders.

w. I understand I must submit to EICB a copy of my DD Form 214 (Member 4 Copy) to determine if further payment would be authorized.

x. I understand that under the Army Student Loan Repayment Program, the Army will not repay student loans in excess of $65,000 regardless of the amount of my student loans. I further understand that I am required to make all interest payments of my student loan during my enlistment. In addition, I understand that I must bring copies of ALL my student loan promissory notes when I report to the MEPS for active duty ship date.

y. I have provided my recruiter or and Guidance Counselor all information required on my application for enlistment. I certify that I have read and fully understand the contents of this form and that no one has told me to conceal any information. I further state that all of the documents such as my birth certificate, high school or college transcripts, diplomas, social security card, or other documents in my enlistment or appointment packet are mine and were not falsified. It is prohibited to have anyone assist me in taking the Armed Services Vocational Aptitude Battery (ASVAB). I certify that no one has given me any

answers to the test questions and that the scores I achieved were through my own efforts and I received no assistance taking the ASVAB.

(1) I am aware that I must reveal all criminal offenses, cases, and arrests to include juvenile and those charges that have been expunged, dismissed, set aside, or not prosecuted. I must reveal all responsibilities I have with respect to children or spouse. I must reveal all prior military service.

(2) I have not concealed any medical information and I further state that If anyone has told me to conceal, omit from my application, or falsify any information I must report any misconduct on anyone's part that is involved with my recruiting process immediately to the recruiting battalion executive officer.

(3) That no person has advised me to conceal any information with respect to my enlistment.

4. I understand that in the event the Secretary of the Army determines for military necessity of national interest members be available for immediate assignment/reassignment any guarantees contained in this agreement may be terminated. Under these conditions I may be assigned or reassigned according to the needs of the Army.

5. Pre–Basic Combat Training (BCT) Physical Training (PT) Program

a. I understand and acknowledge that all recruits reporting for Active Duty/Active Duty for Training will be required to meet a physical assessment standard in order to enter on active duty. At a minimum, I must be able to demonstrate my ability to successfully perform 13 pushups for males, 3 pushups for females, 17 sit–up for males and females and a one mile run in 8: 30 minutes for males and 10:30 minutes for females. In addition, Prior Service applicants not requiring basic training will be required to successfully achieve a minimum of 60 points in each event on the Army Physical Fitness Test (APFT).

b. Based upon my initial assessment, my recruiter will enroll me in a self–paced Pre–Basic Combat Training (BCT) Physical Training (PT) Program. I understand and acknowledge that as a member of the Army or Army Reserves, my participation in the PT program is voluntary; however, I will be required to meet a physical assessment standard in order for me to enter on active duty. Failure to meet these standards will prevent me from shipping.

6. ARMY KNOWLEDGE ONLINE:

a. You must register for an AKO email account prior to your Initial Orientation with your recruiter which will occur 1–10 days from today's date. You must register for your account at: http://www.futuresoldiers.com/html/registration.jsp. You are required to enter your Social Security Number, Date of Birth and Pay Entry Basic Date. Your Pay Entry Basic Date is: **31 Oct 2006**.

7. SURE PAY:

a. As part of my enlistment contract, I hereby acknowledge and agree that I have the duty and responsibility, to establish and maintain an account with a United States financial institution such as a bank, savings and loan, or credit union for the direct deposit/receipt of my Army net pay and allowances. I will have in my possession a completed direct deposit form from a financial institution, an ATM Card and or checks prior to shipping to access funds during training.

b. I understand that prior to reporting on Active Duty, I am required to establish an account with the U. S. financial institution for direct deposit/receipt of my Army net pay and allowances, and execute the appropriate forms prior to or immediately to ensure my Army net pay and allowances are deposited directly into my account. I understand I may freely choose or change U. S. financial institutions to satisfy this requirement. I understand that I will continue to have the duty and responsibility to maintain such an account for direct deposit/receipt of my Army net pay allowances so long as I remain in service, unless I receive a specific exemption from this requirement from the Army. I understand that failure to establish and maintain an account as described above, in the absence of a specific exemption, may subject me to administrative action and/or disciplinary action under the Uniform Code of Military Justice or state military code.

8. ALCOHOL AND DRUG ABUSE:

a. I understand that the Army's policy on alcohol and drug abuse is that the Army must prevent alcohol and drug abuse in order to perform its mission to defend the United States, to ensure its combat readiness, and to protect the health and welfare of its soldiers. I understand that service in the United States Army places me in a position of special trust and responsibility. Any drug abuse by soldiers of the United States Army is against the law, violates Army standards of behavior and duty performance, and will not be tolerated. Alcohol abuse involving criminal acts or conduct detrimental to the Army or good order and discipline will also not be tolerated. The illegal use of narcotics, or prescription drugs, or any use of marijuana or other illegal substances by soldiers can lead to criminal prosecution and/or discharge under other than honorable conditions. If I am identified for either alcohol or drug abuse, including the use or possession of marijuana, appropriate disciplinary and/or administrative action may be taken against me. This may include trial by court–martial or administrative separation from the Army.

b. I understand that certain Military Occupational Specialties (MOS) in the Army cannot be performed by persons who have used marijuana or other drugs. If it is established that I have used drugs or marijuana and that usage disqualifies me for the MOS for which I entered the ARMY or have been awarded, I may be reclassified into another MOS based on the needs of the Army.

9. RELIGIOUS PRACTICE ACCOMMODATION:

a. I understand the Department of the Army's policy on accommodation of religious practices is to accommodate religious practices when accommodation will not have an adverse impact on military readiness, unit cohesion, standards, health, safety, or discipline. The Army places a high value on the rights of its soldiers to observe the tenants of their respective religions. Unit commanders are authorized to initially approve or deny requests for accommodation of religious practices. Conditions of accommodation may change based on military need. Policy guidelines are contained in AR 600–20 and AR 165–1 which my guidance counselor has available for me to read. I understand that the Army cannot guarantee accommodation of religious practices.

b. I further state that I have been given the opportunity to read or I have read the policy in AR 600–20 and AR 165–1.

10. FITNESS TRAINING UNIT:

a. I understand that all recruits reporting for Basic Combat Training (BCT) and One Station Unit Training (OSUT) will be assessed on their physical fitness during processing at the Reception Battalion.

b. The new soldiers not meeting the minimum standards listed below will enter the Fitness Training Unit. Those who meet or exceed the standards will proceed on to BCT/OSUT. The minimum standards are:

Push–up:	13 repetitions
Sit–up:	17 repetitions
1 Mile Run:	8 min 30 sec.

11. SEXUAL HARASSMENT:

a. The U.S. Army will not condone any person who violates the rights of; or discriminates against; any person because of their gender. Further, I understand that:

(1) Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;

(2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive

environment.

(3) Any soldier or civilian employee in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace, can occur at almost any place, and violates acceptable standards of integrity and impartiality required of all Army personnel. It interferes with mission accomplishment and unit cohesion. Such behavior by soldiers or Army civilians will not be tolerated.

(4) I fully acknowledge that I have the duty and responsibility to report immediately any violation of the above stated policy. In addition, I acknowledge that I am aware of the Army policy stated above and any violation could be grounds for adverse action or criminal charges under the Uniform Code of Military Justice. If a violation of the above policy occurs while I am a member of the Delayed Entry/Training Program, I may contact the U.S. Army Recruiting Battalion Executive Officer or Commander at (412) 395–5858 .

b. The U.S. Army has zero tolerance for conduct or behavior that violates the policy stated above.

c. The Army policy stated above may be found in Army Regulation 600–20, Army Command Policy.

12. PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES:

a. I have been advised that participation in extremist organizations or activities is inconsistent with the treatment for all soldiers without regard to race, color, religion, sex, or national origin. Enforcement of responsibilities of military service. It is the policy of the U.S. Army to provide equal opportunity and the Army's equal opportunity policy is a responsibility of command, is vitally important to unit cohesion and morale, and is essential to the Army's ability to accomplish its mission. It is the commander's responsibility to maintain good order and discipline in the unit. Every commander has the inherent authority to take appropriate actions to accomplish this goal. This paragraph identifies prohibited actions by soldiers involving extremist organizations or activities, discusses the authority of the commander to establish other prohibitions, and establishes that violation of the prohibitions contained in this paragraph or those established by a commander may result in prosecution under various provisions of the Uniform Code of Military Justice (UCMJ).

(1) Participation. Military personnel must reject participation in extremist organizations and activities. Extremist organizations and activities are ones that advocate racial, gender, or ethnic hatred or intolerance; advocate, create, or engage in illegal discrimination based on race, color, sex, religion, or national origin; advocate the use of or use force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States or any State; or advocate or seek to overthrow the Government of the United States, or any State by unlawful means.

(2) Prohibitions. Soldiers are prohibited from the following actions in support of extremist organizations or activities. Penalties for violation of these prohibitions include the full range of statutory and regulatory sanctions, both criminal (UCMJ) and administrative.

(3) Participating in a public demonstration or rally.

(4) Attending a meeting or activity with knowledge that the meeting or activity involves an extremist cause when on duty, when in uniform, when in a foreign country (whether on– or off–duty or in uniform), when it constitutes a breach of law and order, when violence is likely to result, or when in violation of off–limits sanctions or a commander's order;

(5) Fund–raising:

(6) Recruiting or training members (including encouraging other soldiers to join);

(7) Creating, organizing, or taking a visible leadership role in such an organization or activity; or

(8) Distributing literature on or off a military installation the primary purpose and content of which concerns advocacy or support of extremist causes, organizations, or activities and it appears that the literature presents a clear danger to the loyalty, discipline, or morale of military personnel, or if the distribution would materially interfere with the accomplishment of a military mission.

b. I acknowledge that I have read and fully understand the Army's policy regarding a soldier's participation in extremist organizations or activities. If I request, a complete copy of AR 600–20, paragraph 4–12, will be provided to me.

13. UNIFORM AND APPEARANCE:

a. I acknowledge that I have been informed of the U.S. Army uniform and appearance policy. I understand that:

(1) AR 670–1 (Wear and Appearance of Army Uniforms and Insignia) contains personal appearance policies which I will be required to comply with. Soldiers are expected to maintain good daily hygiene and wear their uniform so as not to detract from an overall military appearance.

(2) I have been informed that provisions of AR 670–1 as it applies to personal appearance include specific policy with regard to body markings.

(3) The current policy is as follows:

(a.) Any person with a tattoo on the head, neck, scalp, or face will not be accepted. Furthermore, regardless of a tattoo's location, any tattoo deemed offensive, racist, profane, and/or linked to a criminal activity or extremist group may be denied enlistment.

(b.) TATTOOING in areas of the body (i.e., face, legs, hands, fingers, etc.,) that would cause the tattoo to be exposed in a Class A Uniform would detract from a soldierly appearance.

(c.) Any person who is not in compliance with AR 670–1 as it applies to tattoos will not be accepted for enlistment in the U.S. Army.

b. I have been advised that while a member of the U.S. Army, to include the Delayed Entry Program, I may not violate the above policy. I will refrain from obtaining any body markings or I may be denied entry for violation of the above expressed policy.

c. I hereby state that I have revealed the existence of all tattoos during my medical examination. I have further revealed to my recruiter, or guidance counselor that I have markings (tattoos).

I DO HAVE TATTOOS.

AUTHENTICATION

14. I have read and understand the statements above and that these statements are intended to constitute ALL promises and guarantees whatsoever concerning my enlistment. No other (verbal or otherwise) promise or representation not annexed to my enlistment contract is valid or will be honored. I hereby state that I have NOT been promised anything other than what is written on this form and hereby waive any claim based upon any promise or representation not annexed to my contract. I further state that I have provided my recruiter and guidance counselor all information concerning my qualifications and that no official in the U.S. Army or any other agency has advised me to conceal, nor have I concealed information in connection with my enlistment.

TYPED NAME AND SSN OF APPLICANT	SIGNATURE OF APPLICANT	DATE

NAME: FORBES, MICHAEL JEFFREY SSN: [redacted]

MICHAEL JEFFREY FORBES [redacted]		20061031
TYPED NAME AND GRADE OF COUNSELOR	**SIGNATURE OF WITNESSING OFFICIAL**	**DATE**
Mr Charlie B Tyus JR		20061031

ENLISTMENT/REENLISTMENT DOCUMENT
ARMED FORCES OF THE UNITED STATES

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 3331; 32 USC 708; 44 USC 708 and 3101; 10 USC 133, 255, 275, 504, 508, 510, 591, 672(d), 678, 837, 1007, 1071 through 1087, 1168, 1169, 1475 through 1480, 1553, 2107, 2122, 3012, 5031, 8012, 8033, 8496, and 9411; 14 USC 351 and 632; and Executive Order 9397, November 1943 (SSN).

PRINCIPAL PURPOSE(S): To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of the subject's military personnel records which are used to document promotion, reassignment, training, medical support, and other personnel management actions. The purpose of soliciting the SSN is for positive identification.

ROUTINE USE(S): This form becomes a part of the Service's Enlisted Master File and Field Personnel File. All uses of the form are internal to the relevant Service.

DISCLOSURE: Voluntary; however, failure to furnish personal identification information may negate the enlistment/reenlistment application.

A. ENLISTEE/REENLISTEE IDENTIFICATION DATA

1. NAME *(Last, First, Middle)* FORBES MICHAEL JEFFREY	2. SOCIAL SECURITY NUMBER [redacted]
3. HOME OF RECORD *(Street, City, State, ZIP Code)* [redacted]	4. PLACE OF ENLISTMENT/REENLISTMENT *(Mil. Installation, City, State)* PITTSBURGH MEPS PITTSBURGH, PA 15222-4101

5. DATE OF ENLISTMENT/ REENLISTMENT (YYYYMMDD)	6. DATE OF BIRTH (YYYYMMDD)	7. PREV MIL SVC UPON ENL/REENLIST	YEARS	MONTHS	DAYS
20061031	[redacted]	a. TOTAL ACTIVE MILITARY SERVICE			
		b. TOTAL INACTIVE MILITARY SERVICE			

B. AGREEMENTS

8. I am enlisting/reenlisting in the United States *(list branch of service)* ARMY RESERVE this date for 8 years and 00 weeks beginning in pay grade E-4. The additional details of my enlistment/reenlistment are in Section C and Annex(es) A.

a. FOR ENLISTMENT IN A DELAYED ENTRY/ENLISTMENT PROGRAM (DEP):

I understand that I will be ordered to active duty as a Reservist unless I report to the place shown in item 4 above by *(list date (YYYYMMDD))* 0600 20070208 for enlistment in the Regular component of the United States *(list branch of service)* ARMY for not less than 4 years and 00 weeks. My enlistment in the DEP is in a nonpay status. I understand my period of time in the DEP is **NOT** creditable for pay purposes upon entry into a pay status. However, I also understand that this time is counted toward fulfillment of my military service obligation or commitment. I must maintain my current qualifications and keep my recruiter informed of any changes in my physical or dependency status, moral qualifications, and mailing address.

b. REMARKS: *(If none, so state.)* NONE

c. The agreements in this section and attached annex(es) are all the promises made to me by the Government. **ANYTHING ELSE ANYONE HAS PROMISED ME IS NOT VALID AND WILL NOT BE HONORED.**

(Initials of Enlistee/Reenlistee) MJF

(Continued on reverse side.)

DD FORM 4/1, JAN 2001 PREVIOUS EDITION MAY BE USED.

NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)	SOCIAL SECURITY NO OF ENLISTEE/REENLISTEE
FORBES MICHAEL JEFFREY	[redacted]

D. CERTIFICATION AND ACCEPTANCE

13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.

I CERTIFY THAT I HAVE CAREFULLY READ THIS DOCUMENT. ANY QUESTIONS I HAD WERE EXPLAINED TO MY SATISFACTION. I FULLY UNDERSTAND THAT ONLY THOSE AGREEMENTS IN SECTION B OF THIS DOCUMENT OR RECORDED ON THE ATTACHED ANNEX(ES) WILL BE HONORED. ANY OTHER PROMISES OR GUARANTEES MADE TO ME BY ANYONE ARE WRITTEN BELOW: (If none, X "NONE" and initial.) [X] NONE (Initials of enlistee/reenlistee)

b. SIGNATURE OF ENLISTEE/REENLISTEE	c. DATE SIGNED (YYYYMMDD)
X	20061031

14. SERVICE REPRESENTATIVE CERTIFICATION

a. On behalf of the United States (list branch of service) ARMY, I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and in the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
MOON DONALD	E-8	PITTSBURGH MEPS
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	20061031	PITTSBURGH PA 15222-4101

E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):

I, MICHAEL JEFFREY FORBES, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

16. IN THE NATIONAL GUARD (ARMY OR AIR):

I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.

17. IN THE NATIONAL GUARD (ARMY OR AIR):

I do hereby acknowledge to have voluntarily enlisted/reenlisted this _____ day of _____, _____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.a

18a. SIGNATURE OF ENLISTEE/REENLISTEE	b. DATE SIGNED (YYYYMMDD)
	20061031

19. ENLISTMENT/REENLISTMENT OFFICER CERTIFICATION

a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
SMITH DARCY T	O-3	PITTSBURGH MEPS
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	20061031	PITTSBURGH PA 15222-4101

MONTGOMERY GI BILL ACT OF 1984 (MGIB)

(Chapter 30, Title 38, U.S. Code)

BASIC ENROLLMENT

PRIVACY ACT STATEMENT

AUTHORITY: Chapter 30, Title 38, U.S. Code, Sections 3011, 3012, 3018A, and 3018B; and EO 9397.

PRINCIPAL PURPOSE(S): To document the understanding of members about their eligibility or lack of eligibility for benefits under the Montgomery GI Bill Act of 1984 (MGIB) and document a member's election to decline enrollment for benefits under the MGIB.

ROUTINE USE(S): To the Department of Veterans' Affairs to ascertain an individual's eligibility to claim benefits under the MGIB.

DISCLOSURE: Voluntary; however, failure to provide the requested information will result in the individual being automatically enrolled in the MGIB program.

1. SERVICE MEMBER DATA

a. NAME *(LAST, First, Middle Initial)*	**b. SOCIAL SECURITY NUMBER (SSN)**
FORBES, MICHAEL JEFFREY	[redacted]

2. STATEMENT OF UNDERSTANDING FOR INELIGIBLE MEMBERS

I am **NOT** eligible for the MGIB because (a) I am a service academy graduate, or (b) I am an ROTC scholarship graduate who received more than the current minimum amount allowed for enrollment in MGIB, or (c) I am a prior service member who disenrolled during my previous term of active duty.

a. SERVICE MEMBER SIGNATURE	**b. RANK/GRADE**	**c. DATE SIGNED** *(YYYYMMDD)*

3. STATEMENT OF UNDERSTANDING FOR ALL ELIGIBLE MEMBERS

1. I am automatically enrolled unless I exercise the option to **DISENROLL** by signing Item 5 below.

2. I understand that **UNLESS I DISENROLL** from the MGIB my basic pay will be reduced $100 per month or the current monthly rate until $1200 has been deducted; this basic pay reduction **CANNOT** be **REFUNDED, SUSPENDED OR STOPPED** this is an **IRREVOCABLE DECISION.**

3. I must complete 36 months of active duty service (24 months if my enlistment is for less than 36 months) before I am entitled to the current rate of monthly benefits. The MGIB provides benefits for a period of 36 months.

4. I understand I am eligible for an increased monthly benefit by contributing an additional amount, not to exceed $600 while on active duty. Once I separate, I cannot contribute.

5. I must receive an **HONORABLE** discharge for service establishing entitlement to the MGIB. This **DOES NOT** include 'under honorable conditions'.

6. I must complete the requirements of a secondary school diploma or equivalency certification, or successfully complete the equivalent of 12 semester hours in a program of education leading to a standard college degree before applying for benefits with the Department of Veterans' Affairs.

7. I have 10 years from date of last discharge from active duty to use MGIB benefits.

8. If I die while on active duty, or within one year after discharge or release from active duty if service related, my designated beneficiary(ies) will receive the unused balance of the money reduced from my basic pay for the MGIB. This death benefit will be paid by the Department of Veterans' Affairs (DVA).

9. I cannot receive any combination of DVA educational benefits in excess of 48 months.

10. I must complete at least **24** months of a 3 year active duty service obligation and if my obligation is 2 years I may join and serve honorably in the Selected Reserve for a minimum of 48 months to qualify for the current active duty benefit rate. A (one) period of service **CANNOT** qualify me for both active and reserve MGIB benefits.

a. SERVICE MEMBER SIGNATURE	b. RANK/GRADE	c. DATE SIGNED *(YYYYMMDD)*

4. SERVICE UNIQUE EDUCATION ASSISTANCE OPTIONS

Loan Repayment Program: I understand that I am dis–enrolling from the Montgomery GI–Bill to participate in the Student Loan Repayment Program.

Associated Options name: No Description Available

Term of Enlistment: 4 Years, 00 Weeks, MOS: 96B

5. STATEMENT OF DISENROLLMENT

I DO NOT desire to participate in MGIB. I understand the benefits of the MGIB program and that **I WILL NOT** be able to enroll at a later date.

a. DATE SIGNED *(YYYYMMDD)*	b. RANK/GRADE	c. SERVICE MEMBER SIGNATURE
20070212	E04	

6. CERTIFYING OFFICIAL			
a. TYPED OR PRINTED NAME *(LAST, First, Middle Initial)*	**b. RANK/GRADE**	**c. SIGNATURE**	**d. DATE SIGNED** *(YYYYMMDD)*
Tyus JR, Charlie B			20070212

DD FORM 2366, JUN 2002 PREVIOUS EDITION IS OBSOLETE.

NAME: FORBES, MICHAEL JEFFREY SSN: [redacted]

STATEMENT FOR ENLISTMENT
UNITED STATES ARMY ENLISTMENT PROGRAM
For use of this form, see AR 601–210: the proponent agency is ODCSPER
(For instructions using this form see USAREC Reg 601–96)

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	**Title 10, United States Code. Section 275 Executive Order 9397.**
PRINCIPAL PURPOSE:	**Basic form used to record contractual obligations to enlistees. Guarantees and annexes enlistment contract.**
ROUTINE USES:	**This form becomes a part of the Enlisted Master File and Field Personnel File. All uses of this form are internal to the United States Army.**
DISCLOSURE:	**Disclosure of the Social Security Number: (SSN) and other personal information is voluntary. However failure to provide the required information may result in denial of enlistment or reenlistment.**

1. ACKNOWLEDGMENT: In connection with my enlistment in the Regular Army. I hereby acknowledge that:

a. I am enlisting for the following program (s):

PROGRAM	TITLE	REQUEST OPTION
9A	United States ARMY Training Enlistment Program(UNAB)	04
9C	United States ARMY Incentive Enlistment Program(US ARMY HIGH GRAD BONUS (BACHELOR), US ARMY LOAN REPAYMENT PROGRAM, US ARMY AIRBORNE BONUS)	013, 027, 224

b. My enlistment for this program assures me that, provided I meet required prerequisites, I will receive training in the following Military Occupational Specialty (MOS) or Career Management Field (CMF)

MOS: 96B INTELLIGENCE ANALYST
Skill Level: 1
SQI: O NO SPECIAL QUALIFICATIONS
ASI: 00 DEFAULT CODE
Language: YY NONE

c. I understand that I must meet physical requirements for airborne IAW AR 40–501.

d. I understand that I must demonstrate the ability to run five miles in 45 minutes or less or I will not be allowed to enter Airborne Training.

e. I understand that I must successfully complete the Basic Airborne Training (BAT) course.

(1) In addition to my MOS training I am required to complete airborne training, I understand that I am volunteering to perform frequent aircraft flights, parachute jumps and to participate in realistic combat training while receiving airborne training or performing Airborne duties. I understand that if I fail to complete airborne training, maintain airborne qualifications or fail to attain or maintain required standards on the advanced physical fitness test, I will be reassigned and trained in accordance with the needs of the Army.

f. I understand my acceptance for the enlistment option(s) specified in my contract is contingent upon the results of a thorough security screening interview to be accomplished prior to my entry on active duty. If found unacceptable for this option, I will be allowed to choose another option for which I am qualified or request separation from the DEP.

g. I certify that I have read or have viewed the Job Description for the MOS I am enlisting for and further acknowledge that I understand the general nature of the training I will receive.

h. I understand that I must satisfactorily complete basic combat training in order to receive the training indicated above. Further, I understand that if I should be relieved from training for academic deficiency, disciplinary reasons, failure to receive any required security clearance because of information withheld by me or any misconduct, I will be trained in accordance with the needs of the Army and required to complete the term of my enlistment.

i. I further state and understand that I have been given no guarantee of assignment nor have I been assured that I will or will not be assigned to an overseas location. I understand that upon successful completion of my training I will be assigned in accordance with the needs of the Army and no guarantee of a specific job has been made.

j. My term of enlistment in the Regular Army is 4 Years 00 weeks.

2. ASSOCIATED OPTIONS: In connection with my enlistment into the Regular Army, I hereby acknowledge and understand

a. The incentive above is the U. S. ARMY CASH BONUS, I understand that the BONUS AMOUNT IS $**10000** authorized by HQDA, DAPE–MPA, Enlisted Incentive Program Effective 01 Oct 2006 and will be paid in accordance with DA instruction.

b. The following is used for finance and accounting purposes, Soldier, please retain this document in a safe place: Fund cite: 21 6 2010 0000 6 01–1100 2G2010 1199 PAID P522 S12120.

c. The incentive above is the U. S. ARMY LOAN REPAYMENT PROGRAM (LRP), I understand that I must DISENROLL from the GI Bill in order to qualify for this program. DISENROLLMENT MUST BE ACCOMPLISHED at the time I enter on active duty. If I fail to complete the dis–enrollment portion of the DD FORM 2366, I will not be eligible for the LRP and will become automatically enrolled in the GI Bill.

d. I understand that only certain loans qualify for the LRP Program. Loans which qualify for this program include those which are made, insured or guaranteed under Part B (Federal Family Education Loan Program), Part D (William D. Ford Direct Loan Program), or Part E (Federal Perkins Loans) of the Higher Education Act of 1965, after 1 October 1975, and before entering Active Duty. The types of loans that qualify for the LRP are:

e. Auxiliary Loan Assistance for Students, Federally Insured Student Loans, Guaranteed Student Loans or Stafford Loans, National Direct Student Loans or Perkins Loans, Supplemental Loans for Students, Consolidated loans (in soldiers name), Parent Loans for Undergraduate Students (PLUS loans) Incurred for the use of individual contracting for LRP.

f. I understand that under this program (LRP) that the government will repay a designated portion of any loan I incurred that was made, insured or guaranteed, under Part B of the Higher Education Act of 1975 (Guaranteed Student Loan) or any loan under Part E of such act (National Direct Student Loan) after 1 October 1975 and before I enlist into the Regular Army. "

g. Enlistment for the LRP ensures me, provided I meet and maintain the prescribed prerequisites, that the portion or amount of loan that may be repaid is 33 1/3 percent or $1,500, whichever is greater, of the unpaid principal balance for each year of service completed. "

h. Repayment will be made only after each successful year of active duty that I perform commencing on the date of my enlistment in the Regular Army.

i. I fully understand that I must secure a military deferment or maintain my account in good standing until such time as repayment is started.

j. I understand that repayment amounts paid by the government are subject to Federal and State income taxed as taxable income each year payment is made.

k. I understand that in order for the LRP payment cycle to begin on my student loans, I must first coordinate with and provide additional critical information (on DD Form2475) to the Education Incentives and Counseling Branch (EICB).

l. I understand that it is my responsibility to contact EICB (at the number or address listed below) if they have not contacted me prior to the completion of my **6th month on active duty.**

m. Education Incentive Control Branch (EICB) POINT OF CONTACT INFORMATION: Commander, PERSCOM, ATTN: TAPC–PDE (EICB), 200 Stovall St., Ste. 3N17 Alexandria, Va 22332–0472, Tel. 1–800–872–8272, DSN 221–0285, Fax: (703) 325–6599 Email: PDEEI@Hoffman.army.mil

n. I understand that I must promptly contact EICB and inform them of any address change I have and/or whenever any of my loans are sold to another lender.

o. I understand that my loans must not be in default and must remain in good standing while I am on Active Duty. I understand that it is my responsibility to coordinate with my lender(s) about a possible payment forbearance or deferment on my loans.

p. I understand that interest (even interest re–capitalized into principal) will not be repaid. I also understand that I will not be reimbursed for payments I make or have already made to my lenders.

q. I understand I must submit to EICB a copy of my DD Form 214 (Member 4 Copy) to determine if further payment would be authorized.

r. I understand that under the Army Student Loan Repayment Program, the Army will not repay student loans in excess of $65,000 regardless of the amount of my student loans. I further understand that I am required to make all interest payments of my student loan during my enlistment. In addition, I understand that I must bring copies of ALL my student loan promissory notes when I report to the MEPS for active duty ship date.

s. I certify that I have read viewed and understand the Information for applicants Table 9–1 of AR 601–210 for the enlistment Programs I am enlisting for.

3. APPLICABLE TO ALL APPLICANTS ENLISTING UNDER THIS PROGRAM:

a. I have provided complete, detailed, and accurate background information in regards to my controlled drug and alcohol use, financial, moral, and physical history. This information will be used to determine my eligibility for the necessary security clearance if required by an MOS, option, or duty assignment in connection with my enlistment. I understand that if it is determined that I have knowingly failed to reveal information at the time of my enlistment, or I have significant derogatory information, which results in my inability to receive an interim or final security clearance within 120 days from the submission date of my request for a clearance, I may be reclassified based on the needs of the Army or processed for discharge.

b. I understand that if my enlistment contract cannot be fulfilled through no fault of my own, the alternatives available to me will be provided in Army Regulation 635–200. I understand that I will have a period of thirty days from the time I am notified, become aware or reasonably should have become aware that my selected training (above) cannot become fulfilled, to elect an alternative training program for which I am qualified and a vacancy exists, or request a separation. This thirty day period may be extended by the general courts martial convening authority when necessary to determine the availability of my selected

alternative. If I make no election within the thirty day period, my claim will be deemed to have been waived. I understand that if I have enlisted for training in a military occupational specialty (MOS) under the variable enlistment length (VEL) option. I understand I am required to complete all training and term of service (TOS) associated with the MOS. If MOS or training length changes, I will be required to meet the minimum years of service obligation associated with the MOS upon completion of training.

c. If I fail, through my own fault, to meet any of these established prerequisites for the Nuclear Security Programs or the required security clearances or fail to meet or maintain required medical, physical, professional, or other suitability standards for training or retention in accordance with my enlistment contract, I will be trained and assigned in accordance with the needs of the Army and required to complete my term of enlistment. I further acknowledge that if I become disqualified for this enlistment program because of personal conduct, withholding of information that I have within my knowledge that precludes access to special intelligence information, I will be retrained and required to complete my term of enlistment in accordance with the needs of the Army.

4. STATEMENT AND CONDITIONS which apply to ALL incentive programs above:

a. I further acknowledge and understand that my incentive is subject to the following conditions:

(1) Should I fail to satisfactorily complete the Advanced Individual Training or One Station Unit Training, I will be trained in another MOS or CMF and required to complete my term of enlistment based upon the needs of the Army, forfeiting any entitlement of the Cash Bonus, LRP, or Army College Fund

(2) I will lose entitlement to the incentive above if I fail to successfully complete training *(including academic failure)* and awarded the MOS I have enlisted for.

(3) I must stay qualified in my incentive MOS for the duration of my initial enlistment, unless otherwise directed by Headquarters, Department of the Army. Change of MOS due to normal career progression is authorized.

(4) If I fail to complete my term of enlistment and separation or discharge **was** at the convenience of the government, I must have completed at least 20 months if my initial term was less than 3 years and at least 30 months if 3 or more years. This applies to the MGIB and the ACF only.

(5) If I receive a commission in the Armed Forces either by graduating from the U. S. Military, **Naval**, Air Force, or Coast Guard Academy, or by completing a program of educational assistance under the Reserve Officer Training Corps (ROTC) Scholarship program, I will lose my eligibility for the MGIB and the ACF.
, Air Force, or Coast Guard Academy, or by completing a program of educational assistance under the Reserve Officer Training Corps (ROTC) Scholarship program, I will lose my eligibility for the MGIB and the ACF.

5. ARMY KNOWLEDGE ONLINE:

a. You must register for an AKO email account prior to your Initial Orientation with your recruiter which will occur 1–10 days from today's date. You must register for your account at: http://www.futuresoldiers.com/html/registration.jsp. You are required to enter your Social Security Number, Date of Birth and Pay Entry Basic Date. Your Pay Entry Basic Date is: **12 Feb 2007** ..

6. SURE PAY:

a. As part of my enlistment contract, I hereby acknowledge and agree that I have the duty and responsibility, to establish and maintain an account with a United States financial institution such as a bank, savings and loan, or credit union for the direct deposit/receipt of my Army net pay and allowances. I will have in my possession a completed direct deposit form from a financial institution, an ATM Card and or checks prior to shipping to access funds during training.

b. I understand that prior to reporting on Active Duty, I am required to establish an account with the U. S. financial institution for direct deposit/receipt of my Army net pay and allowances, and execute the appropriate forms prior to or immediately to

ensure my Army net pay and allowances are deposited directly into my account. I understand I may freely choose or change U. S. financial institutions to satisfy this requirement. I understand that I will continue to have the duty and responsibility to maintain such an account for direct deposit/receipt of my Army net pay allowances so long as I remain in service, unless I receive a specific exemption from this requirement from the Army. I understand that failure to establish and maintain an account as described above, in the absence of a specific exemption, may subject me to administrative action and/or disciplinary action under the Uniform Code of Military Justice or state military code.

7. ALCOHOL AND DRUG ABUSE:

a. I understand that the Army's policy on alcohol and drug abuse is that the Army must prevent alcohol and drug abuse in order to perform its mission to defend the United States, to ensure its combat readiness, and to protect the health and welfare of its soldiers. I understand that service in the United States Army places me in a position of special trust and responsibility. Any drug abuse by soldiers of the United States Army is against the law, violates Army standards of behavior and duty performance, and will not be tolerated. Alcohol abuse involving criminal acts or conduct detrimental to the Army or good order and discipline will also not be tolerated. The illegal use of narcotics, or prescription drugs, or any use of marijuana or other illegal substances by soldiers can lead to criminal prosecution and/or discharge under other than honorable conditions. If I am identified for either alcohol or drug abuse, including the use or possession of marijuana, appropriate disciplinary and/or administrative action may be taken against me. This may include trial by court–martial or administrative separation from the Army.

b. I understand that certain Military Occupational Specialties (MOS) in the Army cannot be performed by persons who have used marijuana or other drugs. If it is established that I have used drugs or marijuana and that usage disqualifies me for the MOS for which I entered the ARMY or have been awarded, I may be reclassified into another MOS based on the needs of the Army.

8. RELIGIOUS PRACTICE ACCOMMODATION:

a. I understand the Department of the Army's policy on accommodation of religious practices is to accommodate religious practices when accommodation will not have an adverse impact on military readiness, unit cohesion, standards, health, safety, or discipline. The Army places a high value on the rights of its soldiers to observe the tenants of their respective religions. Unit commanders are authorized to initially approve or deny requests for accommodation of religious practices. Conditions of accommodation may change based on military need. Policy guidelines are contained in AR 600–20 and AR 165–1 which my guidance counselor has available for me to read. I understand that the Army cannot guarantee accommodation of religious practices.

b. I further state that I have been given the opportunity to read or I have read the policy in AR 600–20 and AR 165–1.

9. FITNESS TRAINING UNIT:

a. I understand that all recruits reporting for Basic Combat Training (BCT) and One Station Unit Training (OSUT) will be assessed on their physical fitness during processing at the Reception Battalion.

b. The new soldiers not meeting the minimum standards listed below will enter the Fitness Training Unit. Those who meet or exceed the standards will proceed on to BCT/OSUT. The minimum standards are:

Push–up:	13 repetitions
Sit–up:	17 repetitions
1 Mile Run:	8 min 30 sec.

10. SEXUAL HARASSMENT:

a. U.S. Army will not condone any person who violates the rights of; or discriminates against; any person because of their gender. Further, I understand that:

(1) Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career;

(2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

(3) Any soldier or civilian employee in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment. Who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment. Sexual harassment is not limited to the workplace, can occur at almost any place, and violates acceptable standards of integrity and impartiality required of all Army personnel. It interferes with mission accomplishment and unit cohesion. Such behavior by soldiers or Army civilians will not be tolerated.

(4) I fully acknowledge that I have the duty and responsibility to report immediately any violation of the above stated policy. In addition, I acknowledge that I am aware of the Army policy stated above and any violation could be grounds for adverse action or criminal charges under the Uniform Code of Military Justice. If a violation of the above policy occurs while I am a member of the Delayed Entry/Training Program, I may contact the U.S. Army Recruiting Battalion Executive Officer or Commander at (412) 395–5858 .

b. U.S. Army has zero tolerance for conduct or behavior that violates the policy stated above.

c. The Army policy stated above may be found in Army Regulation 600–20, Army Command Policy.

11. PARTICIPATION IN EXTREMIST ORGANIZATIONS OR ACTIVITIES:

a. I have been advised that participation in extremist organizations or activities is inconsistent with the treatment for all soldiers without regard to race, color, religion, sex, or national origin. Enforcement of responsibilities of military service. It is the policy of the U.S. Army to provide equal opportunity and the Army's equal opportunity policy is a responsibility of command, is vitally important to unit cohesion and morale, and is essential to the Army's ability to accomplish its mission. It is the commander's responsibility to maintain good order and discipline in the unit. Every commander has the inherent authority to take appropriate actions to accomplish this goal. This paragraph identifies prohibited actions by soldiers involving extremist organizations or activities, discusses the authority of the commander to establish other prohibitions, and establishes that violation of the prohibitions contained in this paragraph or those established by a commander may result in prosecution under various provisions of the Uniform Code of Military Justice (UCMJ).

(1) Participation. Military personnel must reject participation in extremist organizations and activities. Extremist organizations and activities are ones that advocate racial, gender, or ethnic hatred or intolerance; advocate, create, or engage in illegal discrimination based on race, color, sex, religion, or national origin; advocate the use of or use force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States or any State; or advocate or seek to overthrow the Government of the United States, or any State by unlawful means.

(2) Prohibitions. Soldiers are prohibited from the following actions in support of extremist organizations or activities. Penalties for violation of these prohibitions include the full range of statutory and regulatory sanctions, both criminal (UCMJ) and administrative.

(3) Participating in a public demonstration or rally.

(4) Attending a meeting or activity with knowledge that the meeting or activity involves an extremist cause when on duty,

when in uniform, when in a foreign country (whether on– or off–duty or in uniform), when it constitutes a breach of law and order, when violence is likely to result, or when in violation of off–limits sanctions or a commander's order;

(5) Fund–raising:

(6) Recruiting or training members (including encouraging other soldiers to join);

(7) Creating, organizing, or taking a visible leadership role in such an organization or activity; or

(8) Distributing literature on or off a military installation the primary purpose and content of which concerns advocacy or support of extremist causes, organizations, or activities and it appears that the literature presents a clear danger to the loyalty, discipline, or morale of military personnel, or if the distribution would materially interfere with the accomplishment of a military mission.

b. I acknowledge that I have read and fully understand the Army's policy regarding a soldier's participation in extremist organizations or activities. If I request, a complete copy of AR 600–20, paragraph 4–12, will be provided to me.

12. UNIFORM AND APPEARANCE:

a. I acknowledge that I have been informed of the U.S. Army uniform and appearance policy. I understand that:

(1) AR 670–1 (Wear and Appearance of Army Uniforms and Insignia) contains personal appearance policies which I will be required to comply with. Soldiers are expected to maintain good daily hygiene and wear their uniform so as not to detract from an overall military appearance.

(2) I have been informed that provisions of AR 670–1 as it applies to personal appearance include specific policy with regard to body markings.

(3) The current policy is as follows:

(a.) Any person with a tattoo on the head, neck, scalp, or face will not be accepted. Furthermore, regardless of a tattoo's location, any tattoo deemed offensive, racist, profane, and/or linked to a criminal activity or extremist group may be denied enlistment.

(b.) TATTOOING in areas of the body (i.e., face, legs, hands, fingers, etc.,) that would cause the tattoo to be exposed in a Class A Uniform would detract from a soldierly appearance.

(c.) Any person who is not in compliance with AR 670–1 as it applies to tattoos will not be accepted for enlistment in the U.S. Army.

b. I have been advised that while a member of the U.S. Army, to include the Delayed Entry Program, I may not violate the above policy. I will refrain from obtaining any body markings or I may be denied entry for violation of the above expressed policy.

c. I hereby state that I have revealed the existence of all tattoos during my medical examination. I have further revealed to my recruiter, or guidance counselor that I have markings (tattoos).

I DO HAVE TATTOOS.

13. MILITARY SERVICE OBLIGATION UNDERSTANDING:

I understand that an original enlistment in the US Armed Forces obligates me to an eight (8) year Military Service Obligation. My term of enlistment in the Regular Army is creditable towards that obligation, as was any enlistment in the Delayed Entry Program. In the event that the Secretary of the Army determines that military necessity of a national scope requires that soldiers be available for assignment/reassignment or training, any or all guarantees contained in this agreement may be terminated. Under these conditions I

NAME: FORBES, MICHAEL JEFFREY SSN: [redacted]

may be trained, assigned or reassigned according to the needs of the Army.

AUTHENTICATION

14. I have read and understand the statements above and that these statements are intended to constitute ALL promises and guarantees whatsoever concerning my enlistment. No other (verbal or otherwise) promise or representation not annexed to my enlistment contract is valid or will be honored. I hereby state that I have NOT been promised anything other than what is written on this form and hereby waive any claim based upon any promise or representation not annexed to my contract. I further state that I have provided my recruiter and guidance counselor all information concerning my qualifications and that no official in the U.S. Army or any other agency has advised me to conceal, nor have I concealed information in connection with my enlistment.

I certify that I have not received any additional law violations, and remain morally qualified for the enlistment options I have chosen.

All additional documentation/information necessary for my MOS / Options have been provided IAW AR 601−210.

TYPED NAME AND SSN OF APPLICANT	SIGNATURE OF APPLICANT	DATE
MICHAEL JEFFREY FORBES [redacted]		20070212

TYPED NAME AND GRADE OF COUNSELOR	SIGNATURE OF GUIDANCE COUNSELOR	DATE
Mr Charlie B Tyus JR		20070212

RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES

(Read Privacy Act Statement and Instructions on back before completing this form.)

Form Approved
OMB No. 0704-0173
Expires Oct 31, 2006

PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.

A. SERVICE PROCESSING FOR	B. PRIOR SERVICE:	C. SELECTIVE SERVICE CLASSIFICATION	D. SELECTIVE SERVICE REGISTRATION NO.
D A R	[ ] YES [X] NO NUMBER OF DAYS:	NONE	NONE

SECTION I - PERSONAL DATA

1. SOCIAL SECURITY NUMBER [redacted]

2. NAME (Last, First, Middle Name (and Maiden, if any), Jr., Sr., etc.)
FORBES, MICHAEL JEFFREY

3. CURRENT ADDRESS *(Street, City, County, State, Country, ZIP Code)* [redacted]

4. HOME OF RECORD ADDRESS *(Street, City, County, State, Country, ZIP Code)* [redacted]

5. CITIZENSHIP *(X one)*
- [X] a. U.S. AT BIRTH *(If this box is marked, also X (1) or (2))*
  - [X] (1) NATIVE BORN
  - [ ] (2) BORN ABROAD OF U.S. PARENT(S)
  - ALIEN REGISTRATION NUMBER *(If issued)*
- [ ] b. U.S. NATURALIZED
- [ ] c. U.S. NON-CITIZEN NATIONAL
- [ ] d. IMMIGRANT ALIEN *(Specify)*
- [ ] e. NON-IMMIGRANT FOREIGN NATIONAL *(Specify)*

6. SEX *(X one)*
- [X] a. MALE
- [ ] b. FEMALE

7.a. RACIAL CATEGORY *(X one or more)*
- [ ] (1) AMERICAN INDIAN/ ALASKA NATIVE
- [ ] (2) ASIAN
- [ ] (3) BLACK OR AFRICAN AMERICAN
- [ ] (4) NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- [X] (5) WHITE

7.b. ETHNIC CATEGORY
- [ ] (1) HISPANIC OR LATINO
- [X] (2) NOT HISPANIC OR LATINO

8. MARITAL STATUS (Specify)
NEVER MARRIED

9. NUMBER OF DEPENDENTS
0

10. DATE OF BIRTH *(YYYYMMDD)* [redacted]

11. RELIGIOUS PREFERENCE *(Optional)*
NONE

12. EDUCATION *(Yrs/Highest Ed Gr Completed)*
18 / N

13. PROFICIENT IN FOREIGN LANGUAGE *(If Yes, specify. If No, enter NONE.)*
NONE

1st | 2nd

14. VALID DRIVER'S LICENSE *(X one)* [X] YES [ ] NO
(If Yes, list State, number, and expiration date) [redacted]

15. PLACE OF BIRTH (City, State and Country) [redacted]

SECTION II - EXAMINATION AND ENTRANCE DATA PROCESSING CODES

(FOR OFFICE USE ONLY - DO NOT WRITE IN THIS SECTION - Go on to Page 2, Question 20.)

16. APTITUDE TEST RESULTS

a. TEST ID	b. TEST SCORES	AFQT PERCENTILE	GS	AR	WK	PC	MK	EI	AS	MC	AO	VE
26F	2006/10/24	97	57	67	68	56	67	63	63	71	52	64

17. DEP ENLISTMENT DATA

a. DATE OF DEP ENLISTMENT *(YYYYMMDD)*	b. PROJ ACTIVE DUTY DATE *(YYYYMMDD)*	c. ES	d. RECRUITER IDENTIFICATION	e. PROGRAM ENLISTED FOR
20061031	20070212	3	11L4H5327	BACTB

f. T-E MOS/AFS	g. WAIVER (1)	(2)	(3)	(4)	(5)	(6)	h. PAY GRADE
96B1	YYY						E04

18. ACCESSION DATA

a. ENLISTMENT DATE *(YYYYMMDD)*	b. ACTIVE DUTY SERVICE DATE *(YYYYMMDD)*	c. PAY ENTRY DATE *(YYYYMMDD)*	d. TOE
20070212	20070212	20070212	4

e. WAIVER (1)	(2)	(3)	(4)	(5)	(6)	f. PAY GRADE	g. DATE OF GRADE *(YYYYMMDD)*	h. ES	i. YRS./HIGHEST ED GR COMPL
YYY						E04	20070208	1	18N

j. RECRUITER IDENTIFICATION	k. PROGRAM ENLISTED FOR	l. T-E MOS/AFS	m. PMOS/AFS	n. YOUTH	o. OA	p. TRANSFER TO (UIC)
11L4H5327	BACTB	96B10	96B1O	YY0	NN	W0VL3K

19. SERVICE REQUIRED CODES

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
S	P	C	M	0		T	D	B	H	F	V	0	0	A	0	0	1	L	4	H				

26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50

51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80

81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110

111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140

RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES

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Form Approved
OMB No. 0704-0173
Expires Oct 31, 2006

PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.

A. SERVICE PROCESSING FOR	B. PRIOR SERVICE:	C. SELECTIVE SERVICE CLASSIFICATION	D. SELECTIVE SERVICE REGISTRATION NO.
D A R	YES X NO NUMBER OF DAYS:	NONE	NONE

SECTION I - PERSONAL DATA

1. SOCIAL SECURITY NUMBER [redacted]

2. NAME (Last, First, Middle Name (and Maiden, if any), Jr., Sr., etc.) FORBES, MICHAEL JEFFREY

3. CURRENT ADDRESS *(Street, City, County, State, Country, ZIP Code)* [redacted]

4. HOME OF RECORD ADDRESS *(Street, City, County, State, Country, ZIP Code)* [redacted]

5. CITIZENSHIP *(X one)*
- X a. U.S. AT BIRTH *(If this box is marked, also X (1) or (2))*
  - X (1) NATIVE BORN
  - (2) BORN ABROAD OF U.S. PARENT(S)
  - ALIEN REGISTRATION NUMBER *(If issued)*
- b. U.S. NATURALIZED
- c. U.S. NON-CITIZEN NATIONAL
- d. IMMIGRANT ALIEN *(Specify)*
- e. NON-IMMIGRANT FOREIGN NATIONAL *(Specify)*

6. SEX *(X one)*
- X a. MALE
- b. FEMALE

7.a. RACIAL CATEGORY *(X one or more)*
- (1) AMERICAN INDIAN/ ALASKA NATIVE
- (2) ASIAN
- (3) BLACK OR AFRICAN AMERICAN
- (4) NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- X (5) WHITE

7.b. ETHNIC CATEGORY
- (1) HISPANIC OR LATINO
- X (2) NOT HISPANIC OR LATINO

8. MARITAL STATUS (Specify) NEVER MARRIED

9. NUMBER OF DEPENDENTS 0

10. DATE OF BIRTH *(YYYYMMDD)* [redacted]

11. RELIGIOUS PREFERENCE *(Optional)* NONE

12. EDUCATION *(Yrs/Highest Ed Gr Completed)* 18 / N

13. PROFICIENT IN FOREIGN LANGUAGE *(If Yes, specify. If No, enter NONE.)* NONE — 1st | 2nd

14. VALID DRIVER'S LICENSE *(X one)* X YES ☐ NO
(If Yes, list State, number, and expiration date) [redacted]

15. PLACE OF BIRTH (City, State and Country) [redacted]

SECTION II - EXAMINATION AND ENTRANCE DATA PROCESSING CODES

(FOR OFFICE USE ONLY - DO NOT WRITE IN THIS SECTION - Go on to Page 2, Question 20.)

16. APTITUDE TEST RESULTS

a. TEST ID	b. TEST SCORES	AFQT PERCENTILE	GS	AR	WK	PC	MK	EI	AS	MC	AO	VE
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17. DEP ENLISTMENT DATA

a. DATE OF DEP ENLISTMENT (YYYYMMDD)	b. PROJ ACTIVE DUTY DATE (YYYYMMDD)	c. ES	d. RECRUITER IDENTIFICATION	e. PROGRAM ENLISTED FOR
20061031	20070212	3	11L4H5327	BACTB

f. T-E MOS/AFS	g. WAIVER (1)	(2)	(3)	(4)	(5)	(6)	h. PAY GRADE
96B1	YYY						E04

18. ACCESSION DATA

a. ENLISTMENT DATE (YYYYMMDD)	b. ACTIVE DUTY SERVICE DATE (YYYYMMDD)	c. PAY ENTRY DATE (YYYYMMDD)	d. TOE
20070212	20070212	20070212	4

e. WAIVER (1)	(2)	(3)	(4)	(5)	(6)	f. PAY GRADE	g. DATE OF GRADE (YYYYMMDD)	h. ES	i. YRS./HIGHEST ED GR COMPL
YYY						E04	20070208	1	18N

j. RECRUITER IDENTIFICATION	k. PROGRAM ENLISTED FOR	l. T-E MOS/AFS	m. PMOS/AFS	n. YOUTH	o. OA	p. TRANSFER TO (UIC)
11L4H5327	BACTB	96B10	96B1O	YY0	NN	W0VL3K

19. SERVICE REQUIRED CODES

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
S	P	C	M	0		T	D	B	H	F	V	0	0	A	0	0	1	L	4	H				

26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50

51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80

81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110

111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140

19a. DEP/ACCESSION RECORD (TO BE COMPLETED BY MEPS PERSONNEL)

WRK AND STATUS CODE	DATE OF ACTION	Q/C	WRK AND STATUS CODE	DATE OF ACTION	Q/C

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Sections 504, 505, 508, 12102, 520a; Title 14 USC Sections 351 and 632; Title 50 USC Appendix 451; and EO 9397.

PRINCIPAL PURPOSE(S): DD Form 1966 is the basic form used by all the Military Services and the Coast Guard for obtaining data used in determining eligibility of applicants and for establishing records for those applicants who are accepted.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary; however, failure to answer all questions on this form, except questions labeled as "Optional," may result in denial of your enlistment application.

WARNING

Information provided by you on this form is FOR OFFICIAL USE ONLY and will be maintained and used in strict compliance with Federal laws and regulations. The information provided by you becomes the property of the United States Government, and it may be consulted throughout your military service career, particularly whenever either favorable or adverse administrative or disciplinary actions related to you are involved.

YOU CAN BE PUNISHED BY FINE, IMPRISONMENT OR BOTH IF YOU ARE FOUND GUILTY OF MAKING A KNOWING AND WILLFUL FALSE STATEMENT ON THIS DOCUMENT.

INSTRUCTIONS

(Read carefully BEFORE filling out this form.)

1. Read Privacy Act Statement above before completing form.

2. Type or print LEGIBLY all answers. If the answer is "None" or "Not Applicable," so state. "Optional" questions may be left blank.

3. Unless otherwise specified, write all dates as 8 digits (with no spaces or marks) in YYYYMMDD fashion. June 1, 2000 is written 20000601.

20. NAME (Last, First, Middle Initial)	21. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J	[redacted]

SECTION III - OTHER PERSONAL DATA

22. EDUCATION

a. List all high schools and colleges attended. ***(List dates in YYYYMM format.)***

(1) FROM	(2) TO	(3) NAME OF SCHOOL	(4) LOCATION	(5) GRADUATE YES	(5) GRADUATE NO
199507	199605	UNIVERSITY OF PITTSBURGH-MAIN CAMPUS	4200 5th Ave Pittsburgh, PA	X	
198207	198606	MEADVILLE AREA HS	930 NORTH ST MEADVILLE, PA	X	

	YES	NO
b. Have you ever been enrolled in ROTC, Junior ROTC, Sea Cadet Program or Civil Air Patrol?		X
23. MARITAL/DEPENDENCY STATUS AND FAMILY DATA *(If "Yes," explain in Section VI, "Remarks.")*		
a. Is anyone dependent upon you for support?		X
b. Is there any court order or judgment in effect that directs you to provide alimony or support for children?		X
c. Do you have an immediate relative (father, mother, brother, or sister) who: (1) is now a prisoner of war or is missing in action (MIA); or (2) died or became 100% permanently disabled while serving in the Armed Services?		X
d. Are you the only living child in your immediate family?		X
24. PREVIOUS MILITARY SERVICE OR EMPLOYMENT WITH THE U.S. GOVERNMENT *(If "Yes," explain in Section VI, "Remarks.")*		
a. Are you now or have you ever been in any regular or reserve branch of the Armed Forces or in the Army National Guard or Air National Guard?		X
b. Have you ever been rejected for enlistment, reenlistment, or induction by any branch of the Armed Forces of the United States?		X
c. Are you now or have you ever been a deserter from any branch of the Armed Forces of the United States?		X
d. Have you ever been employed by the United States Government?		X
e. Are you now drawing, or do you have an application pending, or approval for: retired pay, disability allowance, severance pay, or a pension from any agency of the government of the United States?		X
25. ABILITY TO PERFORM MILITARY DUTIES *(If "Yes," explain in Section VI, "Remarks.")*		
a. Are you now or have you ever been a conscientious objector? (That is, do you have, or have you ever had, a firm, fixed, and sincere objection to participation in war in any form or to the bearing of arms because of religious belief or training?)		X
b. Have you ever been discharged by any branch of the Armed Forces of the United States for reasons pertaining to being a conscientious objector?		X
c. Is there anything which would preclude you from performing military duties or participating in military activities whenever necessary (i.e., do you have any personal restrictions or religious practices which would restrict your availability)?		X
26. DRUG USE AND ABUSE *(If "Yes," explain in Section VI, "Remarks.")* Have you ever tried, used, sold, supplied, or possessed any narcotic (to include heroin or cocaine), depressant (to include quaaludes), stimulant, hallucinogen (to include LSD or PCP), or cannabis (to include marijuana or hashish), or any mind-altering substance (to include glue or paint), or anabolic steroid, except as prescribed by a licenced physician?		X

27. NAME (Last, First, Middle Initial)	28. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J	[redacted]

SECTION IV - CERTIFICATION

29. CERTIFICATION OF APPLICANT *(Your signature in this block must be witnessed by your recruiter.)*

a. I certify that the information given by me in this document is true, complete, and correct to the best of my knowledge and belief. I understand that I am being accepted for enlistment based on the information provided by me in this document; that if any of the information is knowingly false or incorrect, I could be tried in a civilian or military court and could receive a less than honorable discharge which could affect my future employment opportunities.

b. TYPED OR PRINTED NAME *(Last, First, Middle initial)*	c. SIGNATURE	b. DATE SIGNED (YYYYMMDD)
FORBES, MICHAEL J		20061031

30. DATA VERIFICATION BY RECRUITER *(Enter description of the actual documents used to verify the following items.)*

a. NAME *(X one)*		b. AGE *(X one)*		c. CITIZENSHIP *(X one)*	
X	(1) BIRTH CERTIFICATE	X	(1) BIRTH CERTIFICATE	X	(1) BIRTH CERTIFICATE
	(2) OTHER *(Explain)*		(2) OTHER *(Explain)*		(2) OTHER *(Explain)*

d. SOCIAL SECURITY NUMBER (SSN) *(X one)*		e. EDUCATION *(X one)*		f. OTHER DOCUMENTS USED
X	(1) SSN CARD		(1) DIPLOMA	
	(2) OTHER *(Explain)*	X	(2) OTHER *(Explain)* College Transcript	

31. CERTIFICATION OF WITNESS

a. I certify that I have witnessed the applicant's signature above and that I have verified the data in the documents required as prescribed by my directives. I further certify that I have not made any promises or guarantees other than those listed and signed by me. I understand my liability to trial by courts-martial under the Uniform Code of Military Justice should I effect or cause to be effected the enlistment of anyone known by me to be ineligible for enlistment.

b. TYPED OR PRINTED NAME *(Last, First, Middleinitial)*	c. PAY GRADE	d. RECRUITER I.D.	e. SIGNATURE	f. DATE SIGNED *(YYYYMMDD)*
Tyus, Charlie B, JR		1LA114960		20061031

32. SPECIFIC OPTION/PROGRAM ENLISTED FOR, MILITARY SKILL, OR ASSIGNMENT TO A GEOGRAPHICAL AREA GUARANTEES

a. SPECIFIC OPTION/PROGRAM ENLISTED FOR (Completed by Guidance Counselor, MEPS Liaison NCO, etc., as specified by sponsoring service.) (Use clear

IAW AR601-210, Chapter 9, table 9-1 Program Req. OPT 04AND Req. OPT 013, 027, 224, MOS 96B1O00YY 4 years 0 weeks UNAB

b. I fully understand that I will not be guaranteed any specific military skill or assignment to a geographic area except as shown in Item 32.a. above and annexes attached to my Enlistment/Reenlistment Document (DD Form 4).

33. CERTIFICATION OF RECRUITER OR ACCEPTOR

a. I certify that I have reviewed all information contained in this document and, to the best of my judgment and belief, the applicant fulfills all legal policy requirements for enlistment. I accept him/her for enlistment on behalf of the United States *(Enter Branch of Service)* Army and certify that I have not made any promises or guarantees other than those listed in Item 32.a. above. I further certify that service regulations governing such enlistments have been strictly complied with and any waivers required to effect applicant's enlistment have been secured and are attached to this document.

b. TYPED OR PRINTED NAME *(Last, First, Middleinitial)*	c. PAY GRADE	d. RECRUITER ID OR ORGANIZATION	e. SIGNATURE	f. DATE SIGNED *(YYYYMMDD)*
Tyus, Charlie B, JR		1LA114960		20061031

SECTION V - RECERTIFICATION

34. RECERTIFICATION BY APPLICANT AND CORRECTION OF DATA AT THE TIME OF ACTIVE DUTY ENTRY

a. I have reviewed all information contained in this document this date. That information is still correct and true to the best of my knowledge and belief. If changes were required, the original entry has been marked "See Item 34" and the correct information is provided below.

b. ITEM NUMBER	c. CHANGE REQUIRED

d. APPLICANT		e. WITNESS		
(1) SIGNATURE	(2) DATE *(YYYYMMDD)*	(1) TYPED OR PRINTED NAME *(Last, First, Middleinitial)*	(2) RANK/ GRADE	(3) SIGNATURE
	20070212	Albrecht, Joseph H, III		

35. NAME (Last, First, Middle Initial)	36. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J	[redacted]

SECTION VI - REMARKS

(Specify item(s) being continued by item number. Continue on separate pages if necessary.)

26. Have you ever used marijuana? N
Statement Remarks:
Request this individual return to this RSID for HRAP Duty upon completion of AIT/OSUT.
Results of Physical Fitness Assessment: pass_____ Administered By: SFC Osborne_____ Date Administered: 20070202_____ Push-ups:(RAW) 16_____ Score: go_____ Sit-ups:(RAW) 24_____ Score: go_____ Run Time: 8_____ Min _02____ Sec. Score: go_____
Security Interview passed at _____pittsburgh_____ MEPS on _____20061031_____(Date).
Airborne qualified at _pittsburgh_____ MEPS on _20061031_____ (Date). BAT Start date is 20070820_____.
My date of rank will be adjusted at my first duty station IAW AR 600-20.
Enlistment grade is E-_4____ IAW AR 601-210 paragraph ___2-18_____. This space will be used for anyone entering the Army at as advanced pay grade.
Soldier has an AKO account
Soldier has a direct deposit account

DD FORM 1966/5 ATTACHED? (X one)	YES
	NO

SECTION VII - STATEMENT OF NAME FOR OFFICIAL MILITARY RECORDS

37. NAME CHANGE.
If the preferred enlistment name (name given in Item 2) is not the same as on your birth certificate, and it has not been changed by legal procedure prescribed by state law, and it is the same as on your social security number card, complete the following:

a. NAME AS SHOWN ON BIRTH CERTIFICATE	b. NAME AS SHOWN ON SOCIAL SECURITY NUMBER CARD

c. I hereby state that I have not changed my name through any court or other legal procedure; that I prefer to use the name of _____ by which I am known in the community as a matter of convenience and with no criminal intent. I further state that I am the same person as the person whose name is shown in Item 2.

d. APPLICANT

(1) SIGNATURE	(2) DATE SIGNED (YYYYMMDD)

e. WITNESS

(1) TYPED OR PRINTED NAME (Last, First, Middle Initial)	(2) PAY GRADE	(3) SIGNATURE

38. NAME (Last, First, Middle Initial)	39. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J	[redacted]

USE THIS DD FORM 1966 PAGE ONLY IF EITHER SECTION APPLIES TO THE APPLICANT'S RECORD OF MILITARY PROCESSING.

SECTION VIII - PARENTAL/GUARDIAN CONSENT FOR ENLISTMENT

40. PARENT/GUARDIAN STATEMENT(S) *(Line out portions not applicable)*

a. I/we certify that *(Enter name of applicant)* MICHAEL J. FORBES

has no other legal guardian other than me/us and I/we consent to his/her enlistment in the United States *(Enter Branch of Service)*

REGULAR ARMY

I/we acknowledge/understand that he/she may be required upon order to serve in combat or other hazardous situations. I/we certify that no promises of any kind have been made to me/us concerning assignment to duty, training, or promotion during his/her enlistment as an inducement to me/us to sign this consent. I/we hereby authorize the Armed Forces representatives concerned to perform medical examinations, other examinations required, and to conduct records checks to determine his/her eligibility. I/we relinquish all claim to his/her service and to any wage or compensation for such service. I/we authorize him/her to be transported unsupervised to/from the Military Entrance Processing Station via public conveyance and to stay unsupervised at a government contracted hotel facility.

b. FOR ENLISTMENT IN A RESERVE COMPONENT.

I/we understand that, as a member of a reserve component, he/she must serve minimum periods of active duty for training unless excused by competent authority. In the event he/she fails to fulfill the obligations of his/her reserve enlistment, he/she may be recalled to active duty as prescribed by law. I/we further understand that while he/she is in the ready reserve, he/she may be ordered to extended active duty in time of war or national emergency declared by the Congress or the President or when otherwise authorized by law, and may be required upon order to serve in combat or other hazardous situations.

c. PARENT		
(1) TYPED OR PRINTED NAME (Last, First, Middle Initial)	(2) SIGNATURE	(3) DATE SIGNED (YYYYMMDD)
d. WITNESS		
(1) TYPED OR PRINTED NAME (Last, First, Middle Initial)	(2) SIGNATURE	(3) DATE SIGNED (YYYYMMDD)
e. PARENT		
(1) TYPED OR PRINTED NAME (Last, First, Middle Initial)	(2) SIGNATURE	(3) DATE SIGNED (YYYYMMDD)
f. WITNESS		
(1) TYPED OR PRINTED NAME (Last, First, Middle Initial)	(2) SIGNATURE	(3) DATE SIGNED (YYYYMMDD)

41. VERIFICATION OF SINGLE SIGNATURE CONSENT

42. NAME (Last, First, Middle Initial)	43. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J	[redacted]

SECTION VI - REMARKS CONTINUATION

(Specify item(s) being continued by item number. Continue on separate pages if necessary.)

NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)	SOCIAL SECURITY NO OF ENLISTEE/REENLISTEE
FORBES MICHAEL JEFFREY	[redacted]

F. DISCHARGE FROM DELAYED ENTRY/ENLISTMENT PROGRAM

20a. I request to be discharged from the Delayed Entry/Enlistment Program (DEP) and enlisted in the Regular Component of the United States (first branch of service) ARMY for a period of 4 years and 00 weeks. No changes have been made to my enlistment options OR if changes were made they are recorded on Annex(es) B which replace(s) Annex(es) A.

b. SIGNATURE OF DELAYED ENTRY/ENLISTMENT PROGRAM ENLISTEE	c. DATE SIGNED (YYYYMMDD)
X	20070212

G. APPROVAL AND ACCEPTANCE BY SERVICE REPRESENTATIVE

21. SERVICE REPRESENTATIVE CERTIFICATION

a. This enlistee is discharged from the Reserve Component shown in item 8 and is accepted for enlistment in the Regular Component of the United States (first branch of service) ARMY in pay grade E-4.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
MOON DONALD	E-8	PITTSBURGH MEPS
e. SIGNATURE	f. DATE SIGNED (YYYYMMDD)	g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)
	20070212	PITTSBURGH PA 15222-4101

H. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

22a. IN A REGULAR COMPONENT OF THE ARMED FORCES:

I, MICHAEL JEFFREY FORBES, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

b. SIGNATURE OF ENLISTEE/REENLISTEE	c. DATE SIGNED (YYYYMMDD)
	20070212

23. ENLISTMENT OFFICER CERTIFICATION

a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
KISTLER MICHAEL	O-3	PITTSBURGH MEPS
e. SIGNATURE	f. DATE SIGNED (YYYYMMDD)	g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)
	20070212	PITTSBURGH PA 15222-4101

DD Form 4/3, JAN 2001 PREVIOUS EDITION MAY BE USED.

07043A2005

MONTGOMERY GI BILL ACT OF 1984 *(MGIB)*

(Chapter 30, Title 38, U.S. Code)

BASIC ENROLLMENT

5

PRIVACY ACT STATEMENT

AUTHORITY: Chapter 30, Title 38, US Code, Sections 3011, 3012,3018A, and 3018B; and EO 9397.

PRINCIPAL PURPOSE: To document the understanding of members about their eligiblilty or lack of eligibility for benefits under the Montgomery GI Bill Act of 1984 (MGIB) and document a member's election to decline enrollment for benefits under the MGIB.

ROUTINE USES: To the Department of Veterans' Affairs to ascertain an individual's eligiblilty to claim benefits under the MGIB.

DISCLOSURE: Voluntary; however, failure to provide the requested information will result in the individual being automatically enrolled in the MGIB program.

1. SERVICE MEMBER DATA

a. NAME *(LAST, First, Middle Initial)*	b. SOCIAL SECURITY NUMBER *(SSN)*
FORBES MICHAEL J	[redacted]

2. STATEMENT OF UNDERSTANDING FOR INELIGIBLE MEMBERS

I am **NOT** eligible for MGIB because (a) I am a Service Academy graduate, or (b) I am an ROTC scholarship graduate who received more than the current minimum amount allowed for enrollment in MGIB, or (c) I am a prior service member who disenrolled during my previous term of active duty.

(1) SERVICE MEMBER SIGNATURE	(2) RANK / RADE	(3) DATE SIGNED *(YYYYMMDD)*

3. STATEMENT OF UNDERSTANDING FOR ALL ELIGIBLE MEMBERS

(1) I am automatically enrolled unless I exercise the option to **DISENROLL** by signing item 5 below.

(2) **UNLESS I DISENROLL** from the MGIB, my basic pay will be reduced $100 per month or the current monthly rate until $1,200 has been deducted; this basic pay reduction **CANNOT** be **REFUNDED, SUSPENDED OR STOPPED,** this is an **IRREVOCABLE DECISION.**

(3) I must complete 36 months of active duty service (24 months if my enlistment is for less than 36 months) before I am entitled to the current rate of monthly benefits. The MGIB provides benefits for a period of 36 months.

(4) I understand I am eligible for an increased monthly benefit by contributing an additional amount, not to exceed $600 while on active duty. Once I separate, I cannot contribute.

(5) I must receive an **HONORABLE** discharge for service establishing entitlement to the MGIB. This **DOES NOT** include "under honorable conditions."

(6) I must complete the requirements of a secondary school diploma or equivalency certification, or successfully complete the equivalent of 12 semester hours in a program of education leading to a standard college degree before applying for benefits with the Department of Veterans' Affairs.

(7) I have 10 years from date of last discharge from active duty to use MGIB benefits.

(8) If I die while on active duty, or within one year after discharge or release from active duty if service related, my designated beneficiary(ies) will receive the unused balance of the money reduced from my basic pay for the MGIB. This death benefit will be paid by the Department of Veterans' Affairs (DVA).

(9) I cannot receive any combination of DVA educational benefits in excess of 48 months.

(10) I must complete at least 24 months of a 3 year active duty service obligation and if my obligation is 2 years I may join and serve honorably in the Selected Reserve for a minimum of 48 months to qualify for the current active duty benefit rate. A (one) period of service **CANNOT** qualify me for both active and reserve MGIB benefits.

(a) SERVICE MEMBER SIGNATURE	(b) RANK/GRADE	(c) DATE SIGNED *(YYYYMMDD)*

4. SERVICE UNIQUE EDUCATION ASSISTANCE OPTIONS

I UNDERSTAND THAT I AM ENLISTING FOR THE LOAN REPAYMENT PLAN, THEREFORE, I AM DISENROLLING FROM THE MONTGOMERY GI BILL.
MOS 96B TOS 4 YRS CASH BONUS

5. STATEMENT OF DISENROLLMENT

I **DO NOT** desire to participate in the MGIB. I understand the benefits of the MGIB program and that **I WILL NOT** be able to enroll at a later date.

a. DATE SIGNED *(YYMMDD)*	b. RANK/GRADE	c. SERVICE MEMBER SIGNATURE
20070214	**SP4/E04**	**X**

6. CERTIFYING OFFICIAL

a. TYPED OR PRINTED NAME (LAST, First, Middle Initial)	b. RANK/GRADE	c. SIGNATURE	d. DATE SIGNED *(YYYYMMDD)*
DUNOMES SAMUEL L	GS 4		**20070214**

DD FORM 2366, JUN 2002 *PREVIOUS EDITION IS OBSOLETE.*

AN AGREEMENT BETWEEN I AND THE UNITED STATES

MICHAEL J. FORBES

(Name of Individual - Printed or typed)

1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to classified information. As used in this Agreement, classified information is marked or unmarked classified information, including oral communications, that is classified under the standards of Executive Order 12356, or under any other Executive order or statute that prohibits the unauthorized disclosure of information in the interest of national security; and unclassified information that meets the standards for classification and is in the process of a classification determination as provided in Sections 1.1 and 1.2(e) of Executive Order 12356, or under any other Executive order or statute that requires protection for such information in the interest of national security. I understand and accept that by being granted access to classified information, special confidence and trust shall be placed in me by the United States Government.

2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of classified information, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information have been approved for access to it, and that I understand these procedures.

3. I have been advised that the unauthorized disclosure, unauthorized retention, or negligent handling of classified information by me could cause damage or irreparable injury to the United States or could be used to advantage by a foreign nation. I hereby agree that I will never divulge classified information to anyone unless: (a) I have officially verified that the recipient has been properly authorized by the United States Government to receive it; or (b) I have been given prior written notice of authorization from the United States Government Department or Agency (hereinafter Department or Agency) responsible for the classification of the information or last granting me a security clearance that such disclosure is permitted. I understand that if I am uncertain about the classification status of information, I am required to confirm from an authorized official that the information is unclassified before I may disclose it, except to a person as provided in (a) or (b), above. I further understand that I am obligated to comply with laws and regulations that prohibit the unauthorized disclosure of classified information.

4. I have been advised that any breach of this Agreement may result in the termination of any security clearances I hold; removal from any position of special confidence and trust requiring such clearances; or the termination of my employment or other relationships with the Departments or Agencies that granted my security clearance or clearances. In addition, I have been advised that any unauthorized disclosure of classified information by me may constitute a violation, or violations, of United States criminal laws, including the provisions of Sections 641, 793, 794, 798, and *952, Title 18, United States Code, *the provisions of Section 783(b), Title 50, United States Code, and the provisions of the Intelligence Identities Protection Act of 1982. I recognize that nothing in this Agreement constitutes a waiver by the United States of the right to prosecute me for any statutory violation.

5. I hereby assign to the United States Government all royalties, remunerations, and emoluments that have resulted, will result or may result from any disclosure, publication, or revelation of classified information not consistent with the terms of this Agreement.

6. I understand that the United States Government may seek any remedy available to it to enforce this Agreement including, but not limited to, application for a court order prohibiting disclosure of information in breach of this Agreement.

7. I understand that all classified information to which I have access or may obtain access by signing this Agreement is now and will remain the property of, or under the control of the United States Government unless and until otherwise determined by an authorized official or final ruling of a court of law. I agree that I shall return all classified materials which have, or may come into my possession or for which I am responsible because of such access: (a) upon demand by an authorized representative of the United States Government; (b) upon the conclusion of my employment or other relationship with the Department or Agency that last granted me a security clearance or that provided me access to classified information; or (c) upon the conclusion of my employment or other relationship that requires access to classified information. If I do not return such materials upon request, I understand that this may be a violation of Section 793, Title 18, United States Code, a United States criminal law.

8. Unless and until I am released in writing by an authorized representative of the United States Government, I understand that all conditions and obligations imposed upon me by this Agreement apply during the time I am granted access to classified information, and at all times thereafter.

9. Each provision of this Agreement is severable. If a court should find any provision of this Agreement to be unenforceable, all other provisions of this Agreement shall remain in full force and effect.

10. These restrictions are consistent with and do not supersede, conflict with or otherwise alter the employee obligations, rights or liabilities created by Executive Order 12356; Section 7211 of Title 5, United States Code (governing disclosures to Congress); Section 1034 of Title 10, United States Code, as amended by the Military Whistleblower Protection Act (governing disclosure to Congress by members of the military); Section 2302(b)(8) of Title 5, United States Code, as amended by the Whistleblower Protection Act (governing disclosures of illegality, waste, fraud, abuse or public health or safety threats); the Intelligence Identities Protection Act of 1982 (50 U.S.C. 421 et seq.) (governing disclosures that could expose confidential Government agents), and the statutes which protect against disclosure that may compromise the national security, including Sections 641, 793, 794, 798, and 952 of Title 18, United States Code, and Section 4(b) of the Subversive Activities Act of 1950 (50 U.S.C. Section 783(b)). The definitions, requirements, obligations, rights, sanctions and liabilities created by said Executive Order and listed statutes are incorporated into this Agreement and are controlling.

(Continue on reverse.)

11. I have read this Agreement carefully and my questions, if any, have been answered. I acknowledge that the briefing officer has m available to me the Executive Order and statutes referenced in this Agreement and its implementing regulation (32 CFR Section 2003 so that I may read them at this time, if I so choose.

SIGNATURE	DATE	SOCIAL SECURITY NUMBER (See Notice below)
[illegible]	30 APR 07	[redacted]

ORGANIZATION (IF CONTRACTOR, LICENSEE, GRANTEE OR AGENT, PROVIDE: NAME, ADDRESS, AND, IF APPLICABLE, FEDERAL SUPPLY CODE NUMBER) (Type or Print)

COMPANY: C Co

BATTALION: 305TH

Ft Huachuca, AZ 85613

Attestation Completed on: 30 APR 07

WITNESS		ACCEPTANCE	
THE EXECUTION OF THIS AGREEMENT WAS WITNESSED BY THE UNDERSIGNED.		THE UNDERSIGNED ACCEPTED THIS AGREEMENT ON BEHALF OF THE UNITED STATES GOVERNMENT.	
SIGNATURE ELISA K. RUBIN	DATE 30 APR 2007	SIGNATURE ELISA K. RUBIN	DATE 30 APR 2007
NAME AND ADDRESS (Type or print) Commander, USAIC & FH ATTN: ATZS-GI-E, Building 22320 Augur Ave Fort Huachuca, AZ 85613-6000		NAME AND ADDRESS (Type or print) Commander, USAIC & FH ATTN: ATZS-GI-E, Building 22320 Augur Ave Fort Huachuca, AZ 85613-6000	

SECURITY DEBRIEFING ACKNOWLEDGMENT

I reaffirm that the provisions of the espionage laws, other federal criminal laws and executive orders applicable to the safeguarding of classifie information have been made available to me; that I have returned all classified information in my custody; that I will not communicate or transm classified information to any unauthorized person or organization; that I will promptly report to the Federal Bureau of Investigation any attempt by a unauthorized person to solicit classified information, and that I (have) (have not) (strike out inappropriate word or words) received a security debriefing

SIGNATURE OF EMPLOYEE	DATE

NAME OF WITNESS (Type or print)	SIGNATURE OF WITNESS

NOTICE: The Privacy Act, 5 U.S.C. 552a, requires that federal agencies inform individuals, at the time information is solicited from them, whether the disclosure is mandatory or volunta what authority such information is solicited, and what uses will be made of the information. You are hereby advised that authority for soliciting your Social Security Account Number (SS Executive Order 9397. Your SSN will be used to identify you precisely when it is necessary to 1) certify that you have access to the information indicated above or 2) determine that your acc the information indicated has terminated. Although disclosure of your SSN is not mandatory, your failure to do so may impede the processing of such certifications or determinations, or pc result in the denial of your being granted access to classified information.

* NOT APPLICABLE TO NON-GOVERNMENT PERSONNEL SIGNING THIS AGREEMENT.

UATE/PROFESSIONAL ACADEMIC TRANSCRIPT

UNIVERSITY OF PITTSBURGH

at Pittsburgh, PA 15260

DATE ISSUED: July 17, 1996 PAGE 01 OF 01

hael J. Forbes

STUDENT ID NUMBER [redacted]

ERSITY OF PITTSBURGH DEGREE(S)/CERTIFICATE(S) AWARDED

EE	Master of Business Admin; June 1996
R	Business Administration
CNTR	Joseph M. Katz Grad Sch Bus
US	Pittsburgh

ERSITY OF PITTSBURGH CREDITS

E TITLE	COURSE		CREDIT	GRADE	SPECIAL NOTATION
erm 1995-1996					
FINCL REPRT AND CONTROL	BACC	2401	3.0	A-	
ANAL FOR MGRL DCSN FIRMS	BFAE	2401	3.0	B	
CIAL MANAGEMENT	BFAE	2410	2.0	B-	
ORATE FINANCE	BFAE	2531	1.5	B +	
MANAGEMENT SKILLS	BIND	9009	0.0	S	
VIEWING SKILLS	BIND	9010	0.0	S	
S WORKSHOP	BIND	9200	0.0	S	
EARNING ORGANIZ WKSHP (MLO)	BIND	9201	0.0	S	
LICT MANAGEMENT	BIND	9202	0.0	S	
LEM MANAGEMENT	BIND	9203	0.0	S	
BEH: LEADERSHIP & GRP EFFECT	BOAH	2401	3.0	A-	
STCL ANAL: UNCER	BQOM	2401	3.0	B +	
TECHNLGY IN MFG & OPERATNS	BQOM	2410	2.0	A	
Term 1995-1996					
TMENT MANAGEMENT	BFAE	2539	1.5	A-	
CIAL INST MANAGEMENT	BFAE	2541	1.5	B +	
DUCTION TO DERIVATIVES	BFAE	2546	1.5	B-	
ED CORPORATE FINANCE	BFAE	2548	1.5	B +	
ETING IN A GLOBAL ENVRNMNT	BIND	2401	3.0	B +	
NIZATIONAL TRANSFORMATION	BIND	2403	1.5	A	
MPTION ANALYSIS	BIND	9205	0.0	S	
VORKSHOP SERIES	BIND	9999	0.0	N	
ETING MANAGEMENT	BMKT	2410	2.0	A	
ES FOR COMPETITIVE ADV	BOAH	2410	2.0	B +	

CONTINUED ON NEXT COLUMN

UNIVERSITY OF PITTSBURGH CREDITS

COURSE TITLE	COURSE		CREDIT	GRADE	SPECIAL NOTATION
COMPENSATION	BOAH	2522	1.5	B +	
BUSINESS ETHICS & SOCIAL PERFORM	BSEO	2401	1.5	A-	
MANAGING PUBLIC AFFAIRS & REG	BSEO	2402	1.5	B +	
Summer Term 1995-1996					
INFORMATION SYSTEMS	BACC	2410	2.0	B-	
FINANCIAL STATMNT INTERPRETATION	BACC	2536	1.5	B	
SHORT-TERM FINANCE	BFAE	2538	1.5	B-	
CAPITAL MARKETS	BFAE	2540	1.5	A-	
FINANCIAL INTERMEDIATION	BFAE	2542	1.5	A-	
INDEPENDENT STUDY IN FINANCE	BFIN	2060	3.0	A	
TARGETING SOLUTIONS	BIND	9006	0.0	N	
MAXIMIZING PERFORMANCE	BIND	9011	0.0	S	
MANAGING NEGOTIATIONS IN BUS	BIND	9012	0.0	N	
PROJECT MANAGEMENT	BIND	9204	0.0	S	
INTERPERSONAL SKILLS FOR MGRS 1	BOAH	2517	1.5	B +	
PROJECT CRS FOR FACITNG MBA L.O.	BOAH	2600	1.5	A +	
MANAGING STRATEGIC PERFORMANCE	BSEO	2405	2.0	B +	

END OF DOCUMENT. NO ENTRIES BELOW THIS LINE

RAISED SEAL NOT REQUIRED
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Samuel D. Conte
University Registrar

Send to:
Michael J. Forbes
[redacted]

12/02/94

PAGE 1

UNDERGRADUATE TRANSCRIPT SENT TO:

MICHAEL J FORBES

[redacted]

THE PENNSYLVANIA STATE UNIVERSITY

OFFICE OF THE UNIVERSITY REGISTRAR, UNIVERSITY PARK, PA 16802

[redacted]

LAST NAME	FORBES
FIRST NAME	MICHAEL
MIDDLE NAME	JEFFREY
MAJOR/ OPTION	ACNTG
STUDENT NUMBER	[redacted]

MEADVILLE SENIOR H S - MEADVILLE PA (HIGH SCHOOL NAME AND ADDRESS) | FALL 86 (DATE OF ADMISSION) | 04/12/68 (DATE OF BIRTH)

COURSE	NO.	TITLE	CREDIT	GRADE
		FALL SEM 1986		
ENGL	015	RHETORIC & COMP	3.0	C
MATH	040	ALG TRIG ANLY GEOM	5.0	B
PHIL	001	CRIT THINK & ARGU	3.0	B
CHEM	017	INTRO & GEN CHEM	5.0	C
P E	138	GOLF I	1.0	C
		SPRING SEM 1987		
COMM	150	CINEMA ART	3.0	C
MATH	140	CALC ANAL GEOM I	4.0	C
PL SC	021	COMP COM SYS	3.0	C
PHIL	004	BASIC PROB OF PHIL	3.0	C
		FALL SEM 1987		
HL ED	046	INTRO HUMAN SEX	1.0	B
P E	342	TENNIS I	0.5	C+
THEA	100	ART OF THEATRE	3.0	B-
EARTH	001	EARTH SCIENCE	3.0	C
ACCTG	101	INTRO FIN ACCTG	3.0	C+
Q B A	101	INTRO TO QBA	3.0	A
		SPRING SEM 1988		
SPCOM	100A	EFFECTIVE SPEECH	3.0	C+
ACCTG	104	INTRO MAN ACCTG	3.0	WN
ECON	004	MACROEC ANAL	3.0	C
MANGT	311	ENVIRN OF BUSINESS	3.0	B
Q B A	102	EL BUS STATISTICS	3.0	B
ENGL	202D	BUSINESS WRITING	3.0	B-
		SUMMER SEM 1988		
ACCTG	104	INTRO MAN ACCTG	3.0	C
		FALL SEM 1988		
PSY	002	PSYCHOLOGY	3.0	C
CMPSC	101	ALGORITHMIC PROC	3.0	A
INS	301	INSURANCE	3.0	C
ECON	002	MICROEC ANAL	3.0	C
ACNTG	310	INTERMED ACNTG I	3.0	C
		SPRING SEM 1989		
ACNTG	311	INTERMED ACNTG II	3.0	C
ACNTG	210	FED INC TAX	3.0	C
FIN	301	CORPORATION FIN	3.0	C+
MKTG	301	PRIN OF MKTG	3.0	B+
H&SS	297C	ROLE RESIDENT ASST	3.0	B+
		FALL SEM 1989		
ACNTG	412	COST ACNTG	3.0	C
MGMT	301	BASIC MGMT CONCEPT	3.0	B-
MGMT	471	BUSINESS POLICY	3.0	B
ECNS	440	INDUST ORG	3.0	C+
P E	043	BICYCLING	1.0	B+
		SPRING SEM 1990		
ACNTG	497A	ACNTG INTERSHP/VTA	3.0	B-
ACNTG	410	ADV ACNTG	3.0	C
ACNTG	423	AUDITING STANDARDS	3.0	C
MISBD	422	ACNTG SYSTEMS	3.0	B-
BECON	450	MGRL ECON	3.0	B-
		FALL SEM 1990		
ELISH	480	RHETORIC FOR BUS	3.0	C
CHEM	014	EXPER CHEM	1.0	B
P E	037	BASKETBALL I	1.0	B+
ECNS	410	LABOR MARKET ECON	3.0	B
ECON	361	DEVELOPMENT ECON	3.0	C
ACNTG	340	COMM LAW	3.0	B-

SPECIAL ACTIONS AND NOTES

12-90 B S CONFERRED - ACCOUNTING-BD
12-90 MINOR IN ECONOMICS

Transcript Key Printed on back of Official Transcript

An Official Transcript is Printed on a Blue Penn State Background

The Word COPY appears if Photocopied

Brown Stains indicate Unauthorized alterations

TERM/SEM	MAJOR	TERM / SEMESTER CREDITS	TERM / SEMESTER GRADE PTS	TERM / SEMESTER AVERAGE	CUMULATIVE CREDITS	CUMULATIVE GRADE PTS	CUMULATIVE AVERAGE	TOTAL CREDITS EARNED
FALL 86	D U S	17.0	42.00	2.47	17.0	42.00	2.47	17.0
SPRING 87	D U S	13.0	26.00	2.00	30.0	68.00	2.27	30.0
FALL 87	D U S	13.5	37.16	2.75	43.5	105.16	2.42	43.5
SPRING 88	D U S	15.0	39.00	2.60	58.5	144.16	2.46	58.5
SUMMER 88	D U S	3.0	6.00	2.00	61.5	150.16	2.44	61.5
FALL 88	ACNTG	15.0	36.00	2.40	76.5	186.16	2.43	76.5
SPRING 89	ACNTG	15.0	38.97	2.60	91.5	225.13	2.46	91.5
FALL 89	ACNTG	13.0	33.33	2.56	104.5	258.46	2.47	104.5
SPRING 90	ACNTG	15.0	36.03	2.40	119.5	294.49	2.46	119.5
FALL 90	ACNTG	14.0	35.34	2.52	133.5	329.83	2.47	133.5

J. James Wager

University Registrar

END OF TRANSCRIPT

RG0002 REV. 07/91

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
☑ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ DoD ☐ CIVILIAN ☐ CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATIC
WA4WAA / FT BRAGG

4a. SPOUSE NAME *(if applicable) (Last, First, Middle Initial)*
SINGLE

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

5. CHILDREN
a. NAME *(Last, First, Middle Initial)*
None.

b. RELATIONSHIP

c. DATE OF BIRTH *(YYYYMMDD)*

d. ADDRESS *(include ZIP Code)* **AND TELEPHONE NUMBER**

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

7a. MOTHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH

b. NOTIFY INSTEAD

[redacted]

9a. DESIGNATED PERSON(S) *(Military Only)*
None.

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

DD FORM 93 (E), JAN 2008 PREVIOUS EDITION IS OBSOLETE

[redacted]

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENT
[redacted]	BROTHER	[redacted]	
[redacted]	BROTHER	[redacted]	

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENT
[redacted]	[redacted]	

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	[redacted]

14. CONTINUATION/REMARKS

[redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate or grade as appropriate)*	17. DATE SIG *(YYYYMMDD)*
[signature]	SPC [signature]	20080910

DD FORM 93 (E) (BACK), JAN 2008

[redacted]

Please read the instructions before completing this form

Servicemembers' Group Life Insurance Election and Certificate

Use this form to: (check all that apply)

- ☐ Name or update your beneficiary
- ☐ Reduce the amount of your insurance coverage
- ☐ Decline insurance coverage

Important: This form is for use by Active Duty and Reserve members. This form does not apply to and cannot be used for any other Government Life Insurance.

Last name	First name	Middle name	Suf.	Rank, title or grade	Social Security Number
FORBES	MICHAEL	JEFFREY		SPC	[redacted]

Branch of Service(Do not abbreviate)	Current Duty Location
Army	WA4WAA

Amount of Insurance

By law, you are automatically insured for $400,000. ***If you want $400,000 of insurance,*** skip to Beneficiary(ies) and Payment Options. ***If you want less than $400,000*** of insurance, please check the appropriate block below and write the amount desired and your initials.Coverage is available in increments of $50,000. ***If you do not want any insurance****, check the appropriate block below and write (in your own handwriting), "I do not want insurance at this time."

Declining SGLI coverage also cancels all family coverage under the SGLI program.

☐ I want coverage in the amount of $ _____ Your initials_____

☐ _____

(Write "I do not want Insurance at this time.")

****Note:*** Reduced or refused insurance can *only* be restored by completing form SGLV 8285 with proof of good health and compliance with other requirements. Reduced or refused insurance will also affect the amount of VGLI you can convert to upon separation from service.

Beneficiary(ies) and Payment Options

I designate the following beneficiary(ies) to receive payment of my insurance proceeds. I understand that the principal beneficiary(ies) will receive payment upon my death. If all principal beneficiaries predecease me, the insurance will be paid to the contingent beneficiary(ies).

Complete Name (first, middle, last) and Address of each beneficiary	Social Security Number (If known)	Relationship to you	Share to each beneficiary (Use %, $ amounts or fractions)	Payment Option (Lump sum or 36 equal monthly payments)
Principal				
[redacted]				
Contingent				

I HAVE READ AND UNDERSTAND the instructions on pages 2 and 3 of this form. I ALSO UNDERSTAND that:

- **This form cancels any prior beneficiary or payment instructions.**
- The proceeds will be paid to beneficiaries as stated in #6 on page 3 of this form, unless otherwise stated above.
- If I have legal questions about this form, I may consult with a military attorney at no expense to me.
- I cannot have combined SGLI and VGLI coverages at the same time for more than $400,000.

SIGN HERE IN INK _____ Date: 20080910

(Your Signature. Do not print.)

Do not write in space below. For official use only.

WITNESSED AND RECEIVED BY:	RANK, TITLE OR GRADE	ORGANIZATION	DATE RECEIVED
Katrina Marquez	SPC SIPAS	3d SFG	20080910

SGLV-8286 (E)

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SERVICE SCHOOL ACADEMIC EVALUATION REPORT
For use of this form, see AR 623-3; the proponent agency is DCS, G-1

DATE (YYYYMMDD): 20081126

1. LAST NAME - FIRST NAME - MIDDLE INITIAL	2. SSN	3. GRADE	4. BR	5. SPECIALTY/MOSC
FORBES, MICHAEL J	[redacted]	SPC		35F1P

6. COURSE TITLE	7. NAME OF SCHOOL	8. COMP
TATS WLC (MOD) CLASS 03-09	NCO ACADEMY, FT. BRAGG NC 28310	RA

9. THIS IS A REFERRED REPORT, DO YOU WISH TO MAKE COMMENTS?
☐ YES ☐ NO

10. DURATION OF COURSE (YYYYMMDD)
From: 20081112 Thru: 20081126

11. PERFORMANCE SUMMARY

*a. ☒ EXCEEDED COURSE STANDARDS
(Limited to 20% of class enrollment)

b. ☐ ACHIEVED COURSE STANDARDS

*c. ☐ MARGINALLY ACHIEVED COURSE STANDARDS

*d. ☐ FAILED TO ACHIEVE COURSE STANDARDS

**Rating must be supported by comments in ITEM 14.*

12. DEMONSTRATED ABILITIES

a. **WRITTEN COMMUNICATION**
☒ NOT EVALUATED ☐ UNSAT ☐ SAT ☐ SUPERIOR

b. **ORAL COMMUNICATION**
☐ NOT EVALUATED ☐ UNSAT ☐ SAT ☒ SUPERIOR

c. **LEADERSHIP SKILLS**
☐ NOT EVALUATED ☐ UNSAT ☐ SAT ☒ SUPERIOR

d. **CONTRIBUTION TO GROUP WORK**
☐ NOT EVALUATED ☐ UNSAT ☐ SAT ☒ SUPERIOR

e. **EVALUATION OF STUDENT'S RESEARCH ABILITY**
☒ NOT EVALUATED ☐ UNSAT ☐ SAT ☐ SUPERIOR
(SUPERIOR/UNSAT rating must be supported by comments in ITEM 14)

13. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING?
☒ YES ☐ NO ☐ N/A *(A "NO" responsemust be supported by comments in ITEM 14)*

14. COMMENTS *(This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs.)*

Commandant's List Graduate; maintained an average of 95.5 throughout the course

12b. demonstrated exceptional communication skills normally found in more experience NCOs; used active listening and two-way communication to ensure every task exceeded expected standards

12c. extremely decisive leader; not satisfied with knowing only how to do what will get the team through the day but deeply concerned about what it will need for tomorrow

12d. excellent peer instructor; volunteered before and after study hall to assist challenged students with difficult blocks of instructions and greatly contributed to their success

PASS 0811 66/169 YES

15. AUTHENTICATION

a. TYPED NAME, GRADE, BRANCH, AND TITLE OF RATER	DATE (YYYYMMDD)	SIGNATURE
RICHARD RODRIGUEZ, SFC, USA, Senior Small Group Leader	20081126	
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER	**DATE (YYYYMMDD)**	**SIGNATURE**
ROGER HOWARD, CSM, USA, Commandant	20081126	

c. DATE (YYYYMMDD)	SIGNATURE OF RATED SOLDIER
20081126	

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IMMEDIATE REENLISTMENT

ENLISTMENT/REENLISTMENT DOCUMENT
ARMED FORCES OF THE UNITED STATES

PRIVACY ACT STATEMENT

AUTHORITY: 5 U.S.C. 3331; 10 U.S.C. 113, 136, 502, 504, 505, 506, 507, 508, 509, 510, 513, 515, 516, 518, 519, 972, 978, 2107, 2107a, 3253 3258, 3262, 5540, 8252, 8253, 8257, 8258, 12102, 12103, 12104, 12105, 12106, 12107, 12108, 12301, 12302, 12304, 12305, 12405; 14 USC 351, 632; 32 U.S.C. 301, 302, 303, 304; and Executive Order 9397, November 1943 (SSN).

PRINCIPAL PURPOSE(S): To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of the subject's military personnel records which are used to document promotion, reassignment, training, medical support, and other personnel management actions. The purpose of soliciting the SSN is for positive identification.

ROUTINE USE(S): This form becomes a part of the Service's Enlisted Master File and Field Personnel File. All uses of the form are internal to the relevant Service.

DISCLOSURE: Voluntary; however, failure to furnish personal identification information may negate the enlistment/reenlistment application.

A. ENLISTEE/REENLISTEE IDENTIFICATION DATA

1. NAME *(Last, First, Middle)* FORBES MICHAEL JEFFREY	**2. SOCIAL SECURITY NUMBER** [redacted]
3. HOME OF RECORD *(Street, City, County, State, Country, ZIP Code)* [redacted]	**4. PLACE OF ENLISTMENT/REENLISTMENT** *(Mil. Installation, City, State)* HHC 3RD SFG (A) FORT BRAGG, NC 28310
5. DATE OF ENLISTMENT/ REENLISTMENT *(YYYYMMDD)* 2008 DEC 08	**6. DATE OF BIRTH** *(YYYYMMDD)* [redacted]

7. PREV MIL SVC UPON ENL/REENLIST	YEARS	MONTHS	DAYS
a. TOTAL ACTIVE MILITARY SERVICE	01	09	26
b. TOTAL INACTIVE MILITARY SERVICE	00	03	11

B. AGREEMENTS

8. I am enlisting/reenlisting in the United States *(list branch of service)* ARMY this date for 06 years and 0 weeks beginning in pay grade E4 of which 06 years and 0 weeks is considered an Active Duty Obligation, and 0 years and 0 weeks will be served in the Reserve Component of the Service in which I have enlisted. If this is an intial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. The additional details of my enlistment/ reenlistment are in Section C and Annex(es) *(list name of Annex(es) and describe)* A, B AND C

a. FOR ENLISTMENT IN A DELAYED ENTRY/ENLISTMENT PROGRAM (DEP):
I understand that I am joining the DEP. I understand that by joining the DEP I am enlisting in the Ready Reserve component of the United States *(list branch of service)* _____ for a period not to exceed 365 days, unless this period of time is otherwise extended by the Secretary concerned. While in the DEP, I understand that I am in a nonpay status and that I am not entitled to any benefits or privileges as a member of the Ready Reserve, to include, but not limited to medical care, liability insurance, death benefits, education benefits, or disability retired pay if I incur a physical disability. I understand that the period of time while I am in the DEP is NOT creditable for pay purposes upon entry into a pay status. However, I also understand that the period of time while I am in the DEP is counted toward fulfillment of my military service obligation described in paragraph 10, below. While in the DEP, I understand that I must maintain my current qualifications and keep my recruiter informed of any changes in my physical or dependency status, qualifications, and mailing address. I understand that I WILL be ordered to active duty unless I report to the place shown in item 4 above by *(list date (YYYYMMDD))* _____ for enlistment in the Regular component of the United States *(list branch of service)* _____ for not less than _____ years and _____ weeks.

b. REMARKS: *(If none, so state.)*

(1) REGULAR ARMY REENLISTMENT OPTION (A000) RCN: 2520085.

(2) SRB A ZONE, MOS 35F.

(3) NO WAIVER.

(4) 1ST REENLISTMENT.

(5) LUMP SUM PAYMENT AUTHORIZED IAW MILPER MESSAGE 08-241 PARA 11.

c. The agreements in this section and attached annex(es) are all the promises made to me by the Government. **ANYTHING ELSE ANYONE HAS PROMISED ME IS NOT VALID AND WILL NOT BE HONORED.**
(Initials of Enlistee/Reenlistee) MF

(Continued on Page 2)

C. PARTIAL STATEMENT OF EXISTING UNITED STATES LAWS

9. FOR ALL ENLISTEES OR REENLISTEES:
I understand that many laws, regulations, and military customs will govern my conduct and require me to do things under this agreement that a civilian does not have to do. I also understand that various laws, some of which are listed in this agreement, directly affect this enlistment/reenlistment agreement. Some examples of how existing laws may affect this agreement are explained in paragraphs 10 and 11. I understand that I cannot change these laws but that Congress may change these laws, or pass new laws, at any time that may affect this agreement, and that I will be subject to those laws and any changes they make to this agreement. I further understand that:

a. My enlistment/reenlistment agreement is more than an employment agreement. It effects a change in status from civilian to military member of the Armed Forces. As a member of the Armed Forces of the United States, I will be:

(1) Required to obey all lawful orders and perform all assigned duties.

(2) Subject to separation during or at the end of my enlistment. If my behavior fails to meet acceptable military standards, I may be discharged and given a certificate for less than honorable service, which may hurt my future job opportunities and my claim for veteran's benefits.

(3) Subject to the military justice system, which means, among other things, that I may be tried by military courts-martial.

(4) Required upon order to serve in combat or other hazardous situations.

(5) Entitled to receive pay, allowances, and other benefits as provided by law and regulation.

b. Laws and regulations that govern military personnel may change without notice to me. Such changes may affect my status, pay, allowances, benefits, and responsibilities as a member of the Armed Forces **REGARDLESS** of the provisions of this enlistment/ reenlistment document.

10. MILITARY SERVICE OBLIGATION, SERVICE ON ACTIVE DUTY AND STOP-LOSS FOR ALL MEMBERS OF THE ACTIVE AND RESERVE COMPONENTS, INCLUDING THE NATIONAL GUARD.

a. FOR ALL ENLISTEES: If this is my initial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. Any part of that service not served on active duty must be served in the Reserve Component of the service in which I have enlisted. If this is a reenlistment, I must serve the number of years specified in this agreement, unless I am sooner discharged or otherwise extended by the appropriate authority. Some laws that affect when I may be ordered to serve on active duty, the length of my service on active duty, and the length of my service in the Reserve Component, even beyond the eight years of my Military Service Obligation, are discussed in the following paragraphs.

b. I understand that I can be ordered to active duty at any time while I am a member of the DEP. In a time of war, my enlistment may be extended without my consent for the duration of the war and for six months after its end (10 U.S.C. 506, 12103(c)).

c. As a member of a Reserve Component of an Armed Force, in time of war or of national emergency declared by the Congress, I may, without my consent, be ordered to serve on active duty, for the entire period of the war or emergency and for six (6) months after its end (10 U.S.C. 12301(a)). My enlistment may be extended during this period without my consent (10 U.S.C. 12103(c)).

d. As a member of the Ready Reserve (to include Delayed Entry Program), in time of national emergency declared by the President, I may, without my consent, be ordered to serve on active duty, and my military service may be extended without my consent, for not more than 24 consecutive months (10 U.S.C. 12302). My enlistment may be extended during this period without my consent (see paragraph 10g).

e. As a member of the Ready Reserve, I may, at any time and without my consent, be ordered to active duty to complete a total of 24 months of active duty, and my enlistment may be extended so I can complete the total of 24 months of active duty, if:

(1) I am not assigned to, or participating unsatisfactorily in, a unit of the Ready Reserve; and

(2) I have not met my Reserve obligation; and

(3) I have not served on active duty for a total of 24 months (10 U.S.C. 12303).

f. As a member of the Selected Reserve or as a member of the Individual Ready Reserve mobilization category, when the President determines that it is necessary to augment the active forces for any operational mission or for certain emergencies, I may, without my consent, be ordered to active duty for not more than 365 days (10 U.S.C. 12304). My enlistment may be extended during this period without my consent (see paragraph 10g).

g. During any period members of a Reserve component are serving on active duty pursuant to an order to active duty under authority of 10 U.S.C. 12301, 12302, or 12304, the President may suspend any provision of law relating to my promotion, retirement, or separation from the Armed Forces if he or his designee determines I am essential to the national security of the United States. Such an action may result in an extension, without my consent, of the length of service specified in this agreement. Such an extension is often called a "stop-loss" extension (10 U.S.C. 12305).

h. I may, without my consent, be ordered to perform additional active duty training for not more than 45 days if I have not fulfilled my military service obligation and fail in any year to perform the required training duty satisfactorily. If the failure occurs during the last year of my required membership in the Ready Reserves, my enlistment may be extended until I perform that additional duty, but not for more than six months (10 U.S.C. 10148).

11. FOR ENLISTEES/REENLISTEES IN THE NAVY, MARINE CORPS, OR COAST GUARD: I understand that if I am serving on a naval vessel in foreign waters, and my enlistment expires, I will be returned to the United States for discharge as soon as possible consistent with my desires. However, if essential to the public interest, I understand that I may be retained on active duty until the vessel returns to the United States. If I am retained under these circumstances, I understand I will be discharged not later than 30 days after my return to the United States; and, that except in time of war, I will be entitled to an increase in basic pay of 25 percent from the date my enlistment expires to the date of my discharge.

12. FOR ALL MALE APPLICANTS: Completion of this form constitutes registration with the Selective Service System in accordance with the Military Selective Service Act. Incident thereto the Department of Defense may transmit my name, permanent address, military address, Social Security Number, and birthdate to the Selective Service System for recording as evidence of the registration.

(Initials of Enlistee/Reenlistee) VKF

NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)	SOCIAL SECURITY NO. OF ENLISTEE/REENLISTEE
FORBES MICHAEL JEFFREY	[redacted]

D. CERTIFICATION AND ACCEPTANCE

13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.

I certify that I have carefully read this document, including the partial statement of existing United States laws in Section C and how they may affect this agreement. Any questions I had were explained to my satisfaction. I fully understand that only those agreements in Section B and Section C of this document or recorded on the attached annex(es) will be honored. I also understand that any other promises or guarantees made to me by anyone that are not set forth in Section B or the attached annex(es) are not effective and will not be honored.

b. SIGNATURE OF ENLISTEE/REENLISTEE	c. DATE SIGNED (YYYYMMDD)
Michael Jeffrey Forbes	2008 DEC 08

14. SERVICE REPRESENTATIVE CERTIFICATION

a. On behalf of the United States (list branch of service) ARMY, I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
CARMICHAEL, CHRISTOPHER	E7	HQS, 3RD SFG (A)
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	2008 DEC 08	FORT BRAGG, NC 28310

E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):

I, MICHAEL JEFFREY FORBES, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

16. IN THE NATIONAL GUARD (ARMY OR AIR):

I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.

17. IN THE NATIONAL GUARD (ARMY OR AIR):

I do hereby acknowledge to have voluntarily enlisted/reenlisted this _____ day of _____, _____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.

18.a. SIGNATURE OF ENLISTEE/REENLISTEE	b. DATE SIGNED (YYYYMMDD)
Michael Jeffrey Forbes	2008 DEC 08

19. ENLISTMENT/REENLISTMENT OFFICER CERTIFICATION

a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
RILEY, SCOTT W.	O4	HHC 3RD SFG (A)
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	2008 DEC 08	FORT BRAGG, NC 28310

(Initials of Enlistee/Reenlistee) MTF

STATEMENTS FOR ENLISTMENT
(PARTS I THROUGH IV)
For use of this form, see AR 601-280; the proponent agency is ODCSPER

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Section 504, 505, 508, and 510, Title 10, USC.

PRINCIPAL PURPOSE: To determine eligibility for reenlistment.

ROUTINE USES: Information may be referred to appropriate authorities if disciplinary action or discharge for fraudulent enlistment/reenlistment is appropriate.

DISCLOSURE: Disclosure of personal information is voluntary, however, failure to furnish information requested may result in denial of reenlistment in the US Army.

PART I - GENERAL STATEMENT OF UNDERSTANDING

TO BE COMPLETED BY ALL APPLICANTS FOR REENLISTMENT IN THE REGULAR ARMY

1. **Acknowledgement:** In connection with my reenlistment in the Regular Army, I hereby acknowledge that:

a. All promises made to me are contained in Item 10 of DD Form 4, my reenlistment agreement, and Part II of this statement.

b. I have not been guaranteed attendance at an MOS-producing Army service school or Airborne training unless the title of the school course or Airborne training has been entered in Item 10, DD Form 4.

c. Should I make any material omission or misstatement of fact in connection with any of my enlistment documents, (1) I may be subject to early separation from this enlistment, or 12)1 will complete, if permitted, the period for which I enlisted in any assignment deemed appropriate in accordance with the needs of the Army.

d. Should I choose an option which requires a security clearance and I am not granted such clearance after I have enlisted, or my granted clearance is revoked after I have enlisted, I agree to accept any assignment in accordance with the needs of the Army and I will complete the period for which I enlisted.

e. Law violations for which I have been convicted or have had adverse adjudications as a juvenile or youthful offender may be cause for denial of security clearance.

f. My choice of initial enlistment option shown in Item 10 of my DD Form 4 does not constitute any guarantee that a substantial part of my enlistment will be served in the option, and the needs of the service may result in my transfer at any time *(other than as may be provided by the specific option selected)* to any other assignment within the continental United States or to an oversea command. I am aware that due to the needs of the Army I may be subject to involuntary retraining and/or reclassification.

g. Should my enlistment involve a commitment for specialized training or a selective assignment, conduct on my part occurring after my enlistment which results in disciplinary action may be just cause for my transfer to any other assignment within the continental United States or to any oversee command.

h. My acceptance for enlistment carries no promise whatsoever relative to furnishing transportation for dependents to oversee commands or to the furnishing of family quarters either in oversea commands or in the United States.

i. If, after my enlistment for a specific option, I should fail to meet required qualifications which cannot be determined prior to my enlistment, I understand that I will not be offered another enlistment option, but will be trained and assigned in accordance with the needs of the Army and will be required to complete the term of service for which I enlisted.

j. If, after my enlistment in the Regular Army, I should waive my initial enlistment option as listed in Item 10, DD Form 4, and in Part II of my statement for enlistment for any reason whatsoever, this initial option will not be reinstated at a later date.

k. I am not consciously opposed by reason or religious training or belief, to bearing arms or to participation, or training for war in any form.

l. I am aware that in the event of armed conflict involving the United States, the Secretary of the Army may declare null and void any portion of my enlistment option pertainging to training, assignment, or duty, if he determines such action to be necessary.

PART II - IN-SERVICE REENLISTMENT OPTION

TO BE COMPLETED BY ALL APPLICANTS REENLISTING FOR A SPECIFIC OPTION

2. In connection with my reenlistment in the Regular Army for the REGULAR ARMY Reenlistment option, I hereby acknowledge that provided I meet required prerequisites I will be assigned as follows:

I AM REENLISTING IN ACCORDANCE WITH THE NEEDS OF THE ARMY.

3. I have read and understand the provisions of the reenlistment option for which I am reenlisting. Furthermore, to avoid misunderstandings, I have recorded below in my own words and handwriting all spoken and written promises that have been made to me in connection with my enlistment in the Regular Army (at *end of statement, applicant will print the word "END").*

NONE END MSF

4. If reenlisting for the CONUS Station of Choice Reenlistment Option, I understand that my stabilization will commence on the date of reenlistment or upon arrival at my new station, whichever is later. I further understand that if I am subsequently placed on TDY in excess of 30 days, my stabilization will be extended by the number of days in excess of the initial 30 day period, unless I voluntarily waive my stabilization. It is also understood that if HQDA determines that in order to meet the operational needs of the Army, the unit or subordinate element must be deployed from the parent organization, I must deploy with the unit and no grounds for a broken reenlistment commitment will exist.

5. In the event my enlistment commitment cannot be fulfilled, the alternative available to me will be as provided in AR 635-200, as of the date of my claim of unfulfilled enlistment commitment or erroneous enlistment is submitted. I understand that I will have a period of 30 days to elect an alternative or to request other training or assignment from the date I am advised that my selected option cannot be fulfilled or, where not formally advised, from the date I discover or should have discovered the grounds for submitting a claim. This period may be extended by the general courts-martial convening authority when necessary to determine the availability of my selected alternative. If I make no election within that period, my claim will be deemed to have been waived. I may withdraw any request for training or reassignment prior to approval and elect another alternative, but not thereafter

PART III STATEMENT OF LAW VIOLATIONS AND PREVIOUSLY UNDISCLOSED CONDITIONS

6. Complete the statement in a below and answer questions b through f as appropriate, by placing a checkmark in the "YES" or "NO" column. In-service personnel immediately enlisting will list those violations occurring during their current term of service, and offenses not previously revealed.

a. I have read or have had explained to me, paragraphs 2-4 and 7-4, AR 604-10, which set forth the criteria *(reasons)* for discharge and types of discharge, and certify that I ☐ have ☑ have not *(check one)* engaged in disloyal or subversive activities as defined herein.

	YES	NO
b. Have you ever been rejected for enlistment or induction in any of the Armed Forces to include failure of the mental examinations administered by any MEPS or been discharged from previous service under other than honorable conditions, under Personnel Security Regulations, or by reason of unsuitability, or undesirable habits or traits of character, or for medical reasons?		✓
c. Have you ever been arrested, cited, charged or held by Federal, State, County, City or other law enforcement authorities or by Juvenile Court or Juvenile Probation Officials for any violation of any Federal Law, State Law, or Municipal Law, Regulation or Ordinance?		✓
d. Have you ever been convicted of a felony or any other offense or adjudicated a youthful or juvenile delinquent?		✓
e. Have you ever been imprisoned under sentence of any court?		✓
f. Are you now or have you ever been on parole, probation supervision, under suspended sentence, or are you awaiting final action of charges against you?		✓

7. In the space below, give full details for any of the above questions to which you answered "YES." (If additional space is required, continue on a separate sheet of paper and attach securely to this form.)

a. REF ITEM	b. OFFENSE(s)	c. DATE AND PLACE	d. DISPOSITION
	NONE		

8. **UNDERSTANDING:** I understand that should I intentionally conceal or misrepresent any information regarding my record of arrests or convictions or juvenile court adjudications, I may later be subject to disciplinary action under the Uniform Code of Military Justice *(UCMJ)* and/or discharged from the Service under other than honorable conditions.

PART IV - DEPENDENCY STATEMENT

TO BE COMPLETED BY ALL APPLICANTS

9. Relationship and age of all persons who are dependent upon me for support are recorded below *(if none, so state)*:

RELATIONSHIP	AGE	RELATIONSHIP	AGE	RELATIONSHIP	AGE
NONE					

10. **UNDERSTANDING**: I understand that if I am selected for enlistment in the Regular Army, I will be expected to accept such assignments as are in the best interest of the Service regardless of marital status and/or responsibility for dependents; and that it is my responsibility to make appropriate arrangements for the care of my dependents should I be required to perform duty in an area where dependents are not authorized.

11. I have read and understand the meaning of all statements contained in Parts I through IV of this form and agree to all set forth therein. I certify that all answers to questions, statements and entries on this form are true, correct and complete, and that the Career Counselor has informed me that should I intentionally conceal any information required above, I may later be subject to disciplinary action or discharge upon its discovery.

12. SIGNATURE OF APPLICANT	14. DATE	15. SIGNATURE AND TITLE OF WITNESS
Michael Jeffrey [illegible]	20081208	CAREER COUNSELOR

STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS

For use of this form, see AR 600-200, the proponent agency is DCSPER

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	Section 308 of Title 37, US Code, as amended by Public Law 93-277, Armed Forces Enlisted Personnel Bonus Revision Act of 1974, 10 May 1974, Public Law 95-57, 29 June 1977, and Public Law 95-485, 20 October 1978.
PRINCIPAL PURPOSE:	To explain the conditions under which continued entitlement to unpaid installments of the bonus may be terminated and unearned portion of advanced bonus payments recouped.
ROUTINE USES:	Information may be referred to appropriate authorities if individual becomes subject to termination and/or recoupment of bonus.
DISCLOSURE:	Disclosure of personal information is voluntary. However, failure to furnish information requested may result in denial of reenlistment in the Army.

I MICHAEL JEFFREY FORBES [redacted]
(Full name) *(SSN)*

understand that I am getting a selective reenlistment bonus in return for my (reenlistment) ~~(extension of enlistment)~~ in MOS 35F for a period of 6 YEARS.
(_____ *months*) (_____ *years*)

I agree to complete this period of service.

I have been advised and understand that if I do not complete the full period of service, or if I do not remain technically qualified in MOS 35F, I will not get any more installments of the bonus, and I will have to pay back as much of the bonus as I already received for the unexpired part of the period of obligated service.

I understand that I will be considered *NOT* technically qualified in MOS 35F when I am no longer classified in that MOS and my current and future assignment in that MOS is precluded for any of the following reasons within my control:

a. I refuse to perform certain duties which I volunteered for in writing prior to my accepting the bonus and which are required for effective performance in the MOS;

b. Disciplinary action taken under UCMJ or civil court conviction disqualifies me for future performance in the MOS;

c. My own misconduct causes injury, illness, or some other condition which interferes with effective performance in the MOS;

d. Withdrawal of the minimum security clearance, loss of qualification under the Personnel Reliability Program *(PRP)*, or loss of any other mandatory qualification required for effective performance in the MOS.

SIGNATURE OF BONUS RECIPIENT		
Michael Jeffrey Forbes		MICHAEL JEFFREY FORBES, SPC
SIGNATURE OF REENLISTMENT OFFICER		SCOTT W. RILEY, MAJ
DATE	TIME	STATION
2008 DEC 08	17:00	FORT BRAGG, NC 28310

DA FORM 4789, JUN 79 USAPPC V1.00

ANNEX C

REQUEST FOR REENLISTMENT OR EXTENSION IN THE REGULAR ARMY

For use of this form see AR 601-280; the proponent agency is ODCSPER.

SECTION I - SOLDIER'S REQUEST

1. TO	2. FROM
COMMANDER HHC 3RD SFG (A) FORT BRAGG, NC 28310	SPC MICHAEL JEFFREY FORBES [redacted] HHC 3RD SFG (A) FORT BRAGG, NC 28310

3. REQUEST I BE AUTHORIZED TO *(Select one)*

X a. REENLIST IN THE ACTIVE COMPONENT.

b. EXTEND MY ENLISTMENT FOR THE FOLLOWING REASON: _____

4. ACCRUED LEAVE OPTIONS *(Select one)*

a. I DESIRE TO CASH IN _____ DAYS OF ACCRUED LEAVE.

X b. I DO NOT DESIRE TO CASH IN ACCRUED LEAVE.

c. I AM EXTENDING MY PRESENT ENLISTMENT AND HAVE BEEN COUNSELED ON CASHING IN ACCRUED LEAVE.

5. DATE	6. SIGNATURE
8 Dec 01	Michael Jeffrey Forbes

SECTION II - COMMANDER'S CERTIFICATION

7. COMMANDER'S DETERMINATION OF QUALIFICATION *(Select one)*

X a. SOLDIER IS FULLY QUALIFIED FOR REQUESTED ACTION.

b. SOLDIER IS NOT FULLY QUALIFIED AND REQUIRES WAIVER. *(Select 8b or 8c(1) below)*

c. SOLDIER IS FULLY QUALIFIED, BUT IS NOT RECOMMENDED FOR FURTHER SERVICE. *(Select 8c(2) below)*

8. COMMANDER'S DETERMINATION/RECOMMENDATION FOR CONTINUED SERVICE WITHIN THE ARMY *(Select one)*

X a. APPROVED.

b. RECOMMENDED APPROVAL. DA FORM 3072 IS ATTACHED.

c. DISAPPROVED.

(1) I DISAPPROVE THE SOLDIER'S REQUEST FOR WAIVER OF DISQUALIFICATION.

(2) I HAVE INITIATED A BAR TO REENLISTMENT UNDER THE PROVISIONS OF CHAPTER 8, AR 601-280.

9. TYPED NAME, RANK, AND BRANCH OF COMMANDER

SCOTT W. RILEY, MAJ, SF

10. SIGNATURE	11. DATE
	8 Dec 01

DA FORM 3340-R, DEC 94 EDITION OF MAY 88 IS OBSOLETE

ANNEX B

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO SPECIALIST MICHAEL J. FORBES
SPECIAL OPERATIONS TASK FORCE - 92

FOR EXCEPTIONALLY MERITORIOUS SERVICE DURING OPERATION ENDURING FREEDOM XIII. SPECIALIST FORBES' DEDICATION TO DUTY DURING COMBAT OPERATIONS IN AFGHANISTAN CONTRIBUTED TO THE OVERWHELMING SUCCESS OF THE COMMAND'S MISSION TO COMBAT GLOBAL TERROR. HIS ACTIONS ARE IN KEEPING WITH THE FINEST TRADITIONS OF MILITARY SERVICE AND REFLECT DISTINCT CREDIT UPON HIMSELF, SPECIAL OPERATIONS TASK FORCE - 92, THE COMBINED JOINT SPECIAL OPERATIONS TASK FORCE – AFGHANISTAN, AND THE UNITED STATES ARMY.

1 FEBRUARY 2009 TO 1 AUGUST 2009

PO# 097-20, 7 Apr 09
HQ, CJSOTF - A
APO AE 09354

GUS BENTON II
COL, SF
Commanding

DA FORM 4980-14, NOV 97

DEPARTMENT OF THE ARMY
3rd Special Forces Group (Airborne)
Fort Bragg, North Carolina 28310-8420

ORDERS 026-65 26 January 2010

The Secretary of the Army has reposed special trust and confidence in the patriotism, valor, fidelity, and professional excellence of **MICHAEL J. FORBES**. In view of these qualities and his demonstrated leadership potential and dedicated service to the U. S. Army, he is, therefore promoted from Specialist to Sergeant. **MOS 35F2P00YY** is awarded as his primary MOS effective **1 February 2010**. Promotion is effective **1 February 2010** with a date of rank of **1 February 2010**. The promotion is not valid and this order will be revoked if he is not in a promotable status on the effective date of promotion. The authority for this promotion is AR 600-8-19, paragraph 3-1b, and USAHRC memorandum, AHRC-MSP-E, dated 23 January 2010, SUBJECT: DA Promotion Point Cutoff Scores for 1 February 2010 and Junior Enlisted Issues. Other MOS actions as a result of this promotion are withdrawal of primary MOS 35F1P00YY.

Additional Instructions: Soldier will report to his servicing Identification (ID) Card Section with a copy of promotion orders to update his ID Card to the correct Geneva Convention Code Category.

Format: 302

FOR THE COMMANDER:

ROBERT L. BRISTER
CW3, AG
Group Personnel Officer

DISTRIBUTION:
SGT FORBES, [redacted] (3)
Cdr, HHC, 3RD SFG(A), Fort Bragg, NC 28310 (1)
Orders Section (1)
Cdr, USAREC, ATTN: PCRE-FR, 8899 East 56th Street, Indianapolis, IN 46249 (1)

NCO EVALUATION REPORT

For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)
SEE PRIVACY ACT STATEMENT IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL J.	[redacted]	SGT ( )	20100201	35F2P

f.1. UNIT ORG. STATION ZIP CODE OR APO,	MAJOR COMMAND	f.2. STATUS CODE	g. REASON FOR SUBMISSION
HSC, 3D BN, 3D SFG (A), FT. BRAGG, NC 28310	USASOC		02 Annual

h. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE
20100201	20110131	12			michael.j.forbes@us.army.mil	WHQND0	SP	UA17

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
FIGUEROA, HAROLD	[redacted]	FIGUEROAGUTIERREZ.HAROLD.[redacted]	20110217

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	RATER'S AKO EMAIL ADDRESS (.gov. or .mil)
SFC	35F4S	HSC, 3D BN, 3D SFG (A)	BN S-2 NCOIC	harold.figueroagutierrez@us.army.mil

b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
BOURQUE, BRIAN J.	[redacted]	BOURQUE.BRIAN.J.[redacted]	20110222

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil)
CPT	MI	HSC, 3D BN, 3D SFG (A)	BN S-2	brian.bourque1@us.army.mil

c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
LONG, JAMES E.	[redacted]	LONG.JAMES.ERIC.[redacted]	20110224

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)
MAJ	SF	3D BN, 3D SFG (A)	BN XO	james.e.long@us.army.mil

d. [X] CONCUR WITH RATER AND SENIOR RATER EVALUATIONS [ ] NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

SIGNATURE	DATE (YYYYMMDD)
FORBES.MICHAEL.JEFFREY.[redacted]	20110411

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
Intelligence Sergeant	35F2P

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)

Serves as an Intelligence Sergeant for Combined Joint Special Operations Task Force-Afghanistan (CJSOTF-A) and Special Operations Task Force-East (SOTF-E) All Source Production Section (ASPS); responsible for providing timely and accurate combat intelligence support to the SOTF-E Commander and staff, 16 Operational Detachments-Alpha (ODA) and 4 Operational Detachments-Bravo (ODB); provided daily intelligence in support of combat operations for SOTF-E; maintained constant communications with national level assets/organizations, especially in support of the impromptu needs of Soldiers engaged in troops-in-contact (TIC) events.

d. AREAS OF SPECIAL EMPHASIS

Operation ENDURING FREEDOM XV; SOTF-East INTSUM; OEF-XV Relief In Place/Transfer Of Authority (RIP/TOA) BN S-2 NCOIC; BN Liaison with National Air and Space Intelligence Center (NASIC); OEF-XVII Pre-Mission Training (PMT) BN S-2 NCOIC.

e. APPOINTED DUTIES

f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
	20100205	20100503	20100802	20101101

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)

V — Loyalty, Duty, Respect, Selfless-Service
A
L
U
E
S — Honor, Integrity, Personal Courage

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	X	
2. DUTY: Fulfills their obligations.	X	
3. RESPECT/EO/EEO: Treats people as they should be treated.	X	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	
5. HONOR: Lives up to all the Army values.	X	
6. INTEGRITY: Does what is right - legally and morally.	X	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	

Bullet comments

o consistently performs duties and taskings to superior standard

o disregards personal well-being to accomplish the mission and ensure safety of others

o continually exhibited the highest standards of loyalty, integrity, and personal behavior

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
FORBES, MICHAEL J.	[redacted]	20110131

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence EXCELLENCE (Exceeds std) [X] SUCCESS (Meets std) [ ] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]	o filled over 300 requests for information (RFI) providing actionable intelligence to SOTF-East staff, ODAs, coalition and local forces in support of combat operations o fused over 10 intelligence sources into targeting packets used in combat operations, which directly resulted in the capture or detainment of 30 High-Value Individuals o created and maintained an accurate intelligence reporting database of all Coalition partners operating in RC-N; greatly increasing SOTF-E staff situational awareness
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a Soldier EXCELLENCE (Exceeds std) [ ] SUCCESS (Meets std) [X] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]	APFT PASS 20100803 HEIGHT/WEIGHT 67 / 165 YES o sustained a rigorous personal physical fitness program despite working countless hours during combat operations ISO OEF-XV o maintained the highest personal standard; set the example for the entire section o demonstrated excellent stamina, endurance, and military-bearing at all times
d. LEADERSHIP o Mission first o Genuine concern for Soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do EXCELLENCE (Exceeds std) [ ] SUCCESS (Meets std) [X] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]	o hand-selected as the BN Intelligence NCOIC during PMT exercise; praised for his unparalleled knowledge and professionalism by staff and ODAs o disseminated threat reporting throughout SOTF-East AO; ensured subordinate, adjacent, and higher units were appraised of current battlefield dynamics o led investment education for SOTF-East personnel and staff during combat deployment; motivated Soldiers to make sound financial and investment decisions
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching Soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win EXCELLENCE (Exceeds std) [X] SUCCESS (Meets std) [ ] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]	o produced three PMT Staff-Mission-In-Briefs (SMIBs) for ODAs and staff without assistance; ensured combat readiness was maintained in preparation for OEF-XVII o trained and mentored a 21-Soldier Intelligence Fusion Cell (IFC) on the use of multiple analytical tools, enhancing the knowledge and production of the section o shared knowledge and insight willingly; continually sought out by peers and subordinates because of his vast intelligence, experience and knowledge
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging Soldiers to learn and grow o Responsible for good, bad, right & wrong EXCELLENCE (Exceeds std) [X] SUCCESS (Meets std) [ ] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]	o maintained 100% accountability of over 3,000 classified documents consisting of International (ISAF) Intelligence Data that had been collected over 3 years in RC North o performed a key role in the intelligence analysis, quality control, and briefing of the Operation Orders for four Special Forces ODAs operating in Northern Afghanistan o encouraged young Soldiers to pursue civilian education making the Soldier competitive for promotion within the Army and for life in the civilian sector

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST [X] FULLY CAPABLE [ ] MARGINAL [ ]

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

ASPS NCOIC

AIT Instructor

Senior Strategic Analyst

e. SENIOR RATER BULLET COMMENTS

o promote ahead of peers

o send to ALC next available class

o highly dedicated NCO with limitless potential who will succeed in any position

o continue to challenge this motivated NCO with increased responsibility

c. SENIOR RATER. Overall performance

1 [X] 2 [ ] 3 [ ] Successful 4 [ ] Fair 5 [ ] Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1 [X] 2 [ ] 3 [ ] Superior 4 [ ] Fair 5 [ ] Poor

Please read the instructions before completing this form.

Servicemembers' Group Life Insurance Election and Certificate

Use this form to: (check all that apply)
- ☑ Name or update your beneficiary
- ☐ Reduce the amount of your insurance coverage
- ☐ Decline insurance coverage

Important: This form is for use by Active Duty and Reserve members. This form does not apply to and cannot be used for any other Government Life Insurance.

Last name First name Middle name	Rank, title or grade	Social Security Number
FORBES, MICHAEL JEFFREY	SGT	[redacted]

Branch of Service (Do not abbreviate)	Current Duty Location
Army	WHONDO

Amount of Insurance

By law, you are automatically insured for $400,000. ***If you want $400,000 of insurance***, skip to *Beneficiary(ies) and Payment Options*. ***If you want less than $400,000*** of insurance, please check the appropriate block below and write the amount desired and your initials. Coverage is available in increments of $50,000. ***If you do not want any insurance****, check the appropriate block below and write (in your own handwriting), "I do not want insurance at this time."

Declining SGLI coverage also cancels all family coverage and traumatic injury protection under the SGLI program.

☑ I want coverage in the amount of $ 400,000 Your initials [redacted]

☐ _____
(Write "I do not want Insurance at this time.")

*Note: Reduced or refused insurance can *only* be restored by completing form SGLV 8285 with proof of good health and compliance with other requirements. Reduced or refused insurance will also affect the amount of Veterans' Group Life Insurance you can convert to upon separation from service.

Beneficiary(ies) and Payment Options

I designate the following beneficiary(ies) to receive payment of my insurance proceeds. I understand that the principal beneficiary(ies) will receive payment upon my death. If all principal beneficiaries predecease me, the insurance will be paid to the contingent beneficiary(ies).

Complete Name (first, middle, last) and Address of each beneficiary	Social Security Number (if known)	Relationship to you	Share to each beneficiary (Use %, $ amounts or fractions)	Payment Option (Lump sum or 36 equal monthly payments)
Principal				
1 [redacted]		MOTHER	20%	LUMP SUM
2 [redacted]		BROTHER	10%	LUMP SUM
3 [redacted]		BROTHER	10%	LUMP SUM
4 [redacted]	[redacted]	WIFE	60%	LUMP SUM
Additional Principals on page 4 (check if applicable)				
Contingent				
1.				
2.				
3.				
4.				
Additional Contingents on page 4 (check if applicable)				

I HAVE READ AND UNDERSTAND the instructions on pages 2 and 3 of this form. I ALSO UNDERSTAND that:

- ***This form cancels any prior beneficiary or payment instructions.***
- The proceeds will be paid to beneficiaries as stated in #6 on page 3 of this form, unless otherwise stated above.
- If I have legal questions about this form, I may consult with a military attorney at no expense to me.
- I cannot have combined SGLI and VGLI coverages at the same time for more than $400,000.
- If I am married or if I get married after completing this form, ***my spouse is automatically covered under Family SGLI for which premiums will be deducted from my pay***, unless I decline Family SGLI coverage by completing SGLV 8286A. For Family SGLI premium deductions, my spouse **MUST** be registered in DEERS. ***Failure to do so will result in debts owed for unpaid premiums.***

SIGN HERE IN INK ➤ FORBES.MICHAEL.JEFFREY [redacted] Date: 20110216
(Your signature. Do not print.)

Do not write in space below. For official use only.

RECEIVED BY:	RANK, TITLE OR GRADE	ORGANIZATION	DATE RECEIVED
STANDRIDGE.STEVEN. LYNN.JI [redacted]	SPC	3/3 SFG (A)	20110216

Please read the instructions before completing this form.

Servicemembers' Group Life Insurance Election and Certificate
Beneficiary Continuation

Instructions: This page is to be used ***ONLY*** when the service member wants to name more beneficiaries than the number of beneficiary spaces provided on page 2. If this page is completed, it should be copied and distributed together with page 2 of this form.

Member Information

Last name First name Middle name	Rank, title or grade	Social Security Number
FORBES, MICHAEL JEFFREY	SGT	[redacted]

Beneficiary(ies) and Payment Options

In addition to the beneficiaries I have named on page 2 of this form (SGLV 8286), I also designate the following beneficiary(ies) to receive payment of my insurance proceeds. I understand that the principal beneficiary(ies) will receive payment upon my death. If all principal beneficiaries predecease me, the insurance will be paid to the contingent beneficiary(ies).

Complete Name (first, middle, last) and Address of each beneficiary	Social Security Number (if known)	Relationship to you	Share to each beneficiary (Use %, $ amounts or fractions)	Payment Option (Lump sum or 36 equal monthly payments)
Principal				
5.				
6.				
7.				
8.				
9.				
10.				
Contingent				
5.				
6.				
7.				
8.				
9.				
10.				

I HAVE READ AND UNDERSTAND the instructions on pages 2 and 3 of this form. I ALSO UNDERSTAND that:

This is a continuation of my beneficiary designation on page 2 of this form, Servicemembers' Group Life Insurance Election and Certificate. The proceeds will be paid to beneficiaries as stated in #6 on page 3 of the SGLV-8286, unless otherwise stated above.

SIGN HERE IN INK FORBES.MICHAEL.JEFFREY [redacted] Date: 20110216

(Your signature. Do not print.)

Do not write in space below. For official use only.

RECEIVED BY:	RANK, TITLE OR GRADE	ORGANIZATION	DATE RECEIVED
STANDRIDGE.STEVEN [redacted] LYNN.JR [redacted]	SFC	3/3 SFG (A)	20110216

Submit

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*: FORBES, MICHAEL JEFFREY

2. SSN: [redacted]

3a. SERVICE/CIVILIAN CATEGORY: [X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION: WHQNDO / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*: [redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**: [redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*: Unknown

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**:

7a. MOTHER NAME *(Last, First, Middle Initial)*: [redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**:

8a. DO NOT NOTIFY DUE TO ILL HEALTH: [redacted]

b. NOTIFY INSTEAD:

9a. DESIGNATED PERSON(S) *(Military only)*: None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**:

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*:

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CRIL

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFF REY [redacted] RANK: SGT	STANDRIDGE.STEVEN.L YNN.JR [redacted] RANK: SPC	20110216

DD FORM 93 (BACK), JAN 2008

Submit

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

MICHAEL JEFFREY FORBES	SGT	[redacted]
Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
$400,000	WHQND0 / FT BRAGG	Army
Current Amount of SGLI Coverage	Duty Location	Branch of Service

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 and 5.*
- ☐ Increase or restore my SGLI coverage to $_____ *You must complete sections 3, 4, & 5.*
- ☐ Reduce my SGLI coverage to $_____ *You must complete sections 3 & 5.*
- ☐ Decline (cancel) SGLI coverage. *You must complete section 5.*

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries

Complete this section unless you are declining coverage.

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
1. [redacted]		MOTHER	20%	Lump sum
2. [redacted]		BROTHER	10%	Lump sum
3 [redacted]		BROTHER	10%	Lump sum
4. [redacted]	645863652	WIFE	60%	Lump sum

Secondary

1.

2.

3.

4.

☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

* If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment either through the Prudential Alliance Account or by check. Alliance is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

Open Solutions Inc. is the Service Provider of the Prudential Alliance Account Settlement Option, a contractual obligation of The Prudential Insurance Company of America, located at 751 Broad Street, Newark, NJ 07102-3777. Check clearing is provided by JPMorgan Chase Bank, N.A. and processing support is provided by First Data Payment Services (FDPS). **Alliance Account balances are not insured by the Federal Deposit Insurance Corporation (FDIC).** Open Solutions Inc., JPMorgan Chase Bank, N.A., and First Data Payment Services are not Prudential Financial companies.

4. About Your Health

Complete this section ONLY if you are restoring or increasing coverage.

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:

	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

5. Your Signature

You must complete this section.

I have read the instructions and understand that

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and VGLI coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or **declining** SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
- If I am married or get married after completing this form and have not declined SGLI, Family SGLI automatically covers my spouse. I must register my spouse in DEERS so my branch of service can deduct premiums from my pay. *Failure to register my spouse in DEERS will result in my owing debts for unpaid premiums.* I can decline Family SGLI coverage by completing SGLV 8286A.

Service Member Signature

Social Security Number

Date (MM, DD, YYYY) 01/18/2012

For Branch of Service Official Use Only

Received by Personnel Clerk	Rank, title or grade	Organization	Date
	SPC/42A	3/3 SFG (A)	01/18/2012
Approve Disapprove	OSGLI Representative		Date

Submit

NCO EVALUATION REPORT

For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO) PRIVACY ACT STATEMENT IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL J.	[redacted]	SGT ( )	20100201	35F2S

f.1. UNIT	ORG.	STATION	ZIP CODE OR APO,	MAJOR COMMAND	f.2. STATUS CODE	g. REASON FOR SUBMISSION
HSC, 3RD BN,	3RD SFG(A),	FT. BRAGG, NC	28310	USASOC		02 Annual

h. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE
20110201	20120131	12			michael.j.forbes@us.army.mil	WHQND0	SP	UA17

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
FRANKS II, DONALD B.	[redacted]	FRANKS.DONALD.BOOKER.II [redacted]	20120425

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	RATER'S AKO EMAIL ADDRESS (.gov. or .mil)
SSG	35F3S/MI	HSC, 3RD BN, 3RD SFG(A)	BN ASPS NCOIC	donald.franks2@us.army.mil

b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
MAUDLIN, RORY O.	[redacted]	MAUDLIN.RORY.OSCAR. [redacted]	20120425

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil)
SFC	35P4S/MI	HSC, 3RD BN, 3RD SFG(A)	BN MID NCOIC	rory.maudlin@us.army.mil

c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
BOURQUE, BRIAN	[redacted]	BOURQUE.BRIAN.J [redacted]	20120425

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)
CPT	MI	HSC, 3RD BN, 3RD SFG(A)	BN S2	brian.bourque1@us.army.mil

d. [X] CONCUR WITH RATER AND SENIOR RATER EVALUATIONS [ ] NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

SIGNATURE	DATE (YYYYMMDD)
FORBES.MICHAEL.JEFFREY. [redacted]	20120425

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
Intelligence Sergeant	35F2S

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)

Serves as an Intelligence Sergeant for a CENTCOM/Central Asian States Aligned (CASA) oriented Special Forces Battalion All Source Production Section (ASPS); responsible for providing timely and accurate All Source Intelligence, Surveillance, Reconnisance (ISR) to the SOTF-E Commander and staff, 16 Operational Detachments-Alpha (ODA) and 4 Operational Detachments-Bravo (ODB); provided daily Geospatial Intelligence in support of combat operations for SOTF-E; maintained constant communications with national level assets/organizations, especially in support of the impromptu needs of Soldiers engaged in troops-in-contact (TIC) events.

d. AREAS OF SPECIAL EMPHASIS

Operation ENDURING FREEDOM- XVII (OEF- XVII) All Source Intelligence Analyst; BN Liason with National Air and Space Intelligence Center (NASIC) (OEF XVII)

e. APPOINTED DUTIES

SOTF-East ASPS Night NCOIC (OEF XVII); Intelligence Analyst for Advanced Operation Base (AOB) 3330 (OEF XVII)

f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
	20110206	20110501	20110801	20111101

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)

V A L U E S

Loyalty
Duty
Respect
Selfless-Service
Honor
Integrity
Personal Courage

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	X	
2. DUTY: Fulfills their obligations.	X	
3. RESPECT/EO/EEO: Treats people as they should be treated.	X	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	
5. HONOR: Lives up to all the Army values.	X	
6. INTEGRITY: Does what is right - legally and morally.	X	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	

Bullet comments

o stands behind principles; outwardly determined

o committed to mission accomplishment

o fully supported EO/EEO

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
FORBES, MICHAEL J.	[redacted]	20120131

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

b. COMPETENCE
- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o oversaw 1000 Requests For Information (RFI) providing actionable intelligence to SOTF-East staff, ODAs, Coalition and local forces in support of combat operations

o selected over peers to perform in SSG position; served as the Night ASPS NCOIC during OEF XVII

o meticulously constructed doctrinally sound Intelligence Fusion products that directly support AOB 3330 and team's operations

APFT	PASS	20110620	HEIGHT/WEIGHT	67 / 160	YES

c. PHYSICAL FITNESS & MILITARY BEARING
- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a Soldier

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	X		

o passed APFT while deployed to OEF XVII

o exuded overwhelming confidence and mental strength

o strong will to win

d. LEADERSHIP
- o Mission first
- o Genuine concern for Soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o tirelessly forged crucial working relationships with multiple unconventional units and national level agencies significantly enhancing the intelligence section

o displayed a genuine concern for Soldiers; motivated his Soldiers to perform to the best of their ability

o demonstrated sincere care for soldiers by inspiring and developing performance through counseling

e. TRAINING
- o Individual and team
- o Mission focused; performance oriented
- o Teaching Soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o successfully trained 4 subordinates on All Source Intelligence skill levels at least one skill level above his own

o had an extensive knowledge base from previous deployments and did not hesitate to highlight lessons learned

o conducted a 40 hr course on financial investment and protection attended by multiple soldiers and civilians of the AOB and BSO

f. RESPONSIBILITY & ACCOUNTABILITY
- o Care and maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging Soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o maintained 100% accountability and maintenance of over $500,000 worth of facilities and equipment

o maintained 100% accountability of over 10,000 classified Intelligence reports and data storage devices resulting in zero loss or compromise while deployed to OEF XVII

o ensured all equipment was on hand and serviceable

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST	FULLY CAPABLE	MARGINAL
X		

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Special Strategic Intelligence Analyst

AIT Instructor

Drill Sergeant

e. SENIOR RATER BULLET COMMENTS

o promote with peers

o send to ALC when possible

o potential to be an excellent analyst in a strategic unit

o one of the most technically proficient analysts

c. SENIOR RATER. Overall performance

1	2	3	4	5
X				
Successful			Fair	Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1	2	3	4	5
	X			
	Superior		Fair	Poor

Certificate of Achievement

This is to certify that

SGT FORBES, MICHAEL

[redacted]

Has successfully completed the 3rd Battalion, 3rd Special Forces Group (Airborne) Special Forces Basic Combat Certification - Support

7 September 2012 to 21 September 2012

MARC W. ECKARD
CSM, USA
Command Sergeant Major

"De Oppresso Liber"

BRADLEY D. MOSES
LTC, SF
Commanding

Certificate of Achievement

This is to certify that

SGT FORBES, MICHAEL

[redacted]

Has successfully completed the 3rd Battalion, 3rd Special Forces Group (Airborne) Special Forces Basic Combat Certification - Support

7 September 2012 to 21 September 2012

MARC W. ECKARD
CSM, USA
Command Sergeant Major

"De Oppresso Liber"

BRADLEY D. MOSES
LTC, SF
Commanding

DEPARTMENT OF THE ARMY
HEADQUARTERS, 3D SPECIAL FORCES GROUP (AIRBORNE)
2040 DESERT STORM DRIVE
FORT BRAGG, NORTH CAROLINA 28310

ORDERS 305-54 31 October 2012

The Secretary of the Army has reposed special trust and confidence in the patriotism, valor, fidelity, and professional excellence of **MICHAEL J. FORBES**. In view of these qualities and his demonstrated leadership potential and dedicated service to the U. S. Army, he is, therefore promoted from Sergeant to Staff Sergeant. **MOS 35F3** is awarded as his primary MOS effective **1 November 2012**. Promotion is effective **1 November 2012** with a date of rank of **1 November 2012**. The promotion is not valid and this order will be revoked if he is not in a promotable status on the effective date of promotion. The authority for this promotion is AR 600-8-19, paragraph 3-1c. Other MOS actions as a result of this promotion are withdrawal of primary MOS 35F2.

Additional Instructions: Soldier will report to his servicing Identification (ID) Card Section with a copy of promotion orders to update his ID Card to the correct Geneva Convention Code Category. Also, IAW AR 640-30, Soldiers promoted to Staff Sergeant will have an initial DA Photograph made and forwarded to DA within 60 days of this promotion.

Format: 302

FOR THE COMMANDER:

KIMBERLY D. MCVEY
MAJ, AG
Group S1

DISTRIBUTION:
SSG FORBES, [redacted]
Cdr, HSC 3/3 SFG(A), Fort Bragg, NC 28310 (1)
Orders Section (1)
Cdr, USAREC, ATTN: PCRE-FR, 8899 East 56th Street, Indianapolis, IN 46249 (1)

NCO EVALUATION REPORT

For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO) PRIVACY ACT STATEMENT IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL J.	[redacted]	SSG ( )	20121101	35F3S00YY

f.1. UNIT ORG. STATION ZIP CODE OR APO,	MAJOR COMMAND	f.2. STATUS CODE	g. REASON FOR SUBMISSION
HSC, 3D BN, 3D SFG(A), FORT BRAGG, NC 28310	USASOC		02 Annual

h. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE
20120201	20130131	12			michael.j.forbes@us.army.mil	WHQNT0	SP	UA17

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
FIGUEROA, HAROLD	[redacted]	FIGUEROAGUTIERREZ.HAROLD.[redacted]	20130312

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	RATER'S AKO EMAIL ADDRESS (.gov. or .mil)
SFC	35F4S	HSC, 3RD BN, 3D SFG(A)	SENIOR INTEL SGT	harold.figueroagutierrez@us.army.

b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
CRENSHAW, AUBREY L.	[redacted]	CRENSHAW.AUBREY.LEWIS.JR.[redacted]	20130312

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil)
MSG	35X	HSC, 3RD BN, 3D SFG(A)	CHIEF INTELL SGT	aubrey.crenshaw@us.army.mil

c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
HENRY, RICARDO	[redacted]	HENRY.RICARDO.JR[redacted]	20130313

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)
CPT	35D	HSC, 3RD BN, 3RD SFG(A)	S2 OIC	ricardo.henry@us.army.mil

d. [X] CONCUR WITH RATER AND SENIOR RATER EVALUATIONS [ ] NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

SIGNATURE	DATE (YYYYMMDD)
FORBES.MICHAEL.JEFFREY.[redacted]	20130313

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
INTELLIGENCE SERGEANT	35F3S

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)

Serves as the Intelligence Sergeant for 3rd BN, 3rd Special Forces Group (A) during garrison activities; Noncommissioned Officer in Charge of a S2 Administrative Section supporting a 440-Soldier Special Forces Battalion with a USCENTCOM area of responsibility; serves as the advisor to battalion leadership on Physical Security Operations, doctrine and training; maintain's accountability and oversight of clearances, passports; responsible for the maintenance of motorcycle riders database, policies and personnel; plans, coordinates, and conducts unit level personnel, operational, and physical security inspections.

d. AREAS OF SPECIAL EMPHASIS

Operation Enduring Freedom (OEF) XX ; Pre Mission Training (PMT) White Cell NCOIC; Staff Assistance Visit (SAV); Command Inspection Program (CIP).

e. APPOINTED DUTIES

BN Security Manager; Physical Security NCO; Personal Security NCO; Key Control Officer; Motorcycle Safety Officer.

f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
	20120302	20120604	20120904	20121206

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)

V A L U E S

Loyalty
Duty
Respect
Selfless-Service
Honor
Integrity
Personal Courage

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	X	
2. DUTY: Fulfills their obligations.	X	
3. RESPECT/EO/EEO: Treats people as they should be treated.	X	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	
5. HONOR: Lives up to all the Army values.	X	
6. INTEGRITY: Does what is right - legally and morally.	X	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	

Bullet comments

o disregards personal well being to accomplish the mission and ensure safety of others

o performs exceptionally well under pressure and without supervision

o highly dedicated to the traditions, values, reputation and mission success of the US Army

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
FORBES, MICHAEL J.	[redacted]	20130131

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

b. COMPETENCE
- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o developed, planned, and coordinated the PMT scenario, training over 200 Soldiers on real world intelligence vignettes; commended by battalion leadership and staff

o achieved commendable rating on four out of five post command inspections; received accolades by inspectors as the best battalion in 3rd group

o established and implemented a comprehensive database tracking system with over 65 motorcycle rider certifications, documents, and USASOC motorcycle safety policies

c. PHYSICAL FITNESS & MILITARY BEARING

APFT	PASS	20120626	HEIGHT/WEIGHT	67 / 169	YES

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a Soldier

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o scored a 285 on last APFT, receiving the Army Physical Fitness Badge

o exhibited superb confidence and infectious enthusiasm with every task without regard to level of difficulty

o motivated others to succeed through steadfast bearing and mental toughness

d. LEADERSHIP
- o Mission first
- o Genuine concern for Soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	X		

o hand-selected by the Alpha company SGM above five senior NCOs to serve as white cell NCOIC during PMT; performed his duties flawlessly

o led four Soldiers to achieve and exceed the demanding standards of intelligence analysis expected in a tactical level environment during garrison operations

o corrected deficiencies within the S2 ADMIN section immediately upon assuming responsibilities, greatly improving the productivity and quality control in the section

e. TRAINING
- o Individual and team
- o Mission focused; performance oriented
- o Teaching Soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	X		

o trained and mentored four Soldiers on intelligence operations during PMT rotation; results were evident by the BN Commander's praise for the teams production

o taught and guided four armors during SAV on the new post CIP inspection checklist guidelines; resulted in arms rooms receiving commendable ratings

o fostered a positive work environment by unselfishly sharing insight and knowledge during critical training events with seniors, peers, and subordinates

f. RESPONSIBILITY & ACCOUNTABILITY
- o Care and maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging Soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
X			

o enforced strict adherence to command policy as the BN Motorcycle Safety Officer by educating and developing safety measures with no reported incidents in 365 days

o maintained 100% accountability of over 440 clearances, passports and personnel folders, most of which was classified Secret

o safeguarded classified documents, files, and electronic information, resulting in no security violations or compromise to classified information

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST	FULLY CAPABLE	MARGINAL
X		

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

ASPS NCOIC

AIT Instructor

SSO

e. SENIOR RATER BULLET COMMENTS

o promoted to Staff Sergeant during rating period

o send to Advance Leaders Course now

o unlimited potential, an excellent NCO able to perform well above his duties assigned

o outstanding professional, continue to put in challenging and demanding intelligence positions

c. SENIOR RATER. Overall performance

1	2	3	4	5
X				
Successful			Fair	Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1	2	3	4	5
X				
Superior			Fair	Poor

SERVICE SCHOOL ACADEMIC EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

DATE (YYYYMMDD): 20130503

1. LAST NAME - FIRST NAME - MIDDLE INITIAL	2. SSN	3. GRADE	4. BR	5. SPECIALTY/MOSC
FORBES, MICHAEL J.	[redacted]	SSG		35F3O00OO

6. COURSE TITLE	7. NAME OF SCHOOL	8. COMP
INTELLIGENCE ANALYST ADV LDR / 13-009	USAICoE, Fort Huachuca, AZ 85613	RA

9. THIS IS A REFERRED REPORT, DO YOU WISH TO MAKE COMMENTS?
☐ YES ☐ NO

10. DURATION OF COURSE (YYYYMMDD)
From: 20130319 Thru: 20130503

11. PERFORMANCE SUMMARY

*a. ☐ EXCEEDED COURSE STANDARDS
(Limited to 20% of class enrollment)

b. ☑ ACHIEVED COURSE STANDARDS

*c. ☐ MARGINALLY ACHIEVED COURSE STANDARDS

*d. ☐ FAILED TO ACHIEVE COURSE STANDARDS

*Rating must be supported by comments in ITEM 14.

12. DEMONSTRATED ABILITIES

a. **WRITTEN COMMUNICATION**
☐ NOT EVALUATED ☐ UNSAT ☐ SAT ☑ SUPERIOR

b. **ORAL COMMUNICATION**
☐ NOT EVALUATED ☐ UNSAT ☑ SAT ☐ SUPERIOR

c. **LEADERSHIP SKILLS**
☐ NOT EVALUATED ☐ UNSAT ☑ SAT ☐ SUPERIOR

d. **CONTRIBUTION TO GROUP WORK**
☐ NOT EVALUATED ☐ UNSAT ☐ SAT ☑ SUPERIOR

e. **EVALUATION OF STUDENT'S RESEARCH ABILITY**
☐ NOT EVALUATED ☐ UNSAT ☑ SAT ☐ SUPERIOR

(SUPERIOR/UNSAT rating must be supported by comments in ITEM 14

13. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING?
☑ YES ☐ NO ☐ N/A (A "NO" response must be supported by comments in ITEM 14)

14. COMMENTS *(This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs.)*

Item 12a - Created an outstanding Country Assessment paper on Russia by providing comprehensive and well formulated analysis that offered insight into the country from multiple points of view; communicated a significant grasp of the Army Writing Style by developing a succinct Structured Analytical Techniques presentation.

Item 12d - Assisted his team in excelling during the Pattern and Link Analysis evaluation by offering advice during personal time and guidance to other members during group tasks contributing to the active learning environment; demonstrated competent ability to function in a group dynamic through development of a fully analyzed Intellegence Preparation of the Battlefield in Urban Operations brief.

Employed adequate oral communication by successfully delivering a Threat Organization brief on the Federal Security Service which brought new perspective to peers understanding of the organization; portrayed sufficient leadership ability while serving as Squad Leader through constant interaction with Soldiers enabling timely completion of all assignments; an astute analyst whose attention to detail lead to a quality Target Intelligence Packet during the Targeting evaluation.

TD08

APFT: PASS 20130321 HT/WT: 66/173 YES

15. AUTHENTICATION

a. TYPED NAME, GRADE, BRANCH, AND TITLE OF RATER	DATE (YYYYMMDD)	SIGNATURE
KALEN P. PHILLIPS, SSG, USA Small Group Leader	20130501	PHILLIPS.KALEN.PATRICK.[redacted]
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER	**DATE (YYYYMMDD)**	**SIGNATURE**
CARLOS J. MAGWOOD, SGM, USA Commandant	20130501	MAGWOOD.CARLOS.JUAN.[redacted]

c. DATE (YYYYMMDD)	SIGNATURE OF RATED SOLDIER
20130502	FORBES.MICHAEL.JEFFREY.]

I5

RECEIVED FEB 04 2013

AUTHORIZATION TO START, STOP OR CHANGE AN ALLOTMENT

PRIVACY ACT STATEMENT

AUTHORITY: 37 U.S.C. Section 701, E.O. 9397.

PRINCIPAL PURPOSE: To permit starts, changes, or stops to allotments. To maintain a record of allotments and ensure starts, changes, and stops are in keeping with member's desires.

ROUTINE USES: In addition to those disclosures generally permitted under 5 U.S.C. Section 552a(b) of the Privacy Act, these records of information contained therein may specifically be disclosed outside the DoD as a routine use to the Federal Reserve banks to distribute payments made through the direct deposit system to financial organizations or their processing agents authorized by individuals to receive and deposit payments in their accounts. It may also be disclosed to the Treasury Department, Internal Revenue Service, Social Security Administration, Department of Veterans Affairs, Federal, state and local agencies for civil or criminal law enforcement. In addition it can be released for any of the blanket routine uses published at the beginning of the DFAS compilation of system of record notices.

ADD7

DISCLOSURE: Voluntary; however, failure to provide the requested information as well as the Social Security number may result in the member not being able to start, change, or stop allotments.

TO BE COMPLETED BY ALLOTTER

1. BRANCH OF SERVICE (X one)	2. NAME OF ALLOTTER (Last, First, Middle Initial) (Print or type)	3. SSN	4. PAY GRADE
[ ] AIR FORCE [ ] MARINE CORPS [X] ARMY [ ] NAVY	FORBES, MICHAEL J.	[redacted]	E-6

5. ADDRESS OF ALLOTTER (Street or Box Number, City, State, ZIP Code)	6. DAYTIME TELEPHONE NUMBER (Include Area Code)	7. EFFECTIVE DATE (YYYYMM)	8. MONTHLY AMOUNT OF ALLOTMENT
	[redacted]	01 FEB 13	$ 1300.00

9. NAME OF ALLOTTEE (First, Middle Initial, Last)	10. ALLOTMENT ACTION (X one)	11. TERM IN MONTHS
	[ ] START [ ] STOP [✓] CHANGE	

12. CREDIT LINE (If applicable)

C[redacted] F[redacted]

13. ALLOTMENT CLASS AUTHORIZED (X one)

- [ ] C - CHARITY/CFC
- [✓] D - DISCRETIONARY ALLOTMENTS (Includes dependent support, payment to financial institution, insurance, repayment of home loan, rent, etc. (Notes 1 and 2))
- [ ] F - CHARITY - EMERGENCY/ASSISTANCE FUND CONTRIBUTION
- [ ] L - REPAYMENT OF LOAN TO SERVICE ORGANIZATION (Red Cross, Relief Society, etc. - Navy and Marine Corps only)
- [ ] N - NSLI OR USGLI INSURANCE PREMIUM
- [ ] T - PAYMENT OF DEBTS TO U.S., DELINQUENT STATE OR LOCAL INCOME/ EMPLOYMENT TAXES
- [ ] - OTHER (Specify)

14. ALLOTTEE'S MAILING ADDRESS (Street or Box Number, City, State, ZIP Code)

15. IF FOREIGN ADDRESS COMPLETE AS FOLLOWS (Province, Country)

16. REMARKS

17. COMPANY CODE/FINANCIAL INSTITUTION/ROUTING TRANSIT NUMBER	18. ACCOUNT NUMBER/POLICY NUMBER	
H01 4250	[redacted]	[✓] CHECKING [ ] SAVINGS
	19. TOTAL CLASS L AMOUNT $	20. TOTAL CLASS T AMOUNT $

STATEMENT OF UNDERSTANDING

I understand that this allotment is legal and that by **voluntarily** completing this form, I am responsible for:

- **Ensuring** that the information is correct;
- **Reviewing** my Leave and Earnings Statement to ensure the allotment stops, starts, or changes as directed including amount and payee;
- **Collecting** overpayments from the receiver (payee) of the allotment, if I do not change or stop the allotment after a loan is repaid;
- **Contacting** the receiver (payee) of the allotment, at my expense, to obtain monthly statements for my personal records.

I also understand that any problems once the allotment is delivered to the receiver (payee) are beyond the control of the Defense Finance and Accounting Service (DFAS) and that DFAS is only responsible for ensuring proper delivery of any voluntary allotment for the period directed. I further understand that pursuant to conditions listed in the DoD 7000.14-R, Volume 7A, changes can be made by DFAS to an allottee's name, address, or account number.

21. SIGNATURE OF ALLOTTER	22. DATE (YYYYMMDD)
	01 FEB 2013

NOTE 1. Must be different address than allotter. Each dependent allotment must have a different credit line. Only one support allotment per dependent is allowed.

NOTE 2. This is a voluntary allotment and can be to any payee you desire.

UPDATE 4842CY# C7 TR# 60012

IMMEDIATE REENLISTMENT

ENLISTMENT/REENLISTMENT DOCUMENT
ARMED FORCES OF THE UNITED STATES

PRIVACY ACT STATEMENT

AUTHORITY: 5 U.S.C. 3331; 10 U.S.C. 113, 136, 502, 504, 505, 506, 507, 508, 509, 510, 513, 515, 516, 518, 519, 972, 978, 2107, 2107a, 3253 3258, 3262, 5540, 8252, 8253, 8257, 8258, 12102, 12103, 12104, 12105, 12106, 12107, 12108, 12301, 12302, 12304, 12305, 12405; 14 USC 351, 632; 32 U.S.C. 301, 302, 303, 304; and Executive Order 9397, November 1943 (SSN).

PRINCIPAL PURPOSE(S): To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of the subject's military personnel records which are used to document promotion, reassignment, training, medical support, and other personnel management actions. The purpose of soliciting the SSN is for positive identification.

ROUTINE USE(S): This form becomes a part of the Service's Enlisted Master File and Field Personnel File. All uses of the form are internal to the relevant Service.

DISCLOSURE: Voluntary; however, failure to furnish personal identification information may negate the enlistment/reenlistment application.

A. ENLISTEE/REENLISTEE IDENTIFICATION DATA

1. NAME *(Last, First, Middle)* FORBES MICHAEL JEFFREY	**2. SOCIAL SECURITY NUMBER** [redacted]
3. HOME OF RECORD *(Street, City, County, State, Country, ZIP Code)* [redacted]	**4. PLACE OF ENLISTMENT/REENLISTMENT** *(Mil. Installation, City, State)* HHD, 3RD BN, 3RD SFG (A) FT BRAGG, NC 28310
5. DATE OF ENLISTMENT/ REENLISTMENT *(YYYYMMDD)* 2013 OCT 17	**6. DATE OF BIRTH** *(YYYYMMDD)* [redacted]

7. PREV MIL SVC UPON ENL/REENLIST	YEARS	MONTHS	DAYS
a. TOTAL ACTIVE MILITARY SERVICE	06	08	06
b. TOTAL INACTIVE MILITARY SERVICE	00	03	11

B. AGREEMENTS

8. I am enlisting/reenlisting in the United States *(list branch of service)* ARMY this date for 03 years and 0 weeks beginning in pay grade E6 of which 03 years and 0 weeks is considered an Active Duty Obligation, and 0 years and 0 weeks will be served in the Reserve Component of the Service in which I have enlisted. If this is an intial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. The additional details of my enlistment/ reenlistment are in Section C and Annex(es) *(list name of Annex(es) and describe)*
A AND B

a. FOR ENLISTMENT IN A DELAYED ENTRY/ENLISTMENT PROGRAM (DEP):
I understand that I am joining the DEP. I understand that by joining the DEP I am enlisting in the Ready Reserve component of the United States *(list branch of service)* _____ for a period not to exceed 365 days, unless this period of time is otherwise extended by the Secretary concerned. While in the DEP, I understand that I am in a nonpay status and that I am not entitled to any benefits or privileges as a member of the Ready Reserve, to include, but not limited to medical care, liability insurance, death benefits, education benefits, or disability retired pay if I incur a physical disability. I understand that the period of time while I am in the DEP is NOT creditable for pay purposes upon entry into a pay status. However, I also understand that the period of time while I am in the DEP is counted toward fulfillment of my military service obligation described in paragraph 10, below. While in the DEP, I understand that I must maintain my current qualifications and keep my recruiter informed of any changes in my physical or dependency status, qualifications, and mailing address. I understand that I WILL be ordered to active duty unless I report to the place shown in item 4 above by *(list date (YYYYMMDD))* _____ for enlistment in the Regular component of the United States *(list branch of service)* _____ for not less than _____ years and _____ weeks.

b. REMARKS: *(If none, so state.)*

(1) REGULAR ARMY REENLISTMENT OPTION RCN: 3016988.

(2) NO BONUS ENTITLEMENT.

(3) NO WAIVER.

(4) 2ND REENLISTMENT.

c. The agreements in this section and attached annex(es) are all the promises made to me by the Government. **ANYTHING ELSE ANYONE HAS PROMISED ME IS NOT VALID AND WILL NOT BE HONORED.**
(Initials of Enlistee/Reenlistee) MP

(Continued on Page 2)

C. PARTIAL STATEMENT OF EXISTING UNITED STATES LAWS

9. FOR ALL ENLISTEES OR REENLISTEES:
I understand that many laws, regulations, and military customs will govern my conduct and require me to do things under this agreement that a civilian does not have to do. I also understand that various laws, some of which are listed in this agreement, directly affect this enlistment/reenlistment agreement. Some examples of how existing laws may affect this agreement are explained in paragraphs 10 and 11. I understand that I cannot change these laws but that Congress may change these laws, or pass new laws, at any time that may affect this agreement, and that I will be subject to those laws and any changes they make to this agreement. I further understand that:

a. My enlistment/reenlistment agreement is more than an employment agreement. It effects a change in status from civilian to military member of the Armed Forces. As a member of the Armed Forces of the United States, I will be:

(1) Required to obey all lawful orders and perform all assigned duties.

(2) Subject to separation during or at the end of my enlistment. If my behavior fails to meet acceptable military standards, I may be discharged and given a certificate for less than honorable service, which may hurt my future job opportunities and my claim for veteran's benefits.

(3) Subject to the military justice system, which means, among other things, that I may be tried by military courts-martial.

(4) Required upon order to serve in combat or other hazardous situations.

(5) Entitled to receive pay, allowances, and other benefits as provided by law and regulation.

b. Laws and regulations that govern military personnel may change without notice to me. Such changes may affect my status, pay, allowances, benefits, and responsibilities as a member of the Armed Forces **REGARDLESS** of the provisions of this enlistment/ reenlistment document.

10. MILITARY SERVICE OBLIGATION, SERVICE ON ACTIVE DUTY AND STOP-LOSS FOR ALL MEMBERS OF THE ACTIVE AND RESERVE COMPONENTS, INCLUDING THE NATIONAL GUARD.

a. FOR ALL ENLISTEES: If this is my initial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. Any part of that service not served on active duty must be served in the Reserve Component of the service in which I have enlisted. If this is a reenlistment, I must serve the number of years specified in this agreement, unless I am sooner discharged or otherwise extended by the appropriate authority. Some laws that affect when I may be ordered to serve on active duty, the length of my service on active duty, and the length of my service in the Reserve Component, even beyond the eight years of my Military Service Obligation, are discussed in the following paragraphs.

b. I understand that I can be ordered to active duty at any time while I am a member of the DEP. In a time of war, my enlistment may be extended without my consent for the duration of the war and for six months after its end (10 U.S.C. 506, 12103(c)).

c. As a member of a Reserve Component of an Armed Force, in time of war or of national emergency declared by the Congress, I may, without my consent, be ordered to serve on active duty, for the entire period of the war or emergency and for six (6) months after its end (10 U.S.C. 12301(a)). My enlistment may be extended during this period without my consent (10 U.S.C. 12103(c)).

d. As a member of the Ready Reserve (to include Delayed Entry Program), in time of national emergency declared by the President, I may, without my consent, be ordered to serve on active duty, and my military service may be extended without my consent, for not more than 24 consecutive months (10 U.S.C. 12302). My enlistment may be extended during this period without my consent (see paragraph 10g).

e. As a member of the Ready Reserve, I may, at any time and without my consent, be ordered to active duty to complete a total of 24 months of active duty, and my enlistment may be extended so I can complete the total of 24 months of active duty, if:

(1) I am not assigned to, or participating unsatisfactorily in, a unit of the Ready Reserve; and

(2) I have not met my Reserve obligation; and

(3) I have not served on active duty for a total of 24 months (10 U.S.C. 12303).

f. As a member of the Selected Reserve or as a member of the Individual Ready Reserve mobilization category, when the President determines that it is necessary to augment the active forces for any operational mission or for certain emergencies, I may, without my consent, be ordered to active duty for not more than 365 days (10 U.S.C. 12304). My enlistment may be extended during this period without my consent (see paragraph 10g).

g. During any period members of a Reserve component are serving on active duty pursuant to an order to active duty under authority of 10 U.S.C. 12301, 12302, or 12304, the President may suspend any provision of law relating to my promotion, retirement, or separation from the Armed Forces if he or his designee determines I am essential to the national security of the United States. Such an action may result in an extension, without my consent, of the length of service specified in this agreement. Such an extension is often called a "stop-loss" extension (10 U.S.C. 12305).

h. I may, without my consent, be ordered to perform additional active duty training for not more than 45 days if I have not fulfilled my military service obligation and fail in any year to perform the required training duty satisfactorily. If the failure occurs during the last year of my required membership in the Ready Reserves, my enlistment may be extended until I perform that additional duty, but not for more than six months (10 U.S.C. 10148).

11. FOR ENLISTEES/REENLISTEES IN THE NAVY, MARINE CORPS, OR COAST GUARD: I understand that if I am serving on a naval vessel in foreign waters, and my enlistment expires, I will be returned to the United States for discharge as soon as possible consistent with my desires. However, if essential to the public interest, I understand that I may be retained on active duty until the vessel returns to the United States. If I am retained under these circumstances, I understand I will be discharged not later than 30 days after my return to the United States; and, that except in time of war, I will be entitled to an increase in basic pay of 25 percent from the date my enlistment expires to the date of my discharge.

12. FOR ALL MALE APPLICANTS: Completion of this form constitutes registration with the Selective Service System in accordance with the Military Selective Service Act. Incident thereto the Department of Defense may transmit my name, permanent address, military address, Social Security Number, and birthdate to the Selective Service System for recording as evidence of the registration.

(Initials of Enlistee/Reenlistee) MF

NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)	SOCIAL SECURITY NO. OF ENLISTEE/REENLISTEE
FORBES MICHAEL JEFFREY	[redacted]

D. CERTIFICATION AND ACCEPTANCE

13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.

I certify that I have carefully read this document, including the partial statement of existing United States laws in Section C and how they may affect this agreement. Any questions I had were explained to my satisfaction. I fully understand that only those agreements in Section B and Section C of this document or recorded on the attached annex(es) will be honored. I also understand that any other promises or guarantees made to me by anyone that are not set forth in Section B or the attached annex(es) are not effective and will not be honored.

b. SIGNATURE OF ENLISTEE/REENLISTEE	c. DATE SIGNED (YYYYMMDD)
	2013 OCT 17

14. SERVICE REPRESENTATIVE CERTIFICATION

a. On behalf of the United States (list branch of service) ARMY, I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
MARTINEZ, GWENDOLYN	E6	HHC, 3RD SFG(A)
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	2013 OCT 17	FT. BRAGG, NC 28310

E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):

I, MICHAEL JEFFREY FORBES, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

16. IN THE NATIONAL GUARD (ARMY OR AIR):

I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.

17. IN THE NATIONAL GUARD (ARMY OR AIR):

I do hereby acknowledge to have voluntarily enlisted/reenlisted this _____ day of _____, _____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.

18.a. SIGNATURE OF ENLISTEE/REENLISTEE	b. DATE SIGNED (YYYYMMDD)
	2013 OCT 17

19. ENLISTMENT/REENLISTMENT OFFICER CERTIFICATION

a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
TEMPLIN, JAMES D.	O4	HHD, 3RD BN, 3RD SFG (A)
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	2013 OCT 17	FT BRAGG, NC 28310

(Initials of Enlistee/Reenlistee) MF

STATEMENTS FOR ENLISTMENT

(PARTS I THROUGH IV)

For use of this form, see AR 601-280; the proponent agency is ODCSPER.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Section 504, 505, 508, and 510, Title 10, USC.

PRINCIPAL PURPOSE: To determine eligibility for reenlistment.

ROUTINE USES: Information may be referred to appropriate authorities if disciplinary action or discharge for fraudulent enlistment/reenlistment is appropriate.

DISCLOSURE: Disclosure of personal information is voluntary, however, failure to furnish information requested may result in denial of reenlistment in the US Army.

PART I - GENERAL STATEMENT OF UNDERSTANDING

TO BE COMPLETED BY ALL APPLICANTS FOR REENLISTMENT IN THE REGULAR ARMY

1. **ACKNOWLEDGEMENT:** In connection with my reenlistment in the Regular Army, I hereby acknowledge that:

   a. All promises made to me are contained in Item 10 of DD Form 4, my reenlistment agreement, and Part II of this statement.

   b. I have not been guaranteed attendance at an MOS-producing Army service school or Airborne training unless the title of the school course or Airborne training has been entered in Item 10, DD Form 4.

   c. Should I make any material omission or misstatement of fact in connection with any of my enlistment documents, (1) I may be subject to early separation from this enlistment, or (2) I will complete, if permitted, the period for which I enlisted in any assignment deemed appropriate in accordance with the needs of the Army.

   d. Should I choose an option which requires a security clearance and I am not granted such clearance after I have enlisted, or my granted clearance is revoked after I have enlisted, I agree to accept any assignment in accordance with the needs of the Army and I will complete the period for which I enlisted.

   e. Law violations for which I have been convicted or have had adverse adjudications as a juvenile or youthful offender may be cause for denial of security clearance.

   f. My choice of initial enlistment option shown in item 10 of my DD Form 4 does not constitute any guarantee that a substantial part of my enlistment will be served in the option, and the needs of the service may result in my transfer at any time *(other than as may be provided by the specific option selected)* to any other assignment within the continental United States or to an oversea command. I am aware that due to the needs of the Army I may be subject to involuntary retraining and/or reclassification.

   g. Should my enlistment involve a commitment for specialized training or a selective assignment, conduct on my part occurring after my enlistment which results in disciplinary action may be just cause for my transfer to any other assignment within the continental United States or to an oversea command.

   h. My acceptance for enlistment carries no promise whatsoever relative to furnishing transportation for dependents to oversea commands or to the furnishing of family quarters either in oversea commands or in the continental United States.

   i. If, after my enlistment for a specific option, I should fail to meet required qualifications which cannot be determined prior to my enlistment, I understand that I will not be offered another enlistment option, but will be trained and assigned in accordance with the needs of the Army and will be required to complete the term of service for which I enlisted.

   j. If, after my enlistment in the Regular Army, I should waive my initial enlistment option as listed in item 10, DD Form 4, and in Part II of my statement for enlistment for any reason whatsoever, this initial option will not be reinstated at a later date.

   k. I am not consciously opposed, by reason of religious training or belief, to bearing arms or to participation, or training for war in any form.

   l. I am aware that in the event of armed conflict involving the United States, the Secretary of the Army may declare null and void any portion of my enlistment option pertaining to training, assignment, or duty, if he determines such action to be necessary.

PART II - IN-SERVICE REENLISTMENT OPTION

TO BE COMPLETED BY APPLICANT REENLISTING FOR A SPECIFIC OPTION

2. In connection with my reenlistment in the Regular Army for the REGULAR ARMY Reenlistment option, I hereby acknowledge that provided I meet required prerequisites I will be assigned as follows:
   IAW THE NEEDS OF THE ARMY

3. I have read and understand the provisions of the reenlistment option for which I am reenlisting. Furthermore, to avoid misunderstandings, I have recorded below in my own words and handwriting all spoken and written promises that have been made to me in connection with my enlistment in the Regular Army *(at end of statement, applicant will print the word "END").*
   IAW THE NEEDS OF THE ARMY. END MK

4. If reenlisting for the CONUS Station of Choice Reenlistment Option, I understand that my stabilization will commence on date of reenlistment or upon arrival at new station, whichever is later. I further understand that if I am subsequently placed on TDY in excess of 30 days, my stabilization will be extended by the number of days in excess of the initial 30-day period, unless I voluntarily waive my stabilization. It is also understood that if HQDA determines that in order to meet the operational needs of the Army, the unit or subordinate element must be deployed from the parent organization, I must deploy with the unit and no grounds for a broken reenlistment commitment will exist.

5. In the event my enlistment commitment cannot be fulfilled, the alternative available to me will be as provided in AR 635-200, as of the date of my claim of unfulfilled enlistment commitment or erroneous enlistment is submitted. I understand that I will have a period of 30 days to elect an alternative or to request other training or assignment from the date I am advised that my selected option cannot be fulfilled or, where not formally advised, from the date I discover or should have discovered the grounds for submitting a claim. This period may be extended by the general courts-martial convening authority when necessary to determine the availability of my selected alternative. If I make no election within that period, my claim will be deemed to have been waived. I may withdraw any request for training or reassignment prior to approval and elect another alternative, but not thereafter.

PART III - STATEMENT OF LAW VIOLATIONS AND PREVIOUSLY UNDISCLOSED CONDITIONS

6. Complete the statement in a below and answer questions b through f as appropriate, by placing a checkmark under the "YES" or "NO" column. In-service personnel immediately enlisting will list those violations occurring during their current term of service, and offenses not previously revealed.

a. I have read or have had explained to me, paragraphs 2-4 and 7-4, AR 604-10, which set forth the criteria *(reasons)* for discharge and types of discharge, and certify that I [ ] have [✓] have not *(check one)* engaged in disloyal or subversive activities as defined herein.

	YES	NO
b. Have you ever been rejected for enlistment or induction in any of the Armed Forces to include failure of the mental examinations administered by any MEPS or been discharged from previous service under other than honorable conditions,under Personnel Security Regulations,or by reason of unsuitability,or undesirable habits or traits of character,or for medical reasons?		✓
c. Have you ever been arrested,cited,charged or held by Federal,State,County,City or other law enforcement authorities or by Juvenile Court or Juvenile Probation Officials for any violation of any Federal Law,State Law,County or Municipal Law,Regulation or Ordinance?		✓
d. Have you ever been convicted of a felony or any other offense, or adjudicated a youthful or juvenile delinquent?		✓
e. Have you ever imprisoned under sentence of any court?		✓
f. Are you now or have you ever been on parole,probation supervision,under suspended sentence,or are you awaiting final action of charges against you?		✓

7. In the space below, give full details for any of the above questions to which you answered "YES." *(If additional space is required, continue on a separate sheet of paper and attach securely to this form).*

a. REF ITEM	b. OFFENSE*(s)*	c. DATE AND PLACE	d. DISPOSITION
	NONE MF		

8. **UNDERSTANDING:** I understand that I should intentionally conceal or misrepresent any information regarding my record of arrests or convictions or juvenile court adjudications, I may later be subject to disciplinary action under the Uniform Code of Military Justice*(UCMJ)* and/or discharged from the Service under other than honorable conditions.

PART IV - DEPENDENCY STATEMENT

TO BE COMPLETED BY ALL APPLICANTS

9. Relationship and age of all persons who are dependent upon me for support are recorded below *(if none, so state)* :

RELATIONSHIP	AGE	RELATIONSHIP	AGE	RELATIONSHIP	AGE

10. **UNDERSTANDING:** I understand that if I am selected for enlistment in the Regular Army, I will be expected to accept such assignments as are in the best interest of the Service regardless of marital status and/or responsibility for dependents; and that it is my responsibility to make appropriate arrangements for the care of my dependents should I be required to perform duty in an area where dependents are not authorized.

11. I have read and understand the meaning of all statements contained in Parts I through IV of this form and agree to all conditions set forth therein. I certify that all answers to questions, statements and entries on this form are true, correct and complete, and that the Career Counselor has informed me that should I intentionally conceal any information required above. I may later be subject to disciplinary action or discharge upon its discovery.

12. SIGNATURE OF APPLICANT	13. DATE	14. SIGNATURE AND TITLE OF WITNESS
	17 OCT 2013	Career Counselor

REQUEST FOR REENLISTMENT OR EXTENSION IN THE REGULAR ARMY

For use of this form see AR 601-280; the proponent agency is ODCSPER.

SECTION I - SOLDIER'S REQUEST

1. TO	2. FROM
COMMANDER HHD, 3RD BN, 3RD SFG (A) FT BRAGG, NC 28310	SSG MICHAEL JEFFREY FORBES [redacted] HHD, 3RD BN, 3RD SFG (A) FT BRAGG, NC 28310

3. REQUEST I BE AUTHORIZED TO *(Select one)*

X a. REENLIST IN THE ACTIVE COMPONENT.

b. EXTEND MY ENLISTMENT FOR THE FOLLOWING REASON: _____

4. ACCRUED LEAVE OPTIONS *(Select one)*

X a. I DESIRE TO CASH IN 60 DAYS OF ACCRUED LEAVE.

b. I DO NOT DESIRE TO CASH IN ACCRUED LEAVE.

c. I AM EXTENDING MY PRESENT ENLISTMENT AND HAVE BEEN COUNSELED ON CASHING IN ACCRUED LEAVE.

5. DATE	6. SIGNATURE
16 OCT 2013	

SECTION II - COMMANDER'S CERTIFICATION

7. COMMANDER'S DETERMINATION OF QUALIFICATION *(Select one)*

X a. SOLDIER IS FULLY QUALIFIED FOR REQUESTED ACTION.

b. SOLDIER IS NOT FULLY QUALIFIED AND REQUIRES WAIVER. *(Select 8b or 8c(1) below)*

c. SOLDIER IS FULLY QUALIFIED, BUT IS NOT RECOMMENDED FOR FURTHER SERVICE. *(Select 8c(2) below)*

8. COMMANDER'S DETERMINATION/RECOMMENDATION FOR CONTINUED SERVICE WITHIN THE ARMY *(Select one)*

X a. APPROVED.

b. RECOMMENDED APPROVAL. DA FORM 3072 IS ATTACHED.

c. DISAPPROVED.

(1) I DISAPPROVE THE SOLDIER'S REQUEST FOR WAIVER OF DISQUALIFICATION.

(2) I HAVE INITIATED A BAR TO REENLISTMENT UNDER THE PROVISIONS OF CHAPTER 8, AR 601-280.

9. TYPED NAME, RANK, AND BRANCH OF COMMANDER

JAMES D. TEMPLIN, MAJ, SF

10. SIGNATURE	11. DATE
	16 OCT 2013

DA FORM 3340-R, DEC 94 EDITION OF MAY 88 IS OBSOLETE

ANNEX B

NCO EVALUATION REPORT

For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO) PRIVACY ACT STATEMENT IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL J.	[redacted]	SSG ( )	20121101	35F3P

f.1. UNIT ORG. STATION ZIP CODE OR APO, MAJOR COMMAND	f.2. STATUS CODE	g. REASON FOR SUBMISSION
HSC, 3D BN, 3D SGF(A), FORT BRAGG, NC 28310 USASOC		02 Annual

h. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE
20130201	20140131	12			michael.j.forbes@us.army.mil	WHQNT0	SP	UA17

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
CRENSHAW, AUBREY L.	[redacted]	CRENSHAW.AUBREY.LEWIS.JR [redacted]	20140207

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	RATER'S AKO EMAIL ADDRESS (.gov. or .mil)
MSG	35XS	HSC, 3RD BN, 3D SFG(A)	CHIEF INTELL SGT	aubrey.crenshaw@us.army.mil

b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
HENRY, RICARDO	[redacted]	HENRY.RICARDO.JR. [redacted]	20140207

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil)
CPT	35D	HSC, 3RD BN, 3D SFG(A)	S2 OIC	ricardo.henry@us.army.mil

c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
WHITFIELD, NATHAN S.	[redacted]	WHITFIELD.NATHAN.SEYMORE. [redacted]	20140219

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)
MAJ	18A	3RD BN, 3D SFG(A)	S3 OIC	nathan.s.whitfield@us.army.mil

d. [X] CONCUR WITH RATER AND SENIOR RATER EVALUATIONS [ ] NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

SIGNATURE	DATE (YYYYMMDD)
FORBES.MICHAEL.JEFFREY. [redacted]	20140220

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
INTELLIGENCE SERGEANT	35F3S

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)

Serves as the Intelligence Sergeant for 3rd BN, 3rd Special Forces Group(A) during garrison activities; Noncommissioned Officer in Charge of a S2 Administrative Section supporting a 440-Soldier Special Forces Battalion with a USCENTCOM area of responsibility; serves as the advisor to battalion leadership on Physical Security Operations, doctrine and training; maintain's accountability and oversight of clearances and passports; responsible for the maintenance of motorcycle riders database, policies, and personnel; plans, coordinates, and conducts unit level personnel, operational, and physical security inspections.

d. AREAS OF SPECIAL EMPHASIS

Operation Enduring Freedom (OEF) XX; Rear-Detachment (Rear D); Classified Storage; Department of Defense Consolidated Adjudication Facility (DOD CAF); Advance Leaders Course; Motorcycle Safety; Redeployment, Recovery, and Refit (R3)

e. APPOINTED DUTIES

BN Security Manager; Physical Security NCO; Personnel Security NCO; Key Control Officer; Motorcycle Safety Officer

f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
		20130215	20130605	20131120

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)

V A L U E S

Loyalty
Duty
Respect
Selfless-Service
Honor
Integrity
Personal Courage

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	X	
2. DUTY: Fulfills their obligations.	X	
3. RESPECT/EO/EEO: Treats people as they should be treated.	X	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	
5. HONOR: Lives up to all the Army values.	X	
6. INTEGRITY: Does what is right - legally and morally.	X	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	

Bullet comments

o places dedication and commitment to the goals and mission of the Army and nation above personal welfare

o sets and lives by the highest professional standards expected from an NCO

o continuously looks for ways to improve Soldiers and himself

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
FORBES, MICHAEL J.	[redacted]	20140131

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

b. COMPETENCE
- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std) [X] SUCCESS (Meets std) [ ] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]

o completed the Advanced Leaders Course; spearheaded the class project that won the Commandant's Award for Best Project on Steganography

o coordinated and assisted in the redeployment of 3D Battalion, 3D SFG(A); updated clearances, passports, and S2 related paperwork for over 400 Soldiers

o selected by the S-3 SGM to coordinate all safety and intelligence training for R3; contributed to overall mission success and trained hundreds of Soldiers

c. PHYSICAL FITNESS & MILITARY BEARING

APFT PASS 20130720 | HEIGHT/WEIGHT 67 / 169 YES

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a Soldier

EXCELLENCE (Exceeds std) [ ] SUCCESS (Meets std) [X] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]

o scored a 270 on last APFT; superb representative of the Army

o demonstrated an exceptional level of personal fitness; maintained impeccable military bearing and appearance

o projected self confidence and mental toughness that motivated others

d. LEADERSHIP
- o Mission first
- o Genuine concern for Soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std) [ ] SUCCESS (Meets std) [X] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]

o selected to fill the critical position of S2 NCOIC during Rear-D operations; performed leadership duties for five months with exceptional results

o procured 2-drawer safes for 18 ODAs and 3 ODBs, enhancing the BN's classified storage capacity over 100% and satisfied an enduring mission critical requirement

o established a workplace and overall climate that fosters dignity and respect for all members in the section and unit

e. TRAINING
- o Individual and team
- o Mission focused; performance oriented
- o Teaching Soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std) [X] SUCCESS (Meets std) [ ] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]

o designed and delivered customized Motorcycle Safety training for over 200 Soldiers; resulted in zero accidents across the BN durning FY 13

o trained and assisted 12 Soldiers in writing complex rebuttals sent to the DOD CAF; ensured SM's maintained valid clearances and were mission capable

o spent considerable time and effort training one alternate Personnel Security Manager, allowing the S2 section to be robust

f. RESPONSIBILITY & ACCOUNTABILITY
- o Care and maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging Soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std) [X] SUCCESS (Meets std) [ ] NEEDS IMPROVEMENT (Some) [ ] (Much) [ ]

o maintained 100% accountability of $100,000 worth of intelligence and tactical equipment with no loss

o enforced standards and regulations as the security manager; resulted in the unit having over "365 days" of accident free and no related accidents

o sustained a 95% operational readiness rate while in support of 3rd BN, 3rd SFG(A) forward deployed to OEF XX

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST [X] FULLY CAPABLE [ ] MARGINAL [ ]

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

ASPS NCOIC

AIT Instructor

Recruiter

e. SENIOR RATER BULLET COMMENTS

o promote to Sergeant First Class with peers

o send to Battle Staff immediately

o unlimited potential; continue to challenge this NCO with increased responsibility

o outstanding performance from an extremely versatile and dependable NCO

c. SENIOR RATER. Overall performance

1 [ ] 2 [X] 3 [ ] Successful; 4 [ ] Fair; 5 [ ] Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1 [X] 2 [ ] 3 [ ] Superior; 4 [ ] Fair; 5 [ ] Poor

RECEIVED JUL - 3 2013

STATEMENT TO SUBSTANTIATE PAYMENT OF FAMILY SEPARATION ALLOWANCE (FSA)

PRIVACY ACT STATEMENT

AUTHORITY: Title 37, U.S. Code, Section 427.
PRINCIPAL PURPOSE: To evaluate member's application for FSA.
ROUTINE USES:
a. Serves as substantiating document for FSA payments and input into the member's pay account.
b. Provides an audit trail for validating propriety of payments and to assist in collecting erroneous payments.
c. Provides a record in service member's pay account and for safekeeping.
DISCLOSURE: Disclosure of your social security number and other personal information is voluntary. However, if requested information is not provided, FSA will not be considered.

1. NAME OF MEMBER *(Last, First, Middle Initial)*	2. GRADE	3. SOCIAL SECURITY NUMBER	4. BRANCH AND ORGANIZATION
Forbes, Michael J.	E-6	[redacted]	USA and 3/3 SFG (A)

PART I - MEMBER COMPLETES THIS SECTION TO SUBSTANTIATE ENTITLEMENT TO FSA

5. TYPE II *(X as applicable)*
[X] FSA-T (Temporary) [ ] FSA-R (Restricted) [ ] FSA-S (Ship)

6. COMPLETE CURRENT ADDRESS(ES) OF DEPENDENT(S)
[redacted]

7. DATE *(DDMMYY)* **DEPARTED RESIDENCE TO UNIT HOME STATION** *(Mobilized Members)* 180313

8. I CERTIFY TO THE FOLLOWING FACTS *(X applicable box(es))*

[X] a. I am not divorced or legally separated from my spouse.
[ ] b. My dependent child (children) was (were) not in the legal custody of another person when I received my military orders.
[ ] c. My dependent (other than my spouse; see line f. below) is not a member of the military service on active duty.
[ ] d. My sole dependent is not in an institution for a known period of over 1 year or a period expected to exceed 1 year.
[ ] e. I am claiming FSA for my parent(s) for whom I have a current and approved dependency status and am residing with, and I maintain a residence(s) for my dependent(s). I have assumed the liability and responsibilities thereof at the address(es) shown above, where I likely reside during periods of leave or such other times as my duty assignment may permit.
[ ] f. I am married to another military member currently serving on active duty and my spouse [ ] was [ ] was not residing with me immediately before being separated by execution of my military orders.
Spouse's SSN: _____ Branch and Component: _____
[ ] g. My last TDY or deployment, if any, [ ] was [ ] was not within the last 30 days from this TDY or deployment.

9. I understand that I must notify my commanding officer immediately upon any change in dependency status and if my sole dependent or all of my dependents move to or near this station or if my dependent(s) visit at or near this station for more than 90 continuous days (more than 30 continuous days in the case of FSA-T (Temp) or FSA-S (Ship) while I am in receipt of FSA.

a. DATE *(DDMMYY)*	b. SIGNATURE OF MEMBER
270613	

PART II - CERTIFYING OFFICER COMPLETES THE APPROPRIATE SECTION(S) BELOW

10. TYPE II - FSA-T. Member has been ordered to and has performed temporary duty (TDY) at the location(s) shown below for more than 30 continuous days. This (these) location(s) is (are) outside a reasonable commuting distance from the member's permanent duty station (PDS pertains to active component) or the home of residence (HOR pertains to reserve component). A distance of 50 miles, one way, is normally considered to be within a reasonable commuting distance of a PDS or HOR. "Within a reasonable commuting distance" also may include distances of less than 50 miles and the time required to travel, under unusual conditions, does not exceed 1-1/2 hours. *(Attach a blank page for continuation if necessary.)*

a. LOCATION	b. INCLUSIVE DATES OF TDY/T *(From/To)*	c. NO. OF DAYS

11. TYPE II - FSA-R. Member departed (PCS/detached) from _____ *(Last permanent duty station)* on _____ *(DDMMYY)*
and was on leave en route _____ *(Inclusive leave dates - DDMMYY)*, proceed time _____ *(Inclusive dates)*
and the member reported to _____ *(PDS)* on _____ *(DDMMYY)*. Transportation of dependent(s) is not authorized at government expense to this station or to a place near this station.

12. TYPE II - FSA-S. Member was serving on orders, on board ship, away from homeport commencing *(DDMMYY)* _____.

a. NAME OF SHIP/UNIT	b. HOMEPORT

13. Travel performed under authority of orders _____, dated _____.

14. Member claiming Type II FSA, is receiving basic allowance for housing (BAH) (or residing in government type quarters) as a member with dependents or member married to a military member.

15. DATE *(DDMMYY)*	16. CERTIFYING OFFICER	
	a. TYPED NAME *(Last, First, Middle Initial)* DENNIS H. SCOTT	b. TITLE DIRECTOR MILITARY PAY OFFICE
	c. ORGANIZATION FORT BRAGG, NC 28310	d. SIGNATURE

DD FORM 1561, NOV 2006 PREVIOUS EDITION IS OBSOLETE Adobe Professional 7.0

Upd# 070 X 4842 CY# 78 TR# 18

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IJ

AUTHORIZATION TO START, STOP OR CHANGE AN ALLOTMENT

PRIVACY ACT STATEMENT

AUTHORITY: 37 U.S.C. Section 701, E.O. 9397.

PRINCIPAL PURPOSE: To permit starts, changes, or stops to allotments. To maintain a record of allotments and ensure starts, changes, and stops are in keeping with member's desires.

A002

ROUTINE USES: In addition to those disclosures generally permitted under 5 U.S.C. Section 552a(b) of the Privacy Act, these records of information contained therein may specifically be disclosed outside the DoD as a routine use to the Federal Reserve banks to distribute payments made through the direct deposit system to financial organizations or their processing agents authorized by individuals to receive and deposit payments in their accounts. It may also be disclosed to the Treasury Department, Internal Revenue Service, Social Security Administration, Department of Veterans Affairs, Federal, state and local agencies for civil or criminal law enforcement. In addition it can be released for any of the blanket routine uses published at the beginning of the DFAS compilation of system of record notices.

DISCLOSURE: Voluntary; however, failure to provide the requested information as well as the Social Security number may result in the member not being able to start, change, or stop allotments.

TO BE COMPLETED BY ALLOTTER

1. BRANCH OF SERVICE (X one)	2. NAME OF ALLOTTER (Last, First, Middle Initial) (Print or type)	3. SSN	4. PAY GRADE
[ ] AIR FORCE [ ] MARINE CORPS [X] ARMY [ ] NAVY	FORBES, MICHAEL J.	[redacted]	E-6

5. ADDRESS OF ALLOTTER (Street or Box Number, City, State, ZIP Code)	6. DAYTIME TELEPHONE NUMBER (Include Area Code)	7. EFFECTIVE DATE (YYYYMM)	8. MONTHLY AMOUNT OF ALLOTMENT
[redacted]	[redacted]	2013~~06~~	950.00

9. NAME OF ALLOTTEE (First, Middle Initial, Last)	10. ALLOTMENT ACTION (X one)	11. TERM IN MONTHS
C[redacted] F[redacted]	[ ] START [X] STOP [ ] CHANGE	INDEFINITE

12. CREDIT LINE (If applicable)

13. ALLOTMENT CLASS AUTHORIZED (X one)

- [ ] C - CHARITY/CFC
- [X] D - DISCRETIONARY ALLOTMENTS (Includes dependent support, payment to financial institution, insurance, repayment of home loan, rent, etc. (Notes 1 and 2))
- [ ] F - CHARITY - EMERGENCY/ASSISTANCE FUND CONTRIBUTION
- [ ] L - REPAYMENT OF LOAN TO SERVICE ORGANIZATION (Red Cross, Relief Society, etc. - Navy and Marine Corps only)
- [ ] N - NSLI OR USGLI INSURANCE PREMIUM
- [ ] T - PAYMENT OF DEBTS TO U.S., DELINQUENT STATE OR LOCAL INCOME/ EMPLOYMENT TAXES
- [ ] - OTHER (Specify)

14. ALLOTTEE'S MAILING ADDRESS (Street or Box Number, City, State, ZIP Code)

[redacted]

15. IF FOREIGN ADDRESS COMPLETE AS FOLLOWS (Province, Country)

16. REMARKS

17. COMPANY CODE/FINANCIAL INSTITUTION/ROUTING TRANSIT NUMBER	18. ACCOUNT NUMBER/POLICY NUMBER	
~~[illegible]~~ H014250	[redacted]	[X] CHECKING [ ] SAVINGS
	19. TOTAL CLASS L AMOUNT $	20. TOTAL CLASS T AMOUNT $

STATEMENT OF UNDERSTANDING

I understand that this allotment is legal and that by **voluntarily** completing this form, I am responsible for:

- **Ensuring** that the information is correct;
- **Reviewing** my Leave and Earnings Statement to ensure the allotment stops, starts, or changes as directed including amount and payee;
- **Collecting** overpayments from the receiver (payee) of the allotment, if I do not change or stop the allotment after a loan is repaid;
- **Contacting** the receiver (payee) of the allotment, at my expense, to obtain monthly statements for my personal records.

I also understand that any problems once the allotment is delivered to the receiver (payee) are beyond the control of the Defense Finance and Accounting Service (DFAS) and that DFAS is only responsible for ensuring proper delivery of any voluntary allotment for the period directed. I further understand that pursuant to conditions listed in the DoD 7000.14-R, Volume 7A, changes can be made by DFAS to an allottee's name, address, or account number.

21. SIGNATURE OF ALLOTTER	22. DATE (YYYYMMDD)
[signature]	17 JUL 13

NOTE 1. Must be different address than allotter. Each dependent allotment must have a different credit line. Only one support allotment per dependent is allowed.

NOTE 2. This is a voluntary allotment and can be to any payee you desire.

UPDATE 07-18 ACCT# 6 BID# 8 2

MAY 2 1 2013

AUTHORIZATION TO START, STOP OR CHANGE AN ALLOTMENT

PRIVACY ACT STATEMENT

AUTHORITY: 37 U.S.C. Section 701, E.O. 9397.

PRINCIPAL PURPOSE: To permit starts, changes, or stops to allotments. To maintain a record of allotments and ensure starts, changes, and stops are in keeping with member's desires.

ROUTINE USES: In addition to those disclosures generally permitted under 5 U.S.C. Section 552a(b) of the Privacy Act, these records of information contained therein may specifically be disclosed outside the DoD as a routine use to the Federal Reserve banks to distribute payments made through the direct deposit system to financial organizations or their processing agents authorized by individuals to receive and deposit payments in their accounts. It may also be disclosed to the Treasury Department, Internal Revenue Service, Social Security Administration, Department of Veterans Affairs, Federal, state and local agencies for civil or criminal law enforcement. In addition it can be released for any of the blanket routine uses published at the beginning of the DFAS compilation of system of record notices.

DISCLOSURE: Voluntary; however, failure to provide the requested information as well as the Social Security number may result in the member not being able to start, change, or stop allotments.

TO BE COMPLETED BY ALLOTTER

1. BRANCH OF SERVICE (X one)	2. NAME OF ALLOTTER (Last, First, Middle Initial) (Print or type)	3. SSN	4. PAY GRADE
[ ] AIR FORCE [ ] MARINE CORPS [X] ARMY [ ] NAVY	FORBES, MICHAEL J.	[redacted]	E-6

5. ADDRESS OF ALLOTTER (Street or Box Number, City, State, ZIP Code)	6. DAYTIME TELEPHONE NUMBER (Include Area Code)	7. EFFECTIVE DATE (YYYYMM)	8. MONTHLY AMOUNT OF ALLOTMENT
	[redacted]	201305	$ 950.00

9. NAME OF ALLOTTEE (First, Middle Initial, Last)	10. ALLOTMENT ACTION (X one)	11. TERM IN MONTHS
C[redacted] A. F[redacted]	[ ] START [ ] STOP [X] CHANGE	

12. CREDIT LINE (If applicable)

13. ALLOTMENT CLASS AUTHORIZED (X one)

- [ ] C - CHARITY/CFC
- [X] D - DISCRETIONARY ALLOTMENTS (Includes dependent support, payment to financial institution, insurance, repayment of home loan, rent, etc. (Notes 1 and 2))
- [ ] F - CHARITY - EMERGENCY ASSISTANCE FUND CONTRIBUTION
- [ ] L - REPAYMENT OF LOAN TO SERVICE ORGANIZATION (Red Cross, Relief Society, etc. - Navy and Marine Corps only)
- [ ] N - NSLI OR USGLI INSURANCE PREMIUM
- [ ] T - PAYMENT OF DEBTS TO U.S., DELINQUENT STATE OR LOCAL INCOME/EMPLOYMENT TAXES
- [ ] - OTHER (Specify)

14. ALLOTTEE'S MAILING ADDRESS (Street or Box Number, City, State, ZIP Code)

15. IF FOREIGN ADDRESS COMPLETE AS FOLLOWS (Province, Country)

16. REMARKS

17. COMPANY CODE/FINANCIAL INSTITUTION/ROUTING TRANSIT NUMBER	18. ACCOUNT NUMBER/POLICY NUMBER	19. TOTAL CLASS L AMOUNT	20. TOTAL CLASS T AMOUNT
H014250	[redacted] [X] CHECKING [ ] SAVINGS	$	$ 950.00

STATEMENT OF UNDERSTANDING

I understand that this allotment is legal and that by **voluntarily** completing this form, I am responsible for:

- **Ensuring** that the information is correct;
- **Reviewing** my Leave and Earnings Statement to ensure the allotment stops, starts, or changes as directed including amount and payee;
- **Collecting** overpayments from the receiver (payee) of the allotment, if I do not change or stop the allotment after a loan is repaid;
- **Contacting** the receiver (payee) of the allotment, at my expense, to obtain monthly statements for my personal records.

I also understand that any problems once the allotment is delivered to the receiver (payee) are beyond the control of the Defense Finance and Accounting Service (DFAS) and that DFAS is only responsible for ensuring proper delivery of any voluntary allotment for the period directed. I further understand that pursuant to conditions listed in the DoD 7000.14-R, Volume 7A, changes can be made by DFAS to an allottee's name, address, or account number.

21. SIGNATURE OF ALLOTTER	22. DATE (YYYYMMDD)
	21 May 2013

NOTE 1. Must be different address than allotter. Each dependent allotment must have a different credit line. Only one support allotment per dependent is allowed.

NOTE 2. This is a voluntary allotment and can be to any payee you desire.

Updt# 4842/Cycle # Doc#

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
MICHAEL JEFFREY FORBES	SGT	[redacted]
Duty Location	**Branch of Service**	**Current Amount of SGLI**
WHQND0 / FT BRAGG	Army	$400,000

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 & 5.*
- ☐ Increase or restore my SGLI coverage to $_____. *You must complete sections 3, 4, & 5.*
- ☐ Reduce my SGLI coverage to $_____. *You must complete sections 3 & 5.*
- ☐ Decline (cancel) SGLI coverage. Write below "I do not want insurance at this time." *You must complete section 5.*

"_____."

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries *Complete this section unless you are declining coverage*

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
1. [redacted]		MOTHER	20%	lumpSum
2. [redacted]		BROTHER	10%	Lump sum
3. [redacted]		BROTHER	10%	Lump sum
4. [redacted]	[redacted]	WIFE	60%	Lump sum

Secondary

1.

2.

3.

4.

☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

*If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment through the Prudential Alliance Account®, by check, or Electronic Funds Transfer (EFT). Alliance Account is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

Open Solutions Inc. is the Service Provider of the Prudential Alliance Account Settlement Option, a contractual obligation of The Prudential Insurance Company of America, located at 751 Broad Street, Newark, NJ 07102-3777. Check clearing is provided by UMB Bank, N.A. and processing support is provided by First Data Payment Services (FDPS). **Alliance Account balances are not insured by the Federal Deposit Insurance Corporation (FDIC)**. Open Solutions Inc., UMB Bank, N.A., and First Data Payment Services are not Prudential Financial companies.

4. About Your Health *Complete this section ONLY if you are restoring or increasing coverage.*

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:

	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Any request to increase coverage does not take effect until approved by OSGLI.

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

5. Your Signature *You must complete this section.*

I have read the instructions and understand that:

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and VGLI coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or declining SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
- If I am married or get married after completing this form and have not declined SGLI, Family SGLI automatically covers my spouse. I must register my spouse in DEERS so my branch of service can deduct premiums from my pay. *Failure to register my spouse in DEERS will result in my owing debts for unpaid premiums.* I can decline Family SGLI coverage by completing SGLV 8286A.
- I certify that the information provided on this form is true and correct to the best of my knowledge and belief. Any deception or knowingly false statement either by inference or omission may result in cancellation of the insurance or in the refusal to pay a claim.

Service Member Signature

Social Security Number [redacted]

Date (MM, DD, YYYY) 20120118

Address [redacted]

I certify that I understand my beneficiary designation is unusual, and I intend someone other than my spouse or immediate family to receive my insurance proceeds in the event of my death. I also understand that if I am married, my spouse will be notified that he/she is not my designated beneficiary.

For Branch of Service Use Only		For OSGLI Use Only
Name of Personnel Clerk		Representative
Rank, title or grade	SPC/42A	Approve ☐
Contact telephone/email	3/3 SFG (A)	Disapprove ☐
Date	20120118	Date
Address	FORT BRAGG	

Submit

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
MICHAEL JEFFREY FORBES	SGT	[redacted]
Duty Location	**Branch of Service**	**Current Amount of SGLI**
WHQND0 / FT BRAGG	Army	$400,000

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 & 5.*
- ☐ Increase or restore my SGLI coverage to $_____. *You must complete sections 3, 4, & 5.*
- ☐ Reduce my SGLI coverage to $_____. *You must complete sections 3 & 5.*
- ☐ Decline (cancel) SGLI coverage. Write below "I do not want insurance at this time." *You must complete section 5.*

"_____."

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries *Complete this section unless you are declining coverage*

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
1 [redacted]		MOTHER	20%	lumpSum
2. [redacted]		BROTHER	10%	Lump sum
3. [redacted]		BROTHER	10%	Lump sum
4. [redacted]	[redacted]	WIFE	60%	Lump sum

Secondary

1.

2.

3.

4.

☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

*If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment through the Prudential Alliance Account®, by check, or Electronic Funds Transfer (EFT). Alliance Account is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

Open Solutions Inc. is the Service Provider of the Prudential Alliance Account Settlement Option, a contractual obligation of The Prudential Insurance Company of America, located at 751 Broad Street, Newark, NJ 07102-3777. Check clearing is provided by UMB Bank, N.A. and processing support is provided by First Data Payment Services (FDPS). **Alliance Account balances are not insured by the Federal Deposit Insurance Corporation (FDIC)**. Open Solutions Inc., UMB Bank, N.A., and First Data Payment Services are not Prudential Financial companies.

4. About Your Health *Complete this section ONLY if you are restoring or increasing coverage.*

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:

	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Any request to increase coverage does not take effect until approved by OSGLI.

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

5. Your Signature *You must complete this section.*

I have read the instructions and understand that:

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and VGLI coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or declining SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
- If I am married or get married after completing this form and have not declined SGLI, Family SGLI automatically covers my spouse. I must register my spouse in DEERS so my branch of service can deduct premiums from my pay. *Failure to register my spouse in DEERS will result in my owing debts for unpaid premiums.* I can decline Family SGLI coverage by completing SGLV 8286A.
- I certify that the information provided on this form is true and correct to the best of my knowledge and belief. Any deception or knowingly false statement either by inference or omission may result in cancellation of the insurance or in the refusal to pay a claim.

Service Member Signature

Social Security Number [redacted]

Date (MM, DD, YYYY) 20120118

Address [redacted]

I certify that I understand my beneficiary designation is unusual, and I intend someone other than my spouse or immediate family to receive my insurance proceeds in the event of my death. I also understand that if I am married, my spouse will be notified that he/she is not my designated beneficiary.

For Branch of Service Use Only		For OSGLI Use Only
Name of Personnel Clerk		Representative
Rank, title or grade	SPC/42A	Approve ☐
Contact telephone/email	3/3 SFG (A)	Disapprove ☐
Date	20120118	Date
Address	FORT BRAGG	

Submit

188547907

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO *STAFF SERGEANT MICHEAL J. FORBES*
3D BATTALION, 3D SPECIAL FORCES GROUP (AIRBORNE)

FOR EXCEPTIONALLY MERITORIOUS SERVICE AS THE WHITE CELL NCOIC DURING OEF XX, PRE-MISSION TRAINING, FT BLISS,TX. STAFF SERGEANT FORBES' TECHNICAL AND TACTICAL COMPETENCE, PROFESSIONALISM, AND LOYALTY WERE ESSENTIAL TO MISSION ACCOMPLISHMENT. HIS DEDICATION TO DUTY AND SELFLESS SERVICE REFLECT GREAT CREDIT UPON HIMSELF, *THE 3D SPECIAL FORCES GROUP (AIRBORNE)*, AND THE UNITED STATES ARMY.

2 JANUARY 2013 TO 31 JANUARY 2013

P.O. 247-01, 4 SEPTEMBER 2014
HQ, 3D SFG (A)
FT BRAGG, NC 28310

GEORGE W. STERLING JR.
COL, SF
Commanding

RECOMMENDATION FOR AWARD

For use of this form, see AR 600-8-22; the proponent agency is DCS, G-1.

For valor/heroism/wartime and all awards higher than MSM, refer to special instructions in Chapter 3, AR 600-8-22.

1. TO	2. FROM	3. DATE (YYYYMMDD)
COMMANDER, NSOCC-A/SOJTF-A APO AE 09320	HSC COMMANDER, SOTF-A APO AE 09354	20150128

PART I - SOLDIER DATA

4. NAME (Last, First, Middle Initial)	5. RANK	6. SSN
FORBES, MICHAEL J.	SSG	[redacted]

7. ORGANIZATION	8. PREVIOUS AWARDS
SOTF-A, S2 APO AE 09354	MOVSM-1, AAM-3, ARCOM-4, JSAM-1

9. BRANCH OF SERVICE	10. RECOMMENDED AWARD	11. PERIOD OF AWARD a. FROM	b. TO
	ARCOM 4OLC	20141026	20150401

12. REASON FOR AWARD

12a. INDICATE REASON	12b. INTERIM AWARD YES ☐ NO ☑ / IF YES, STATE AWARD GIVEN	12c. POSTHUMOUS YES ☐ NO ☑	13. PROPOSED PRESENTATION DATE (YYYYMMDD)
SVC			20150401

PART II - RECOMMENDER DATA

14. NAME (Last, First, Middle Initial)	15. ADDRESS
CROSS, JOHN P.	SOTF-A, S2 APO AE 09354

16. TITLE/POSITION	17. RANK
SOTF-A MI DETACHMENT CDR	CPT

18. RELATIONSHIP TO AWARDEE	19. SIGNATURE
SUPERVISOR	CROSS, JOHN P. [redacted]

PART III - JUSTIFICATION AND CITATION DATA *(Use specific bullet examples of meritorious acts or service)*

20. ACHIEVEMENTS

ACHIEVEMENT #1

Staff Sergeant Forbes served as the Special Operations Task Force-Afghanistan (SOTF-A) Special Security Representative and Foreign Disclosure Representative. He was responsible for all Sensitive Compartmented Information in SOTF-A with zero loss or compromise of information. Sergeant Forbes was also responsible for six Tactical-Sensitive Compartmented Information Facilities throughout the Area of Responsibility and ensured Defense Intelligence Agency policies and regulatory guidance were enforced.

ACHIEVEMENT #2

While serving as the Foreign Disclosure Representative, Staff Sergeant Forbes vetted and altered over 100 operations and intelligence products that enabled SOTF-A to share critical information with Afghanistan and coalition partners with zero spillage incidents. He also developed quick reference guides for three Advance Operations Bases that assisted product originators with the ability to write for release at the lowest level expediting the flow of information across multiple echelons and intelligence disciplines.

ACHIEVEMENT #3

Staff Sergeant Forbes utilized his extensive network of government organizations to develop six route analysis products to support the Forward Logistical Element Tactical (FLETAC) ground force commander. His insight and analysis resulted in the identification of emerging enemy trends allowing for alternate route planning and ensuring that the FLETAC was able to safely and effectively accomplish its wartime mission. His actions reduced risk and improved the force protection of mission critical resupply convoys.

ACHIEVEMENT #4

Staff Sergeant Forbes' varied experience allowed him to contribute both within and outside of his scope of duties. He conducted the coordination's with the Mobile Technology and Repair Center for rebuilding a dilapidated Baptismal tub for the Chapel and procured 1,000 badging blanks from adjacent units when he learned the existing order would not be filled prior to over 300 Soldiers arrival in country. He coordinated the redeployment of nine to-be-abandoned contract working dogs back to the continental United States.

21. PROPOSED CITATION

EXCEPTIONALLY MERITORIOUS SERVICE AS A SPECIAL SECURITY REPRESENTATIVE WHILE DEPLOYED IN SUPPORT OF OPERATION ENDURING FREEDOM/RESOLUTE SUPPORT. HIS PERFORMANCE, EXPERTISE, AND DEDICATION TO DUTY SIGNIFICANTLY ENHANCED THE SUCCESS OF THE UNIT'S MISSION DURING COMBAT OPERATIONS. STAFF SERGEANT FORBES' DISTINCTIVE ACCOMPLISHMENTS REFLECT GREAT CREDIT UPON HIMSELF, THE SPECIAL OPERATIONS TASK FORCE- AFGHANISTAN, THE NATO SPECIAL OPERATIONS COMBINED COMPONENT COMMAND-AFGHANISTAN/SPECIAL OPERATIONS JOINT TASK FORCE-AFGHANISTAN, AND THE UNITED STATES ARMY.

NAME (Last, First, Middle Initial)	SSN
FORBES, MICHAEL I.	[redacted]

PART IV - RECOMMENDATIONS/APPROVAL/DISAPPROVAL

22. I certify that this individual is eligible for an award in accordance with AR 600-8-22; and that the information contained in Part I is correct.	22a. SIGNATURE	22b. DATE (YYYYMMDD) 20150128

23. INTERMEDIATE AUTHORITY	a. TO CDR, SOTF-A APO AE 09354	b. FROM HSC CDR, SOTF-A APO AE 09354	c. DATE (YYYYMMDD) 20150128

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
GRANT, ELLIOT S.	CPT
g. TITLE/POSITION	h. SIGNATURE
HSC COMMANDER, SOTF-A	

i. COMMENTS: Well deserved. Always volunteering to help where ever needed in addition to his daily duties as the SOTF's only FDO. Great Job!

24. INTERMEDIATE AUTHORITY	a. TO CDR, NSOCC-A/SOJTF-A APO AE 09320	b. FROM CDR, SOTF-A APO AE 09354	c. DATE (YYYYMMDD) 20150207

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
SULLIVAN, MICHAEL P.	LTC
g. TITLE/POSITION	h. SIGNATURE
SOTF-A COMMANDER	

i. COMMENTS: Outstanding job by SSG Forbes! His efforts as the FDO were critical to our mission success. Well Done.

25. INTERMEDIATE AUTHORITY	a. TO	b. FROM	c. DATE (YYYYMMDD)

d. RECOMMEND: [ ] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
g. TITLE/POSITION	h. SIGNATURE

i. COMMENTS

26. APPROVAL AUTHORITY	a. TO ORDERS ISSUING AUTHORITY	b. FROM CDR, NSOCC-A/SOJTF-A APO AE 09320	c. DATE (YYYYMMDD) 20150217

d. [X] APPROVED [ ] DISAPPROVED [ ] RECOMMEND UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
REEDER, EDWARD M. JR.	MG
g. TITLE/POSITION	h. SIGNATURE
COMMANDING GENERAL	

i. COMMENTS

PART V - ORDERS DATA

27a. ORDERS ISSUING HQ	27b. PERMANENT ORDER NO.	31. DISTRIBUTION
HQ, NSOCC-A/SOJTF-A APO AE 09320	048-031	1-File 1-OMPF 1-Unit 3-Individual
28a. NAME OF ORDERS APPROVAL AUTHORITY: HICKS, ROBERT M.	28b. RANK: LTC	
28c. TITLE/POSITION: CJ1 DIRECTOR	29. APPROVED AWARD: ARCOM (40LC)	
28d. SIGNATURE	30. DATE (YYYYMMDD) 20150217	

DA FORM 638, APR 2006

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO

STAFF SERGEANT MICHAEL J. FORBES
SPECIAL OPERATIONS TASK FORCE-AFGHANISTAN

FOR EXCEPTIONALLY MERITORIOUS SERVICE IN SUPPORT OF OPERATION ENDURING FREEDOM AND OPERATION FREEDOM'S SENTINEL IN SUPPORT OF RESOLUTE SUPPORT MISSION. STAFF SERGEANT FORBES' DEDICATION TO DUTY DURING COMBAT OPERATIONS IN AFGHANISTAN CONTRIBUTED TO THE OVERWHELMING SUCCESS OF THE COMMAND'S MISSION. HIS ACTIONS ARE IN KEEPING WITH THE FINEST TRADITIONS OF MILITARY SERVICE AND REFLECT DISTINCT CREDIT UPON HIMSELF, SPECIAL OPERATIONS TASK FORCE-AFGHANISTAN, NATO SPECIAL OPERATIONS COMPONENT COMMAND-AFGHANISTAN/SPECIAL OPERATIONS JOINT TASK FORCE-AFGHANISTAN, AND THE UNITED STATES ARMY.

FROM 26 OCTOBER 2014 TO 1 APRIL 2015

THIS 17TH DAY OF FEBRUARY 2015

Permanent Order #048-031
Special Operations Joint Task Force
Afghanistan APO AE 09320

EDWARD M. REEDER, JR.
Major General, United States Army
Commanding General

DA FORM 4980-14, SEP 2011

C 864

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
MICHAEL JEFFREY FORBES	SGT	[redacted]
Duty Location	**Branch of Service**	**Current Amount of SGLI**
WHQND0 / FT BRAGG	Army	$400,000

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 & 5.*
- ☐ Increase or restore my SGLI coverage to $ _____ . *You must complete sections 3, 4, & 5.*
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- ☐ Decline or cancel SGLI coverage. Write below "I do not want insurance at this time." *You must complete section 5.*

" _____ ."

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries *Complete this section unless you are declining coverage*

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
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2. [redacted]		BROTHER	10%	Lump sum
3 [redacted]		BROTHER	10%	Lump sum
4 [redacted]	[redacted]	WIFE	60%	Lump sum

Secondary

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☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

* If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment through the Prudential Alliance Account®, by check, or Electronic Funds Transfer (EFT). Alliance Account is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

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4. About Your Health *Complete this section ONLY if you are restoring or increasing coverage.*

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

If you answered yes to any question above, your request to increase coverage will not take effect until approved by the Office of Servicemembers' Group Life Insurance (OSGLI). If you answered no to all the questions above, your request for increased coverage takes effect immediately.

5. Your Signature *You must complete this section.*

I have read the instructions and understand that:

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and Veterans' Group Life Insurance (VGLI) coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or declining SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
- If I am married or get married after completing this form and have not declined SGLI, spouse SGLI automatically covers my spouse. If my spouse is also a member of the uniformed services and we were married on or after January 2, 2013, spouse SGLI coverage is not automatic, but I may apply for spouse coverage by completing SGLV 8286A. I must register my spouse in DEERS so my branch of service can deduct premiums from my pay. *Failure to register my spouse in DEERS will result in my owing debts for unpaid premiums.* I can decline spouse SGLI coverage by completing SGLV 8286A.
- I am free to name anyone I want as my beneficiary. I certify that I understand if I have designated someone other than my spouse or child as my beneficiary, the person I have named is the person I intend to receive my insurance proceeds. I also understand that if I am married, my spouse may be notified that he/she (or my child) is not my designated beneficiary.
- I certify that the information provided on this form is true and correct to the best of my knowledge and belief. Any deception or knowingly false statement either by inference or omission may result in cancellation of the insurance or in the refusal to pay a claim.

Service Member Signature

Social Security Number

20120118

Date (MM, DD, YYYY)

[redacted]

Address

Submit this form to your Unit Personnel Clerk.

For Branch of Service Use Only		For OSGLI Use Only
Name of Personnel Clerk		Representative
Rank, title or grade	SPC/42A	Approve
Contact telephone/email	3/3 SFG (A)	Disapprove
Date	20120118	Date
Address	FORT BRAGG	

C 864

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
MICHAEL JEFFREY FORBES	SGT	[redacted]
Duty Location	**Branch of Service**	**Current Amount of SGLI**
WHQND0 / FT BRAGG	Army	$400,000

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 & 5.*
- ☐ Increase or restore my SGLI coverage to $ _____ . *You must complete sections 3, 4, & 5.*
- ☐ Reduce my SGLI coverage to $ _____ . *You must complete sections 3 & 5.*
- ☐ Decline or cancel SGLI coverage. Write below "I do not want insurance at this time." *You must complete section 5.*

" _____ ."

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries *Complete this section unless you are declining coverage*

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
1 [redacted]		MOTHER	20%	lumpSum
2 [redacted]		BROTHER	10%	Lump sum
3 [redacted]		BROTHER	10%	Lump sum
4. [redacted]	[redacted]	WIFE	60%	Lump sum

Secondary

1.

2.

3.

4.

☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

* If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment through the Prudential Alliance Account®, by check, or Electronic Funds Transfer (EFT). Alliance Account is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

The Bank of New York Mellon is the Administrator of the Prudential Alliance Account Settlement Option, a contractual obligation of The Prudential Insurance Company of America, located at 751 Broad Street, Newark, NJ 07102-3777. Draft clearing and processing support is provided by The Bank of New York Mellon. **Alliance Account balances are not insured by the Federal Deposit Insurance Corporation (FDIC).** The Bank of New York Mellon is not a Prudential Financial company.

4. About Your Health *Complete this section ONLY if you are restoring or increasing coverage.*

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

If you answered yes to any question above, your request to increase coverage will not take effect until approved by the Office of Servicemembers' Group Life Insurance (OSGLI). If you answered no to all the questions above, your request for increased coverage takes effect immediately.

5. Your Signature *You must complete this section.*

I have read the instructions and understand that:

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and Veterans' Group Life Insurance (VGLI) coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or declining SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
- If I am married or get married after completing this form and have not declined SGLI, spouse SGLI automatically covers my spouse. If my spouse is also a member of the uniformed services and we were married on or after January 2, 2013, spouse SGLI coverage is not automatic, but I may apply for spouse coverage by completing SGLV 8286A. I must register my spouse in DEERS so my branch of service can deduct premiums from my pay. *Failure to register my spouse in DEERS will result in my owing debts for unpaid premiums.* I can decline spouse SGLI coverage by completing SGLV 8286A.
- I am free to name anyone I want as my beneficiary. I certify that I understand if I have designated someone other than my spouse or child as my beneficiary, the person I have named is the person I intend to receive my insurance proceeds. I also understand that if I am married, my spouse may be notified that he/she (or my child) is not my designated beneficiary.
- I certify that the information provided on this form is true and correct to the best of my knowledge and belief. Any deception or knowingly false statement either by inference or omission may result in cancellation of the insurance or in the refusal to pay a claim.

Service Member Signature

Social Security Number [redacted]

Date (MM, DD, YYYY) 20120118

[redacted]

Address

Submit this form to your Unit Personnel Clerk.

For Branch of Service Use Only		For OSGLI Use Only
Name of Personnel Clerk		Representative
Rank, title or grade	SPC/42A	Approve
Contact telephone/email	3/3 SFG (A)	Disapprove
Date	20120118	Date
Address	FORT BRAGG	

NCO EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL J.	[redacted]	SSG ( )	20121101	35F3S

f.1. UNIT ORG. STATION ZIP CODE OR APO,	MAJOR COMMAND	f.2. STATUS CODE	g. REASON FOR SUBMISSION
HSC, 3D BN, 3D SFG (A) FORT BRAGG, NC 28310	USASOC		03 Change of Rater

h. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE
20140201	20150324	10	Q		michael.j.forbes7.mil@mail.mil	WQHNT0	SP	UA17

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
KIRBY, AARON T.	[redacted]	KIRBY.AARON.THOMAS. [redacted]	20150506

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	RATER'S AKO EMAIL ADDRESS (.gov. or .mil)
SFC	35F4S	HSC, 3D BN, 3D SFG (A)	CHIEF INTEL SGT	aaron.t.kirby.mil@mail.mil

b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
YOON, DOUGLAS S.	[redacted]	YOON.DOUGLAS.SUNGKWON [redacted]	20150507

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil)
CPT	MI	HSC, 3D BN, 3D SFG (A)	BATTALION S2	douglas.s.yoon.mil@mail.mil

c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
NOVY, LEE C.	[redacted]	NOVY.LEE.CEDRIC. [redacted]	20150511

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)
MAJ	SF	HSC, 3D BN, 3D SFG (A)	BATTALION S3	lee.c.novy.mil@mail.mil

d. ☑ CONCUR WITH RATER AND SENIOR RATER EVALUATIONS ☐ NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL *(See attached comments)*

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

SIGNATURE

DATE (YYYYMMDD)

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
INTELLIGENCE SERGEANT	35F3S

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities and dollars)*

Serves as the Intelligence Sergeant for a 450 Soldier Special Forces Battalion during garrison activities and while forward deployed to Operation ENDURING FREEDOM; Noncommissioned Officer in Charge of a S2 administrative section with a USCENTCOM area of responsibility; serves as the advisor to the battalion leadership on Physical Security operations, doctrine, and training; maintains accountability and oversight of security clearances and passports; responsible for the maintence of motorcycle riders database, policies, and personnel; plans, cordinates, and conducts unit level personnel, operational, and physical security inspections.

d. AREAS OF SPECIAL EMPHASIS

Operation ENDURING FREEDOM (OEF) XXIII; Pre Mission Training (PMT); Command Inspection Program (CIP); Foreign Disclosure Officer (FDO) Course.

e. APPOINTED DUTIES

Physical Security (PHYSEC) NCO; Personnel Security (PERSEC) NCO; Motorcycle Safety Officer; Special Operations Task Force -Afgahanistan (SOTF-A) Foreign Disclosure Representitive (FDR) and Special Security Representitive (SSR).

f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
	20140829	20141129		

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS *(Rater)*

a. ARMY VALUES. Check either "YES" or "NO". *(Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)*

V A L U E S

Loyalty
Duty
Respect
Selfless-Service
Honor
Integrity
Personal Courage

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	☑	
2. DUTY: Fulfills their obligations.	☑	
3. RESPECT/EO/EEO: Treats people as they should be treated.	☑	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	☑	
5. HONOR: Lives up to all the Army values.	☑	
6. INTEGRITY: Does what is right - legally and morally.	☑	
7. PERSONAL COURAGE: Faces fear, danger, or adversity *(physical and moral)*.	☑	

Bullet comments

o unwaivering loyalty to the unit and the Army

o integrity beyond reproach

o treats subordinates with respect

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
FORBES, MICHAEL J.	[redacted]	20150324

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Bullet comments are mandatory. Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

b. COMPETENCE
- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	✓		

o received commendable ratings in PERSEC and PHYSEC CIP evaluations which ensured 100% compliance with regulatory guidance

o created a tracking mechanism for all aspects of S2 administrative actions and Army directed training requirements; aided subordinate units to track delinquencies

o selected as the primary analyst in charge of intelligence support to Forward Logistical Element-Tactical; ensured route analysis was timely and accurate

APFT	PASS	20140905	HEIGHT/WEIGHT	66 / 169	YES

c. PHYSICAL FITNESS & MILITARY BEARING
- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a Soldier

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	✓		

o scored 256 on the APFT; maintained USASOC standard of at least 80 points in each event

o maintained confidence when faced with long hours and tight deadlines during OEF while providing support to combat operations

d. LEADERSHIP
- o Mission first
- o Genuine concern for Soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
		✓	

o displayed a lack of leadership; received six negative performance counselings during the rating period

o mentored one subordinate to complete PMT and serve as the battalion's alternate PHYSEC/PERSEC NCO

o demanded subordinate adhered to all EO and SHARP guidance which resulted in zero incidents during rating period

e. TRAINING
- o Individual and team
- o Mission focused; performance oriented
- o Teaching Soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	✓		

o completed the 40 hour FDO course in preparation for upcoming OEF deployment which enhanced the BN's capability to disseminate information to foreign partners

o led a team of 14 Soldiers through a 40 hour Combat Lifesaver Course, resulting in a 100% completion rate with one Soldier receiving best in class honors

o increased classification awareness and reduced the risk of spillage by presenting an informational brief to seven intelligence Soldiers and civilians in SOTF-A

f. RESPONSIBILITY & ACCOUNTABILITY
- o Care and maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging Soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	(Much)
	✓		

o vetted and certified over 180 operations and intelligence products as the SOTF-A FDR which enabled the sharing of information with partnered NATO SOF units

o enforced safety standards for 60 motorcycle riders which resulted in zero accidents or casualties in the BN for 12 months

o served as the SOTF-A SSR for three months accounting for all five Sensitive Compartmented Information Facilities in Afghanistan with zero compromise

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST	FULLY CAPABLE	MARGINAL
▣	✓	

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Intelligence Sergeant

Observer Controller

AIT Instructor

e. SENIOR RATER BULLET COMMENTS

o continue to mentor leadership traits; promote to SFC if slots are available

o send to Senior Leader Course to further develop him as a Senior NCO

o exceptional performance while conducting PERSEC and PHYSEC duties

o displays potential for continued growth as an analyst

o Soldier refused to sign

c. SENIOR RATER. Overall performance

1	2	3	4	5
		✓		
		Successful	Fair	Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1	2	3	4	5
		✓		
		Superior	Fair	Poor

STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS

For use of this form, see AR 600-200, the proponent agency is DCSPER

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	Section 308 of Title 37, US Code, as amended by Public Law 93-277, Armed Forces Enlisted Personnel Bonus Revision Act of 1974, 10 May 1974, Public Law 95-57, 29 June 1977, and Public Law 95-485, 20 October 1978.
PRINCIPAL PURPOSE:	To explain the conditions under which continued entitlement to unpaid installments of the bonus may be terminated and unearned portion of advanced bonus payments recouped.
ROUTINE USES:	Information may be referred to appropriate authorities if individual becomes subject to termination and/or recoupment of bonus.
DISCLOSURE:	Disclosure of personal information is voluntary. However, failure to furnish information requested may result in denial of reenlistment in the Army.

I MICHAEL JEFFREY FORBES [redacted]
(Full name) (SSN)

understand that I am getting a selective reenlistment bonus in return for my (reenlistment) ~~(extension of enlistment)~~ in MOS 35F W/P for a period of 5 YEARS.
(months) (years)

I agree to complete this period of service.

I have been advised and understand that if I do not complete the full period of service, or if I do not remain technically qualified in MOS 35F W/P, I will not get any more installments of the bonus, and I will have to pay back as much of the bonus as I already received for the unexpired part of the period of obligated service.

I understand that I will be considered *NOT* technically qualified in MOS 35F W/P when I am no longer classified in that MOS and my current and future assignment in that MOS is precluded for any of the following reasons within my control:

a. I refuse to perform certain duties which I volunteered for in writing prior to my accepting the bonus and which are required for effective performance in the MOS;

b. Disciplinary action taken under UCMJ or civil court conviction disqualifies me for future performance in the MOS;

c. My own misconduct causes injury, illness, or some other condition which interferes with effective performance in the MOS;

d. Withdrawal of the minimum security clearance, loss of qualification under the Personnel Reliability Program *(PRP)*, or loss of any other mandatory qualification required for effective performance in the MOS.

SIGNATURE OF BONUS RECIPIENT

MICHAEL JEFFREY FORBES, SSG

SIGNATURE OF REENLISTMENT OFFICER

NIKOLAS A. MAREK, CPT

DATE	TIME	STATION
2015 DEC 03	1757	FT BRAGG, NC 28310

DA FORM 4789, JUN 79 USAPPC V1.00

ANNEX C

IMMEDIATE REENLISTMENT

ENLISTMENT/REENLISTMENT DOCUMENT
ARMED FORCES OF THE UNITED STATES

PRIVACY ACT STATEMENT

AUTHORITY: 5 U.S.C. 3331; 10 U.S.C. 113, 136, 502, 504, 505, 506, 507, 508, 509, 510, 513, 515, 516, 518, 519, 972, 978, 2107, 2107a, 3253 3258, 3262, 5540, 8252, 8253, 8257, 8258, 12102, 12103, 12104, 12105, 12106, 12107, 12108, 12301, 12302, 12304, 12305, 12405; 14 USC 351, 632; 32 U.S.C. 301, 302, 303, 304; and Executive Order 9397, November 1943 (SSN).

PRINCIPAL PURPOSE(S): To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of the subject's military personnel records which are used to document promotion, reassignment, training, medical support, and other personnel management actions. The purpose of soliciting the SSN is for positive identification.

ROUTINE USE(S): This form becomes a part of the Service's Enlisted Master File and Field Personnel File. All uses of the form are internal to the relevant Service.

DISCLOSURE: Voluntary; however, failure to furnish personal identification information may negate the enlistment/reenlistment application.

A. ENLISTEE/REENLISTEE IDENTIFICATION DATA

1. NAME *(Last, First, Middle)* FORBES MICHAEL JEFFREY	**2. SOCIAL SECURITY NUMBER** [redacted]
3. HOME OF RECORD *(Street, City, County, State, Country, ZIP Code)* [redacted]	**4. PLACE OF ENLISTMENT/REENLISTMENT** *(Mil. Installation, City, State)* MICO, GSB, 3RD SFG (A) FT BRAGG, NC 28310
5. DATE OF ENLISTMENT/ REENLISTMENT *(YYYYMMDD)* 2015 DEC 03	**6. DATE OF BIRTH** *(YYYYMMDD)* [redacted]

7. PREV MIL SVC UPON ENL/REENLIST	YEARS	MONTHS	DAYS
a. TOTAL ACTIVE MILITARY SERVICE	08	09	21
b. TOTAL INACTIVE MILITARY SERVICE	00	03	11

B. AGREEMENTS

8. I am enlisting/reenlisting in the United States *(list branch of service)* ARMY this date for 05 years and 0 weeks beginning in pay grade E6 of which 05 years and 0 weeks is considered an Active Duty Obligation, and 0 years and 0 weeks will be served in the Reserve Component of the Service in which I have enlisted. If this is an intial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. The additional details of my enlistment/ reenlistment are in Section C and Annex(es) *(list name of Annex(es) and describe)* A, B AND C

a. FOR ENLISTMENT IN A DELAYED ENTRY/ENLISTMENT PROGRAM (DEP):
I understand that I am joining the DEP. I understand that by joining the DEP I am enlisting in the Ready Reserve component of the United States *(list branch of service)* _____ for a period not to exceed 365 days, unless this period of time is otherwise extended by the Secretary concerned. While in the DEP, I understand that I am in a nonpay status and that I am not entitled to any benefits or privileges as a member of the Ready Reserve, to include, but not limited to medical care, liability insurance, death benefits, education benefits, or disability retired pay if I incur a physical disability. I understand that the period of time while I am in the DEP is NOT creditable for pay purposes upon entry into a pay status. However, I also understand that the period of time while I am in the DEP is counted toward fulfillment of my military service obligation described in paragraph 10, below. While in the DEP, I understand that I must maintain my current qualifications and keep my recruiter informed of any changes in my physical or dependency status, qualifications, and mailing address. I understand that I WILL be ordered to active duty unless I report to the place shown in item 4 above by *(list date (YYYYMMDD))* _____ for enlistment in the Regular component of the United States *(list branch of service)* _____ for not less than _____ years and _____ weeks.

b. REMARKS: *(If none, so state.)*

(1) OVERSEAS ASSIGNMENT REENLISTMENT OPTION (EUROPE) RCN: 3203132.

(2) SRB TIER 4, MOS 35F W/P.

(3) NO WAIVER.

(4) 3RD REENLISTMENT.

(5) LUMP SUM PAYMENT AUTHORIZED IAW MILPER MESSAGE 15-287 PARA 5.

c. The agreements in this section and attached annex(es) are all the promises made to me by the Government. **ANYTHING ELSE ANYONE HAS PROMISED ME IS NOT VALID AND WILL NOT BE HONORED.**
(Initials of Enlistee/Reenlistee) MJF

(Continued on Page 2)

C. PARTIAL STATEMENT OF EXISTING UNITED STATES LAWS

9. FOR ALL ENLISTEES OR REENLISTEES:
I understand that many laws, regulations, and military customs will govern my conduct and require me to do things under this agreement that a civilian does not have to do. I also understand that various laws, some of which are listed in this agreement, directly affect this enlistment/reenlistment agreement. Some examples of how existing laws may affect this agreement are explained in paragraphs 10 and 11. I understand that I cannot change these laws but that Congress may change these laws, or pass new laws, at any time that may affect this agreement, and that I will be subject to those laws and any changes they make to this agreement. I further understand that:

a. My enlistment/reenlistment agreement is more than an employment agreement. It effects a change in status from civilian to military member of the Armed Forces. As a member of the Armed Forces of the United States, I will be:

(1) Required to obey all lawful orders and perform all assigned duties.

(2) Subject to separation during or at the end of my enlistment. If my behavior fails to meet acceptable military standards, I may be discharged and given a certificate for less than honorable service, which may hurt my future job opportunities and my claim for veteran's benefits.

(3) Subject to the military justice system, which means, among other things, that I may be tried by military courts-martial.

(4) Required upon order to serve in combat or other hazardous situations.

(5) Entitled to receive pay, allowances, and other benefits as provided by law and regulation.

b. Laws and regulations that govern military personnel may change without notice to me. Such changes may affect my status, pay, allowances, benefits, and responsibilities as a member of the Armed Forces **REGARDLESS** of the provisions of this enlistment/ reenlistment document.

10. MILITARY SERVICE OBLIGATION, SERVICE ON ACTIVE DUTY AND STOP-LOSS FOR ALL MEMBERS OF THE ACTIVE AND RESERVE COMPONENTS, INCLUDING THE NATIONAL GUARD.

a. FOR ALL ENLISTEES: If this is my initial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. Any part of that service not served on active duty must be served in the Reserve Component of the service in which I have enlisted. If this is a reenlistment, I must serve the number of years specified in this agreement, unless I am sooner discharged or otherwise extended by the appropriate authority. Some laws that affect when I may be ordered to serve on active duty, the length of my service on active duty, and the length of my service in the Reserve Component, even beyond the eight years of my Military Service Obligation, are discussed in the following paragraphs.

b. I understand that I can be ordered to active duty at any time while I am a member of the DEP. In a time of war, my enlistment may be extended without my consent for the duration of the war and for six months after its end (10 U.S.C. 506, 12103(c)).

c. As a member of a Reserve Component of an Armed Force, in time of war or of national emergency declared by the Congress, I may, without my consent, be ordered to serve on active duty, for the entire period of the war or emergency and for six (6) months after its end (10 U.S.C. 12301(a)). My enlistment may be extended during this period without my consent (10 U.S.C. 12103(c)).

d. As a member of the Ready Reserve (to include Delayed Entry Program), in time of national emergency declared by the President, I may, without my consent, be ordered to serve on active duty, and my military service may be extended without my consent, for not more than 24 consecutive months (10 U.S.C. 12302). My enlistment may be extended during this period without my consent (see paragraph 10g).

e. As a member of the Ready Reserve, I may, at any time and without my consent, be ordered to active duty to complete a total of 24 months of active duty, and my enlistment may be extended so I can complete the total of 24 months of active duty, if:

(1) I am not assigned to, or participating unsatisfactorily in, a unit of the Ready Reserve; and

(2) I have not met my Reserve obligation; and

(3) I have not served on active duty for a total of 24 months (10 U.S.C. 12303).

f. As a member of the Selected Reserve or as a member of the Individual Ready Reserve mobilization category, when the President determines that it is necessary to augment the active forces for any operational mission or for certain emergencies, I may, without my consent, be ordered to active duty for not more than 365 days (10 U.S.C. 12304). My enlistment may be extended during this period without my consent (see paragraph 10g).

g. During any period members of a Reserve component are serving on active duty pursuant to an order to active duty under authority of 10 U.S.C. 12301, 12302, or 12304, the President may suspend any provision of law relating to my promotion, retirement, or separation from the Armed Forces if he or his designee determines I am essential to the national security of the United States. Such an action may result in an extension, without my consent, of the length of service specified in this agreement. Such an extension is often called a "stop-loss" extension (10 U.S.C. 12305).

h. I may, without my consent, be ordered to perform additional active duty training for not more than 45 days if I have not fulfilled my military service obligation and fail in any year to perform the required training duty satisfactorily. If the failure occurs during the last year of my required membership in the Ready Reserves, my enlistment may be extended until I perform that additional duty, but not for more than six months (10 U.S.C. 10148).

11. FOR ENLISTEES/REENLISTEES IN THE NAVY, MARINE CORPS, OR COAST GUARD: I understand that if I am serving on a naval vessel in foreign waters, and my enlistment expires, I will be returned to the United States for discharge as soon as possible consistent with my desires. However, if essential to the public interest, I understand that I may be retained on active duty until the vessel returns to the United States. If I am retained under these circumstances, I understand I will be discharged not later than 30 days after my return to the United States; and, that except in time of war, I will be entitled to an increase in basic pay of 25 percent from the date my enlistment expires to the date of my discharge.

12. FOR ALL MALE APPLICANTS: Completion of this form constitutes registration with the Selective Service System in accordance with the Military Selective Service Act. Incident thereto the Department of Defense may transmit my name, permanent address, military address, Social Security Number, and birthdate to the Selective Service System for recording as evidence of the registration.

(Initials of Enlistee/Reenlistee) NJF

NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)	SOCIAL SECURITY NO. OF ENLISTEE/REENLISTEE
FORBES MICHAEL JEFFREY	[redacted]

D. CERTIFICATION AND ACCEPTANCE

13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.

I certify that I have carefully read this document, including the partial statement of existing United States laws in Section C and how they may affect this agreement. Any questions I had were explained to my satisfaction. I fully understand that only those agreements in Section B and Section C of this document or recorded on the attached annex(es) will be honored. I also understand that any other promises or guarantees made to me by anyone that are not set forth in Section B or the attached annex(es) are not effective and will not be honored.

b. SIGNATURE OF ENLISTEE/REENLISTEE	c. DATE SIGNED (YYYYMMDD)
	2015 DEC 03

14. SERVICE REPRESENTATIVE CERTIFICATION

a. On behalf of the United States (list branch of service) ARMY, I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
SCHLUTER, BRIDGET A.	E7	HHC, 3RD SFG (A)
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	2015 DEC 03	FT BRAGG, NC 28310

E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):

I, MICHAEL JEFFREY FORBES, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

16. IN THE NATIONAL GUARD (ARMY OR AIR):

I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.

17. IN THE NATIONAL GUARD (ARMY OR AIR):

I do hereby acknowledge to have voluntarily enlisted/reenlisted this _____ day of _____, _____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.

18.a. SIGNATURE OF ENLISTEE/REENLISTEE	b. DATE SIGNED (YYYYMMDD)
	2015 DEC 03

19. ENLISTMENT/REENLISTMENT OFFICER CERTIFICATION

a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
MAREK, NIKOLAS A.	O3	HHC, GSB, 3RD SFG (A)
e. SIGNATURE	**f. DATE SIGNED (YYYYMMDD)**	**g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)**
	2015 DEC 03	FT BRAGG, NC 28310

(Initials of Enlistee/Reenlistee) MSF

DD FORM 4/2, OCT 2007 PREVIOUS EDITION IS OBSOLETE.

STATEMENTS FOR ENLISTMENT

(PARTS I THROUGH IV)

For use of this form, see AR 601-280; the proponent agency is ODCSPER.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Section 504, 505, 508, and 510, Title 10, USC.

PRINCIPAL PURPOSE: To determine eligibility for reenlistment.

ROUTINE USES: Information may be referred to appropriate authorities if disciplinary action or discharge for fraudulent enlistment/reenlistment is appropriate.

DISCLOSURE: Disclosure of personal information is voluntary, however, failure to furnish information requested may result in denial of reenlistment in the US Army.

PART I - GENERAL STATEMENT OF UNDERSTANDING

TO BE COMPLETED BY ALL APPLICANTS FOR REENLISTMENT IN THE REGULAR ARMY

1. **ACKNOWLEDGEMENT:** In connection with my reenlistment in the Regular Army, I hereby acknowledge that:

   a. All promises made to me are contained in Item 10 of DD Form 4, my reenlistment agreement, and Part II of this statement.

   b. I have not been guaranteed attendance at an MOS-producing Army service school or Airborne training unless the title of the school course or Airborne training has been entered in Item 10, DD Form 4.

   c. Should I make any material omission or misstatement of fact in connection with any of my enlistment documents, (1) I may be subject to early separation from this enlistment, or (2) I will complete, if permitted, the period for which I enlisted in any assignment deemed appropriate in accordance with the needs of the Army.

   d. Should I choose an option which requires a security clearance and I am not granted such clearance after I have enlisted, or my granted clearance is revoked after I have enlisted, I agree to accept any assignment in accordance with the needs of the Army and I will complete the period for which I enlisted.

   e. Law violations for which I have been convicted or have had adverse adjudications as a juvenile or youthful offender may be cause for denial of security clearance.

   f. My choice of initial enlistment option shown in item 10 of my DD Form 4 does not constitute any guarantee that a substantial part of my enlistment will be served in the option, and the needs of the service may result in my transfer at any time *(other than as may be provided by the specific option selected)* to any other assignment within the continental United States or to an oversea command. I am aware that due to the needs of the Army I may be subject to involuntary retraining and/or reclassification.

   g. Should my enlistment involve a commitment for specialized training or a selective assignment, conduct on my part occurring after my enlistment which results in disciplinary action may be just cause for my transfer to any other assignment within the continental United States or to an oversea command.

   h. My acceptance for enlistment carries no promise whatsoever relative to furnishing transportation for dependents to oversea commands or to the furnishing of family quarters either in oversea commands or in the continental United States.

   i. If, after my enlistment for a specific option, I should fail to meet required qualifications which cannot be determined prior to my enlistment, I understand that I will not be offered another enlistment option, but will be trained and assigned in accordance with the needs of the Army and will be required to complete the term of service for which I enlisted.

   j. If, after my enlistment in the Regular Army, I should waive my initial enlistment option as listed in item 10, DD Form 4, and in Part II of my statement for enlistment for any reason whatsoever, this initial option will not be reinstated at a later date.

   k. I am not consciously opposed, by reason of religious training or belief, to bearing arms or to participation, or training for war in any form.

   l. I am aware that in the event of armed conflict involving the United States, the Secretary of the Army may declare null and void any portion of my enlistment option pertaining to training, assignment, or duty, if he determines such action to be necessary.

PART II - IN-SERVICE REENLISTMENT OPTION

TO BE COMPLETED BY APPLICANT REENLISTING FOR A SPECIFIC OPTION

2. In connection with my reenlistment in the Regular Army for the OVERSEAS ASSIGNMENT Reenlistment option, I hereby acknowledge that provided I meet required prerequisites I will be assigned as follows:

   Europe, I HAVE READ AND UNDERSTAND LINE 5 OF TABLE E-4 IN AR 601-280

3. I have read and understand the provisions of the reenlistment option for which I am reenlisting. Furthermore, to avoid misunderstandings, I have recorded below in my own words and handwriting all spoken and written promises that have been made to me in connection with my enlistment in the Regular Army *(at end of statement, applicant will print the word "END")*.

   EUROPE, I HAVE READ & UNDERSTAND LINE 5 OF TABLE E-4 IN AR 601-280. END. MJF

4. If reenlisting for the CONUS Station of Choice Reenlistment Option, I understand that my stabilization will commence on date of reenlistment or upon arrival at new station, whichever is later. I further understand that if I am subsequently placed on TDY in excess of 30 days, my stabilization will be extended by the number of days in excess of the initial 30-day period, unless I voluntarily waive my stabilization. It is also understood that if HQDA determines that in order to meet the operational needs of the Army, the unit or subordinate element must be deployed from the parent organization, I must deploy with the unit and no grounds for a broken reenlistment commitment will exist.

5. In the event my enlistment commitment cannot be fulfilled, the alternative available to me will be as provided in AR 635-200, as of the date of my claim of unfulfilled enlistment commitment or erroneous enlistment is submitted. I understand that I will have a period of 30 days to elect an alternative or to request other training or assignment from the date I am advised that my selected option cannot be fulfilled or, where not formally advised, from the date I discover or should have discovered the grounds for submitting a claim. This period may be extended by the general courts-martial convening authority when necessary to determine the availability of my selected alternative. If I make no election within that period, my claim will be deemed to have been waived. I may withdraw any request for training or reassignment prior to approval and elect another alternative, but not thereafter.

PART III - STATEMENT OF LAW VIOLATIONS AND PREVIOUSLY UNDISCLOSED CONDITIONS

6. Complete the statement in a below and answer questions b through f as appropriate, by placing a checkmark under the "YES" or "NO" column. In-service personnel immediately enlisting will list those violations occurring during their current term of service, and offenses not previously revealed.

a. I have read or have had explained to me, paragraphs 2-4 and 7-4, AR 604-10, which set forth the criteria *(reasons)* for discharge and types of discharge, and certify that I [ ] have [X] have not *(check one)* engaged in disloyal or subversive activities as defined herein.

	YES	NO
b. Have you ever been rejected for enlistment or induction in any of the Armed Forces to include failure of the mental examinations administered by any MEPS or been discharged from previous service under other than honorable conditions, under Personnel Security Regulations, or by reason of unsuitability, or undesirable habits or traits of character, or for medical reasons?		X
c. Have you ever been arrested, cited, charged or held by Federal, State, County, City or other law enforcement authorities or by Juvenile Court or Juvenile Probation Officials for any violation of any Federal Law, State Law, County or Municipal Law, Regulation or Ordinance?		X
d. Have you ever been convicted of a felony or any other offense, or adjudicated a youthful or juvenile delinquent?		X
e. Have you ever imprisoned under sentence of any court?		X
f. Are you now or have you ever been on parole, probation supervision, under suspended sentence, or are you awaiting final action of charges against you?		X

7. In the space below, give full details for any of the above questions to which you answered "YES." *(If additional space is required, continue on a separate sheet of paper and attach securely to this form).*

a. REF ITEM	b. OFFENSE*(s)*	c. DATE AND PLACE	d. DISPOSITION
	NONE		

8. **UNDERSTANDING:** I understand that I should intentionally conceal or misrepresent any information regarding my record of arrests or convictions or juvenile court adjudications, I may later be subject to disciplinary action under the Uniform Code of Military Justice *(UCMJ)* and/or discharged from the Service under other than honorable conditions.

PART IV - DEPENDENCY STATEMENT

TO BE COMPLETED BY ALL APPLICANTS

9. Relationship and age of all persons who are dependent upon me for support are recorded below *(if none, so state)* :

RELATIONSHIP	AGE	RELATIONSHIP	AGE	RELATIONSHIP	AGE
NONE					

10. **UNDERSTANDING:** I understand that if I am selected for enlistment in the Regular Army, I will be expected to accept such assignments as are in the best interest of the Service regardless of marital status and/or responsibility for dependents; and that it is my responsibility to make appropriate arrangements for the care of my dependents should I be required to perform duty in an area where dependents are not authorized.

11. I have read and understand the meaning of all statements contained in Parts I through IV of this form and agree to all conditions set forth therein. I certify that all answers to questions, statements and entries on this form are true, correct and complete, and that the Career Counselor has informed me that should I intentionally conceal any information required above. I may later be subject to disciplinary action or discharge upon its discovery.

12. SIGNATURE OF APPLICANT	13. DATE	14. SIGNATURE AND TITLE OF WITNESS
	3 DEC 2015	Career Counselor

REQUEST FOR REENLISTMENT OR EXTENSION IN THE REGULAR ARMY

For use of this form see AR 601-280; the proponent agency is ODCSPER.

SECTION I - SOLDIER'S REQUEST

1. TO	2. FROM
COMMANDER MICO, GSB, 3RD SFG (A) FT BRAGG, NC 28310	SSG MICHAEL JEFFREY FORBES [redacted] MICO, GSB, 3RD SFG (A) FT BRAGG, NC 28310

3. REQUEST I BE AUTHORIZED TO *(Select one)*

- [X] a. REENLIST IN THE ACTIVE COMPONENT.
- [ ] b. EXTEND MY ENLISTMENT FOR THE FOLLOWING REASON: _____

4. ACCRUED LEAVE OPTIONS *(Select one)*

- [ ] a. I DESIRE TO CASH IN _____ DAYS OF ACCRUED LEAVE.
- [X] b. I DO NOT DESIRE TO CASH IN ACCRUED LEAVE.
- [ ] c. I AM EXTENDING MY PRESENT ENLISTMENT AND HAVE BEEN COUNSELED ON CASHING IN ACCRUED LEAVE.

5. DATE	6. SIGNATURE
20151203	[signature]

SECTION II - COMMANDER'S CERTIFICATION

7. COMMANDER'S DETERMINATION OF QUALIFICATION *(Select one)*

- [X] a. SOLDIER IS FULLY QUALIFIED FOR REQUESTED ACTION.
- [ ] b. SOLDIER IS NOT FULLY QUALIFIED AND REQUIRES WAIVER. *(Select 8b or 8c(1) below)*
- [ ] c. SOLDIER IS FULLY QUALIFIED, BUT IS NOT RECOMMENDED FOR FURTHER SERVICE. *(Select 8c(2) below)*

8. COMMANDER'S DETERMINATION/RECOMMENDATION FOR CONTINUED SERVICE WITHIN THE ARMY *(Select one)*

- [X] a. APPROVED.
- [ ] b. RECOMMENDED APPROVAL. DA FORM 3072 IS ATTACHED.
- [ ] c. DISAPPROVED.
  - [ ] (1) I DISAPPROVE THE SOLDIER'S REQUEST FOR WAIVER OF DISQUALIFICATION.
  - [ ] (2) I HAVE INITIATED A BAR TO REENLISTMENT UNDER THE PROVISIONS OF CHAPTER 8, AR 601-280.

9. TYPED NAME, RANK, AND BRANCH OF COMMANDER

NIKOLAS A. MAREK, CPT, LG

10. SIGNATURE	11. DATE
[signature]	20151203

DA FORM 3340-R, DEC 94 EDITION OF MAY 88 IS OBSOLETE

ANNEX B

DEPARTMENT OF THE ARMY
GROUP SUPPORT BATTALION,
3d SPECIAL FORCES GROUP (AIRBORNE)
E-1739 KUWAIT RD
FORT BRAGG, NC 28310-9110

ORDER 041-11 10 February 2016

FORBES, MICHAEL J., SSG, [redacted] MICO, GSB, 3D SFG (A), (WJQ2F0), FORT BRAGG, NC 28310

Announcement is made of the authority to wear the following award

Award: Good Conduct Medal: (3RD Award)
Date(s) or period of service: 12 February 2013 to 11 February 2016
Authority: Paragraph 4-3, AR 600-8-22
Reason: For exemplary behavior, efficiency, and fidelity while serving on active duty during federal military service
Format: 320

for Ma Prokett SSG, USA
MATHEW S. FAULL
CPT, AG
Battalion Adjutant

DISTRIBUTION:
Soldier (1)
Unit (1)
OMPF (1)

NCO EVALUATION REPORT

For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL J.	[redacted]	SSG ( )	20121101	35F3S

f.1 UNIT ORG. STATION ZIP CODE OR APO, MAJOR COMMAND	f.2 STATUS CODE	g. REASON FOR SUBMISSION
HHD, 3D BN, 3D SFG(A) FORT BRAGG, NC 28310 USASOC		03 | Change of Rater

h. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	m. UIC	n. CMD CODE	o. PSB CODE
20150325	20151030	7			michael.j.forbes.mil@mail.mil	WHQNT0	SP	UA17

PART II - AUTHENTICATION

a. NAME OF RATER *(Last, First, Middle Initial)*	SSN	SIGNATURE	DATE *(YYYYMMDD)*
EGER, KRISTIAN C.	[redacted]	EGER.KRISTIAN.CARSON.[redacted]3387 Digitally signed by EGER.KRISTIAN.CARSON.[redacted] DN: c=US,o=U.S. Government,ou=[redacted],ou=USA, cn=EGER.KRISTIAN.CARSON.[redacted] Date: 1/20/2016 2:14:09 PM	20160120

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	RATER'S EMAIL ADDRESS *(.gov or .mil)*
SSG	35F	HHD 3D BN, 3D SFG(A)	BN S2 NCOIC	kristian.c.eger.mil@mail.mil

b. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	SSN	SIGNATURE	DATE *(YYYYMMDD)*
JONES, NATHAN C.	[redacted]	JONES.NATHAN.[redacted] Digitally signed by JONES.NATHAN.C.[redacted] DN: c=US,o=U.S. Government,ou=[redacted],ou=PKI,cn=USA, cn=JONES.NATHAN.[redacted] Date: 1/20/2016 3:48:02 PM	20160120

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	SENIOR RATER'S EMAIL ADDRESS *(.gov or .mil)*
CPT	MI	HHD 3D BN, 3D SFG(A)	BN S2	nathan.c.jones1.mil@mail.mil

c. NAME OF REVIEWER *(Last, First, Middle Initial)*	SSN	SIGNATURE	DATE *(YYYYMMDD)*
JONES, SHANE R.	[redacted]	JONES.SHANE.[redacted] Digitally signed by JONES.SHANE.R.[redacted] DN: c=US,o=U.S. Government,ou=[redacted],ou=PKI,cn=USA, cn=JONES.SHANE.R.[redacted] Date: 1/20/2016 2:32:18 PM	20160120

RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
MAJ	SF	HHD 3D BN, 3D SFG(A)	BN XO	shane.r.jones.mil@mail.mil

d. [X] CONCUR WITH RATER AND SENIOR RATER EVALUATIONS [ ] NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL *(See attached comments)*

e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.	SIGNATURE	DATE *(YYYYMMDD)*
	FORBES.MICHAEL.JEFFREY Digitally signed by FORBES.MICHAEL.JEFFREY.[redacted] DN: c=US,o=U.S. Government,ou=DoD,ou=PKI,ou=USA, cn=FORBES.MICHAEL.JEFFREY.[redacted] Date: 2/8/2016 1:30:28 PM	20160208

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
INTELLIGENCE SERGEANT	35F3S

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities and dollars)*

Serves as an Intelligence Sergeant supporting a 535-Soldier Special Forces (SF) Battalion with a AFRICOM area of responsibility; serves as an advisor to Battalion leadership on Personnel, Physical and Information Security Operations, as well as the Intelligence Oversight, doctrine, and training; processes documentation for clearances, passports, derogatory reports, access badges, courier orders, and annual security training certifications, and maintains accountability/oversight of these categories through a 10k plus records database; plans, coordinates and conducts unit level personnel, physical and information security inspections.

d. AREAS OF SPECIAL EMPHASIS

Inspector General (IG) Inspection; Fort Bragg Post Physical Security (PS) Inspection; Staff Assisted Visit (SAV); Sergeants' Time Training (STT); Post-Deployment OEF XXIII/RSM I Recovery, Refit, and Reintegration (R3).

e. APPOINTED DUTIES

Assistant BN Security Manager; Physical Security NCO; Personnel Security (PERSEC) NCO; Information Security (INFOSEC) NCO; Intelligence Oversight (IO) NCO; BN Key Control Officer; BN Senior Motorcycle Safety Officer.

f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
	20151002			

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS *(Rater)*

a. ARMY VALUES. Check either "YES" or "NO". *(Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)*

V A L U E S

Loyalty
Duty
Respect
Selfless-Service
Honor
Integrity
Personal Courage

	YES	NO
1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	X	
2. DUTY: Fulfills their obligations.	X	
3. RESPECT/EO/EEO: Treats people as they should be treated.	X	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	
5. HONOR: Lives up to all the Army values.	X	
6. INTEGRITY: Does what is right - legally and morally.	X	
7. PERSONAL COURAGE: Faces fear, danger, or adversity *(physical and moral)*.	X	

Bullet comments

o dedicated NCO who consistently focuses on mission accomplishment with superior results

o has the courage to stand up for his soldiers and himself

o faced demanding challenges with conviction and high sense of professionalism

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
FORBES, MICHAEL J.	[redacted]	20151030

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	NEEDS IMPROVEMENT (Much)
X			

o drew upon his unparalleled expertise of PS operations resulting in the Battalion's recognition as having the best Physical Security program within the Group

o displayed his excellent organizational skills and detail oriented records keeping earning the BN a commendable rating during the IG inspection on derogatory reporting

o selected to fulfill a 30-day USASOC Emergency Operations Center access control NCO position due to his qualifications and knowledge of policy and regulations

c. PHYSICAL FITNESS & MILITARY BEARING

APFT: PASS 20151008 | HEIGHT/WEIGHT: 66 / 169 YES

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a Soldier

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	NEEDS IMPROVEMENT (Much)
	X		

o scored a 264 on the APFT; exceeded the USASOC physical fitness standard

o completed a 12-mile foot march with 35 pounds within a four hour time frame over an extremely rigorous route and despite weather conditions being hot and humid

d. LEADERSHIP

- o Mission first
- o Genuine concern for Soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	NEEDS IMPROVEMENT (Much)
	X		

o dedicated numerous lunch and after duty hours to review inspection findings and database entries providing vital feedback to subordinate units for making corrections

o took personal interest in the career decisions of two NCOs, providing them with insight and perspective to make informed choices for their specific circumstances

o committed to fostering a climate of dignity and respect by supporting the Army's SHARP Program through action and communication

e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching Soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	NEEDS IMPROVEMENT (Much)
	X		

o provided invaluable guidance and direction to five separate companies' Key Control Custodians enabling program deficiency corrections to meet regulatory compliance

o resourced and led an outstanding STT map reading/land navigation class resulting in three senior/subordinate NCOs refreshing their knowledge of these perishable skills

o shared his knowledge continuously of all S2 operational and administrative areas; enhanced the performance of subordinates, peers and superiors

f. RESPONSIBILITY & ACCOUNTABILITY

- o Care and maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging Soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some)	NEEDS IMPROVEMENT (Much)
X			

o conducted 12 SAVs on five companies in preparation for the Post PS Inspections resulting in each company receiving a commendable rating in all areas

o coordinated both Basic and Advanced Motorcycle Riders courses during R3 ensuring the safety and Army policy compliance of over 100 returning deployed BN personnel

o maintained 100% accountability of classified and sensitive documentation and equipment with zero loss or compromise

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST	FULLY CAPABLE	MARGINAL
	X	

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Senior Intelligence Sergeant

AIT Instructor

Special Security Officer

e. SENIOR RATER BULLET COMMENTS

o promote to Sergeant First Class if slots become available

o send to Senior Leader's Course as slots become available

o a very intelligent and strong-willed NCO who, unfortunately, sometimes let his will override his tact and military discipline

o continue to offer this NCO challenging leadership positions; his potential is high if he can learn to see things from others' perspectives

o timely counseling was not conducted IAW AR 623-3

c. SENIOR RATER. Overall performance.

1	2	3	4	5
	X			
	Successful		Fair	Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1	2	3	4	5
	X			
	Superior		Fair	Poor

CERTIFICATION OF VITAL RECORD

STATE OF NORTH CAROLINA
CUMBERLAND COUNTY
OFFICE OF REGISTER OF DEEDS

[redacted]

APPLICATION, LICENSE AND CERTIFICATE OF MARRIAGE

STATE OF NORTH CAROLINA
DEPARTMENT OF HEALTH AND HUMAN SERVICES – N.C. VITAL RECORDS

[redacted] LICENSE NUMBER

CUMBERLAND COUNTY

APPLICANT 1

1a. NAME FIRST	MIDDLE	LAST	1b. LAST NAME AT BIRTH (If Different)	1c. GENDER (Optional)
MICHAEL	JEFFREY	FORBES		Male

2a. RESIDENCE–STATE	2b. COUNTY	2c. CITY, TOWN, OR LOCATION	2d. INSIDE CITY LIMITS (Specify Yes or No)
NC	HOKE	RAEFORD	NO

2e. STREET AND NUMBER	3. BIRTHPLACE (COUNTY & STATE)	4a. DATE OF BIRTH (Month, Day, Year)	4b. AGE
[redacted]	[redacted]	[redacted]	47

5a. PARENT'S NAME AT PARENT'S BIRTH	5b. STATE OF BIRTH	5c. ADDRESS (If Living)
[redacted]	[redacted]	DECEASED
6a. PARENT'S NAME AT PARENT'S BIRTH	6b. STATE OF BIRTH	6c. ADDRESS (If Living)
[redacted]	[redacted]	[redacted]

7. RACE (Optional)	8. NUMBER OF THIS MARRIAGE – FIRST, SECOND, ETC. (Specify)	IF PREVIOUSLY MARRIED: 9a. LAST MARRIAGE ENDED BY: Death, Divorce, Or Annulment (Specify)	9b. DATE MONTH YEAR	10. EDUCATION–SPECIFY HIGHEST GRADE COMPLETED: ELEMENTARY (0,1,2,3,4, ... or 8)	HIGH SCHOOL (1, 2, 3, or 4)	COLLEGE (1, 2, 3, 4, or 5)
CAUCASION	SECOND	DIVORCE	08/2013	—	—	>5

APPLICANT 2

11a. NAME FIRST	MIDDLE	LAST	11b. LAST NAME AT BIRTH (If Different)	11c. GENDER (Optional)
[redacted]			[redacted]	Female

12a. RESIDENCE–STATE	12b. COUNTY	12c. CITY, TOWN, OR LOCATION	12d. INSIDE CITY LIMITS (Specify Yes or No)
[redacted]	[redacted]	[redacted]	NO

12e. STREET AND NUMBER	13. BIRTHPLACE (COUNTY & STATE)	14a. DATE OF BIRTH (Month, Day, Year)	14b. AGE
[redacted]	[redacted]	[redacted]	45

15a. PARENT'S NAME AT PARENT'S BIRTH	15b. STATE OF BIRTH	15c. ADDRESS (If Living)
[redacted]	[redacted]	DECEASED
16a. PARENT'S NAME AT PARENT'S BIRTH	16b. STATE OF BIRTH	16c. ADDRESS (If Living)
[redacted]	[redacted]	DECEASED

17. RACE (Optional)	18. NUMBER OF THIS MARRIAGE – FIRST, SECOND, ETC. (Specify)	IF PREVIOUSLY MARRIED: 19a. LAST MARRIAGE ENDED BY: Death, Divorce, Or Annulment (Specify)	19b. DATE MONTH YEAR	20. EDUCATION–SPECIFY HIGHEST GRADE COMPLETED: ELEMENTARY (0,1,2,3,4, ... or 8)	HIGH SCHOOL (1, 2, 3, or 4)	COLLEGE (1, 2, 3, 4, or 5)
NATIVE AMERICAN	SECOND	DIVORCE	08/2015	—	4	—

WE HEREBY MAKE APPLICATION TO THE REGISTER OF DEEDS FOR A MARRIAGE LICENSE AND SOLEMNLY SWEAR THAT ALL OF THE STATEMENTS CONTAINED IN THE ABOVE APPLICATION ARE TRUE. WE FURTHER MAKE OATH THAT THERE IS NO LEGAL IMPEDIMENT TO SUCH MARRIAGE.

SIGNATURE OF APPLICANT 1

SIGNATURE OF APPLICANT 2

To any ordained minister of any religious denomination, minister authorized by a church, federally or state recognized Indian nation or tribe, magistrate, or any other person authorized to solemnize a marriage under the laws of this State, you are hereby authorized, at any time within 60 days from the date hereof, to celebrate the proposed marriage at any place within this State. The minister or other person celebrating this marriage is required within 10 days to return this license to the Register of Deeds who issued the license. Failure to do so subjects person celebrating marriage to a forfeiture of $200.00 to anyone who sues for the same.

SWORN TO AND SUBSCRIBED BEFORE ME THIS February 19, 20 16 — J. Lee Warren Jr. REGISTER OF DEEDS — DEPUTY/ASSISTANT

OFFICIANT

21a. I CERTIFY THAT THE ABOVE NAMED PERSONS WERE MARRIED ON	MONTH	DAY	YEAR	21b. PLACE OF MARRIAGE – COUNTY
	02	29	2016	CUMBERLAND
21c. SIGNATURE OF OFFICIANT				21d. TITLE: MAGISTRATE
21e. NAME OF OFFICIANT (PRINT/TYPE): JL STAFFORD				21f. ADDRESS: 204 GILLESPIE ST, FAY, NC 28301

WITNESSES

22a. SIGNATURE OF WITNESS	23a. SIGNATURE OF WITNESS
X	X
22b. NAME OF WITNESS (PRINT/TYPE): SARA BAKER	23b. NAME OF WITNESS (PRINT/TYPE): FELNOT CRAWFORD
22c. ADDRESS OF WITNESS: 2206 NORTHHILLTOP RD, RED SPRINGS, NC 28377	23c. ADDRESS OF WITNESS: 5013 SUMMER RIDGE RD, FAY, NC 28303

DATE RETURNED TO REGISTER OF DEEDS MAR 01 2016 RECEIVED BY

DHHS 2132
N.C. VITAL RECORDS (Revised 10/2014)

REGISTER OF DEEDS COPY

VOID VOID VOID

Volume 2016 Page 387

This is to certify that this is a true and correct reproduction or abstract of the official record filed in this office.

590068

J. Lee Warren, Jr.
Register of Deeds
Cumberland County

Witness my hand and official seal this the 4 day of March 20 16 By: _____
Deputy/Assistant Register of Deeds

Any alteration or erasure voids this certificate. Do not accept unless on security paper with Register of Deeds seal clearly embossed to left corner.

ANY ALTERATION OR ERASURE VOIDS THIS CERTIFICATE

[redacted]

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT BRAGG
FORT BRAGG, NORTH CAROLINA 28310

ORDERS 047-484

16 February 2016
bst

FORBES, MICHAEL J., [redacted] SSG / 04/0003/SF/CO F MI COMPANY (WJQ2F0), FORT BRAGG, NORTH CAROLINA 28310

You will proceed on permanent change of station as shown. Information concerning your port call will be provided separately.

Assigned to: 0173 IN REP DET ITALY (WARJ1A), CAMP EDERLE, ITALY, APO AE 09630
Reporting date: 10 September 2016

Additional Instructions:
(a) Upon receipt of these orders you will coordinate with the following organizations located in the Soldier Support Center (SSC) Bldg 4-2843: (1) To schedule an appointment to clear Fort Bragg, bring a copy of your leave form DA Form 31(unsigned/working copy is acceptable), TDY orders (if applicable), permissive TDY (if applicable), a copy of your completed DA Form 5434 (if you received a Sponsor) or a DA Form 4187 (ETP) signed by your Brigade Commander (if you have not received a sponsor) and any personal appointments that you are already committed, to the Soldier Support Center (SSC), Bldg 4-2843 Normandy Drive, 2nd Floor, Wing D, Room 261-Out-Processing, immediately to the right after entering Wing D, between the hours of 1300-1600 Monday thru Friday, normal duty days. The "end date" for all leave forms must be the report date, unless the orders state "early report authorized", or not later than (NLT). Soldiers going overseas must add 10 days to the "aval date" to get their report date. All PCS leave and PTDY must go on one leave form and the dates be broken down in the "Remarks" section of the DA Form 31. Permissive TDY must be signed by an 0-5 or above. Digitally signed DA Forms 31 must have the rank in the signature block.
(2) You will coordinate with the local Transportation Personal Property Shipping Office (PPSO) immediately upon receipt of your orders to arrange shipment/storage of your personal property by the government or to conduct a Personally Procured Move (PPM); bring five (5) copies of your orders. If this is your first PCS move, you must attend a briefing prior to arranging shipment/storage of any property. The office is located in the SSC (Bldg 4-2843), 1st Floor, North Wing, Room 1-N-22 (next to Carlson Wagonlit). For additional information, visit the PPSO website at http://www.bragg.army.mil/directorates/logistics/ITO or https://airborne.bragg.army.mil/ITO or call 910-396-5212/2163. To coordinate Official Travel, go to the Port Call Office located in the SSC (Bldg 4-2843), 1st Floor, North Wing, Room 1-N-12 with five (5) copies of your orders. For additional information, visit the Official Travel website at http://www.bragg.army.mil/direcorates/logistics/ITO or https://airborne.bragg.army.mil/ITO or call 910-396-7105. (3) **Immediately make an appointment to turn-in CIF equipment by calling 910-396-7045 or 910-396-7039. CIF is located on 2619 Howell Street, Bldg #F4213, Bragg Blvd (across from Fort Bragg Fairgrounds).** To obtain a copy of your clothing record, visit the CIF Help Desk from 0800-1530 Monday-Friday. IAW ALARACT message 092/2008 dated 252247Z March 2008, SUBJECT: ALARACT - Establishment of PCS, MTOE and MOS Organizational Clothing and Individual Equipment (OCIE), you are authorized to ship OCIE retained issue items (identified in Para 4, 5, and 6) as applicable, at government expense. To arrange shipment of your OCIE, contact the Central Issue Facility (CIF) 910-907-1871. Your OCIE must be packed in duffle bag(s) and secured with a personal lock. To arrange for receipt of OCIE, contact the gaining installation CIF or ITO.
(b) Upon receipt of these orders, coordinate with transportation port call section to obtain port call information.
(c) Dependents: No.
(d) You are responsible for reporting to next duty station/school in satisfactory physical condition, able to pass the APFT and meet the height/weight standards IAW AR 600-9.
(e) Information is at your fingertips as you plan your relocation. Access website https://www.housing.army.mil/ah for all you need to know about your next installation and surrounding communities. This website contains links to individual installation ACSIM (housing and relocation) websites and other websites regarding relocation. If you are authorized permissive temporary duty you must report to the housing officer servicing in your new duty station on the day your permissive TDY begins with your DA form 31. Permissive TDY will end on the date specified on your DA form 31 or on the date you sign into your new duty station, whichever comes first.
(f) You must coordinate with Finance PCS One-Stop ten days prior to final out-processing.
(g) You are authorized shipment of household goods and privately owned vehicle IAW JFTR/EJFTR.

(h) All military, DOD Civilians, and DOD contractors, will receive annual AT awareness training. Personnel traveling outside the 50 United States, its territories and possessions (to include leave, Pass or Temporary Duty) will receive as AOR update within two months of travel and have received annual AT awareness training within 12 months.
(i) Family members age 14 years and older will receive mandatory AT awareness training within 12 months of travel on official government orders, outside the United States, its territories, and possessions and Permanent Change of Station OCONUS travel.
(j) Leave data as stated on your DA Form 31.
(k) Information about your new installation and community may be obtained by visiting the IMCOM website at http://www.imcom.army.mil and click on Garrison icon to locate your assignment installation.
(l) All official travel must be arranged through a commercial travel office under (CTO) contract to the government. Official travel arranged through CTO not under contract to the government is not reimbursable. CTO will provide instructions.
(m) Air Mobility Command scheduled passenger airlift will be used to the maximum extent possible. Commercial transportation will only be procured by the government when it has been determined that AMC cannot meet the movement requirements (e.g. the Soldier ORDTGC specified in EDAS assignment instructions).
(n) If you or any family member is affiliated with the US Army Medical Command (MEDCOM), or the Army Medical Department (AMEDD), that family member may be eligible to participate in the transition employment assistance for MEDCOM/AMEDD Program. Information regarding eligibility and how to participate is available online at http://civpers.amedd.army.mil.
(o) Effective 1 July 2009, Department Of Defense Education Activity Schools (DDESS, DODDS EUROPE, and DODDS PACIFIC) will change the age requirement and students must be 4 years old by September 1st for Pre-Kindergarten or Sure Start Programs, 5 years old by September 1st for kindergarten, and 6 years old by September 1st for 1st grade. For more details go to www.dodea.edu and click early childhood entrance age change.
(p) Soldiers moving to a privatized housing under the Army's Residential Communities Initiative (RCI) must comply with all applicable state, federal and local laws and all installation specific requirements associated with the ownership, registration, control, and vaccination of pets. Soldiers residing in privatized housing under the Army's Residential Communities Initiative (RCI) may not board any dog or a breed (including a mixed breed) that is deemed "aggressive or potentially aggressive" unless the dog is a certified military working dog that is being boarded by its handler/trainer. Aggressive or potentially aggressive breeds of dogs are defined as pit bulls (American Staffordshire, Bull Terriers or English Staffordshire Bull Terriers), Rottweilers, Doberman Pinchers, Chows, and Wolf hybrids. Prohibition also extends to other dogs that demonstrate a propensity for dominant or aggressive behavior as indicated by any of the following types of conduct: 1. Unprovoked barking, growling, or snarling at people approaching the animal; 2. Aggressively running along fence lines when people are present; 3. Biting or scratching people; or 4. Escaping confinement or restriction to chase people. Soldiers are encouraged to contact their local housing office to obtain further details.
(q) Strongly encourage all Soldiers play an active and concerned role in the Exceptional Family Member Program (EFMP) screening process conducted in conjunction with overseas movement. Soldiers must ensure that medical and educational screening is accomplished so that their family members' special needs (if necessary) are addressed before arriving in the overseas command, particularly educational screening. A thorough screening eliminates potential problems and significantly reduces family stress when preparing for overseas movement. Again, be involved in the EFMP screening process. You owe it to your family. Soldiers on assignment to a remote location overseas (Embassy/Attache duty) who are required to attend extensive training enroute, will require additional EFMP screening prior to departure. Submit EFMP coordination request 120 days prior to report date.
(r) Use of the individually billed account (IBA)/government travel charge card (GTCC) is authorized in accordance with the Office of the Assistant Secretary of the Army (Financial Management and Comptroller) memorandum dated 9 June 2009, Subj: Use of the Government Travel Charge Card (GTCC) for Permanent Change of Station (PCS) Expenses. The following charges are authorized while in a PCS status: (a) transportation (b) lodging (c) meals (d) temporary quarters subsistence expenses and (e) approved house hunting expenses. Reimbursement for travel and transportation expenses will be limited to the most direct GSA city pair fare available between the old and new permanent duty station. If GSA fares are not available reimbursement will be based on the most cost effective government procured, transportation available between the old and new permanent change of stations. The GTCC will not be used to purchase discretionary travel (i.e. leave), circuitous routings or travel to/from duty locations not stated in this order. The Soldier must use a government travel office to personally procure travel arrangements. Purchase of travel through a commercial on-line service or commercial travel agent is not authorized. Soldier must contact the Unit Travel charge card Agency Program Coordinator (APC) to register into the PCS program. Use of the centrally billed account for airfare is restricted to those individuals ineligible for an IBA.
(s) All PCS travelers are authorized two pieces of checked baggage, not to exceed 50 lbs per bag. This allowance of 2 pieces @ 50 lbs per PCS is in addition to any free check baggage allowance the carrier provides. Travelers should be directed to contact the air carrier to determine their free checked baggage allowance. The cost of shipping this baggage must be initially borne by the traveler(s); however, it is a reimbursable expense that may be charged to the Soldier's GTCC. The Soldier must

request and retain receipts for the shipment of baggage. These receipts must be provided when submitting the final travel voucher.
(t) You are authorized to ship retained issue OCIE as indicated in CTA 50-900, Appendix F, at government expense with your household goods as PBP&E or in separate freight shipment. Your local Central Issue Facility can tell you what items you are authorized to retain and ship. Your Installation Transportation Office can assist in determining the most advantageous method of shipment.
(u) Soldier is on assignment to a Brigade Combat Team or other deployable unit. Soldier must arrive at the gaining command worldwide deployable. Losing command must ensure DNA sample is on file and that the following are current prior to departure: Periodic health assessment, dental readiness screening, immunizations, HIV testing, and family care plan. Soldier's assignment will not be deleted/deferred for these reasons. If soldier is non-deployable for the following reasons request assignment deferment if not projected to be resolved prior to report date/deployment date: deployed, TCS, or soldier under age 18. If soldier is not deployable for the following reasons, request assignment deletion: AWOL, conscientious objector, Lautenberg Amendment, legal processing, missing/POW, or sole survivor. If soldier has a permanent profile of P3 or P4, soldier must have been reviewed by an MEB/PEB/MAR2 and have been found fit to retain in their current PMOS. If soldier has not appeared before an MEB/PEB/MAR2, one should be scheduled and assignment deferment/deletion should be requested as appropriate. If Soldier has medical readiness classification (MRC) 3B due to temporary profile request assignment deferment to adjust report date until after termination of temporary profile. If Soldier has MRC 3B due to other than temporary profile request assignment deletion. If Soldier has MRC 3A, assignment report date must be 90 days or more prior to gaining unit deployment or after gaining unit redeployment; request assignment deferment/deletion as appropriate. These MRC restrictions may be waived by HRC when available information indicates appropriate. Approved waivers will be included in assignment special instructions.
(v) Upon notification of PCS and prior to transfer, member is required to, visit the moving made easy Tricare site at www.tricare.mil/moving and follow the instructions for transferring their Tricare prime option. If care is needed while in transit, members are required to contact his/her current regional contractor for counseling on urgent or emergency medical care during PCS moves. Contact information for each regional contractor can be found at http://www.tricare.mil/welcome/about/regions.aspx. In the event of a true medical emergency while in transit (safeguarding life, limb or eyesight, or to relieve suffering, or self-risk or harm), beneficiary should immediately seek treatment at the nearest hospital's emergency department. Tricare prime enrollees who visit a civilian emergency room must notify their losing regional contractor within 24 hours in order for a referral for emergency care to be provided. Be aware, if it is determined that the care sought was routine (non-emergent); the member may be responsible for all fees. The Tricare website and regional contractors can also provide general Tricare information and health care options available for family members not enrolled in Tricare prime. Additional information for Tricare overseas can be found at: http://www.tricare-verseas.com/beneficiaries.htm.
(w) Welcome to Italy! Visit http://www.eur.army.mil/easigate and then select EASI-Gate to learn more about your assignment. The EASI-Gate website supports Soldiers on orders to Europe and provides real-time information such as assignment data, sponsorship information, family travel decisions, and other important data. Also, for specific information about your move to Italy, visit www.usag.vicenza.army.mil/sites/local/newcomers.asp or email usarmy.vicenza.imcom-europe.mbx.vicenza-community@mail.mil. B. requirements for dependents. In accordance with the Italian status of forces agreement (SOFA), no-fee passports and "Missione" visas are required for all dependents accompanying their sponsor on pcs to Italy. No-fee passports and Italian entry visas are mandatory prior to departure for Italy. Failure to comply may result in expulsion of dependents from Italy at personal expense, causing financial hardship not reimbursable by the US government. For further up to date information on this critical requirement, visit https://www.fcg.pentagon.mil/fcg.cfm using CAC-enabled computer and select 'Europe' and then 'Italy'. (DOD4500.54G). C. Travel to Italian consulate (if applicable). For Soldiers stationed in the following locations, roundtrip travel between the member's duty station and the Italian consulate (San Francisco, CA) and one day of per diem is authorized for the member and all dependents who are authorized PCS travel to Italy: American Territory of Samoa, Alaska, California (excluding the counties of Imperial Valley, Kern, Los Angeles, Orange, Riverside, Santa Barbara, San Bernardino, San Diego, San Luis Obispo), Caroline Islands, Guam, Hawaii, Idaho, Marianne Islands, Marshall Islands, Montana, Oregon, Utah, Washington (state), or YAP Palau. This authorization is in accordance with joint travel regulation (Paragraphs U2020, U2510, U5202 and Appendix G). Costs for travel and per diem are chargeable to the mdc on this order. D. Sponsorship. Direct inquiries and family travel/sponsorship questions/concerns to the Italy installation sponsorship liaison, DSN: 314-637-7150/7156, commercial: 011-39-0444-61-7150/7156 or via email at usarmy.usag-italy.imcomeurope.mbx.army-sponsorship@mail.mil. Soldiers who are eligible and desire family member travel must submit a DA Form 4787 (reassignment processing) and DA Form 5888 (family member deployment screening sheet) within 120 days prior to report month. E. Mandatory exceptional family member screening. Soldiers must begin the Exceptional Family Member Program (EFMP) screening process immediately upon receipt of assignment instructions overseas. An approved DA Form 5888 (family member deployment screening sheet) should be in the Soldier's possession upon arrival in Italy. The Soldier should have in possession all additional medical/educational documents received during the EFMP screening processing if a family member is enrolled in EFMP. Exceptional family members will not be allowed travel to the overseas command until a favorable evaluation has been completed by overseas medical/educational agencies and travel is granted by

the overseas travel approval authority to ensure that the required medical care is available. F. Family travel decisions will be sent to the losing command from the family travel approval authority, director IMCOM-Europe Sembach GE//IMEU-HB family travel reference procedures IAW AR 55-46. Dependents designated for deferred or non-concurrent travel must not travel prior to family travel authorization message, separate from PCS orders issued to the service member. Travel before the family travel authorization may result in travel borne at service member's expense and not reimbursable by the government. Decisions will be based on applicable EFMP screening and housing availability. G. Travel arrangements and arrival. PCS travel to Vicenza should be avoided for arrival on weekends and holidays. For Soldiers assigned to Vicenza, travel should be arranged via commercial air to Marco Polo International Airport in Venice. (Note: Travel for Soldiers on assignment to units to locations other than Caserma Ederle or Caserma Del Din in Vicenza Italy should be arranged per SATO or traveler should contact their gaining unit to ascertain the appropriate airport). Soldiers arriving through the Venice Marco Polo airport will be greeted in the airport baggage claim area by a liaison officer (LNO) from the Venice Gateway Reception Center (VGRC), who will be in civilian attire with a clipboard, during normal reporting hours (0730-1530, Monday through Friday). During duty hours, a shuttle bus will be available for transport to the installation, bus schedules and additional arrival information may be found on USAG Italy's garrison website at: www.usag.vicenza.army.mil/sites/local/newcomers.asp . Alternatively, if travel is scheduled on a Patriot Express or AMC flight for arrival at Aviano Airbase, transportation from the AMC should be arranged ahead of time through designated sponsor or by contacting the Vicenza Central Processing Facility CPF at DSN: 314-637-7143 or Comm Tel 0444-61-7143 (during duty hours) as the arrival station is unmanned. After duty hours or on weekends, contact the Vicenza Installation Operations Center (IOC) at DSN: 314-637-8035, Comm tel 0444-66-8035. However, soldiers are strongly advised to make prior coordination with their unit, CPF or sponsor ahead of time. H. Force protection measures and travel attire. Due to heightened force protection measures, all personnel (to include those on leave) arriving or traveling within the USAREUR AOR via commercial transportation, will wear appropriate civilian attire that does not readily convey affiliation with the department of defense (DOD). Military personnel traveling via military contract transportation to Italy are not (not) authorized to wear military uniform but will wear appropriate civilian attire (the only exception is if transiting Italy to a deployed location, military personnel will wear the uniform prescribed for the AOR or deployed location.) Personnel are encouraged to take steps to limit wearing and carrying items that display a distinct DOD or U.S. signature, i.e. military duffel bags, flight bags, and ACU patterned backpacks or carry-ons. I. Pets / pet transportation. Soldiers moving to privatized housing under the Army's Residential Communities Initiative (RCI) must comply with all applicable state, federal and local laws and all installation specific requirements associated with the ownership, registration, control, and vaccination of pets. Pet owners should either coordinate with SATO travel, or respective airlines to determine what the actual requirements are since they vary by country. Pets require a valid veterinary certificate and valid rabies vaccine to enter Italy. For up to date information on requirements and arrangements, please visit site www.usag.vicenza.army.mil/sites/local/pet.asp J. In-processing requirements. All newly arriving soldiers, who arrive during the weekday between 0900-1630 hours, must report to the CPF, building 393, to be signed in from their PCS leave. Soldiers should avoid traveling for arrival during weekend hours in order to avoid issues due to office closures. However, if arriving after 1630 hours and/or on the weekend, Soldiers must report to the CPF at 0900 hours the next duty day; leave forms will be dated for the day of arrival. To ensure expeditious processing, soldiers are required to have the following documents in hand when they arrive in Italy: at least one copy of DA 31 (leave form), medical records, dental records, training records, soldier readiness folder, shot records, official passports and visas for accompanying family members, 3 copies of PCS orders and amendments, CIF clearance document, previous duty assignment clearance document, finance folder (if issued), household goods/hold baggage shipping documents, enlistment/re-enlistment bonus contract (include, if applicable: DD FM 4/1, DD FM 4/2, DA FM 3286 (6-9 pages), AIT or airborne certificate. K. Temporary lodging. Personnel who will not be residing in barracks, should contact their sponsors and coordinate to make lodging arrangements as soon as possible as space is limited. For more information or to make a reservation, visit http://italy.armymwr.com/europe/italy/programs/ederle inn-army-lodging/. L. Weapons. The shipment of any kind of weapon to Italy is prohibited. The Italian government has imposed a ban on shipment of privately owned firearms to Italy and weapons that are designed for or can be readily converted to be used for attack, defense, sports, games or hunting by driving a projectile through the barrel. M. Driving requirements. All newly assigned personnel and dependents who wish to drive, must complete a mandatory two-and-a-half hour driver's orientation course and pass a written exam covering traffic laws and signs. The orientation course and drivers exam are held in the central processing facility. Military and civilian personnel and their family members must have a valid stateside or country driver's license (learner's permits are not valid) and be 18 years of age or older. OF Form 346 and Air Force Form 2293 may not be used in place of a valid stateside or country driver's license. Individuals may operate only the class or classes of privately owned vehicles (POVs) indicated on their license. More information can be obtained at the following links: http://www.usag.vicenza.army.mil/sites/local/dt.asp or http://www.updb.eur.army.mil . N. School registration. Soldiers who are on assignment instructions to Europe should pre-register their children with department of defense dependent schools Europe (DODDS-E) at www.dodea.edu/parents/registration.cfm. Once this link is accessed you will see the following: student pre-registration, introduction, and welcome to the Department of Defense Education Activity's online student pre-registration application. This web-based application enables you to pre-register your children for DODEA schools. It can be found at https://registration.dodea.edu. To find out additional information regarding DODDS-E, visit www.dodea.edu/europe and search for the school by name and area. O. Spouse employment. The Status of Forces Agreement

(SOFA) limits employment opportunities to working for U.S. Forces (GS, NAF and contracted positions). Employment outside of these sources is prohibited due to agreements with the Italian government. For more information, visit http://www.usag.vicenza.army.mil/sites/local/pdf/working%20in%20italy%20qas%20final.pdf. For assistance with seeking employment, contact army community service at DSN 314-634-7500.
(x) Per AR 614-200, Soldiers on assignment instructions to an airborne position or unit will be utilized for at least 3 years in an airborne position/unit unless physically disqualified, exempted by general court-martial authority, separated, reassigned by DA or accepted for another airborne, airborne ranger, Special Forces or other training/assignment which is considered by DA to have higher priority. Soldiers who have less than 3 years to ETS are still eligible for the assignment; this is not a time remaining in service requirement. Before issuing assignment orders, the losing commander will inform the soldier of the proposed assignment. The Soldier must initial e-MILPO output, AAA-234, Individual Losing Assignment (AR 600-8-11) indicating acceptance or declination of airborne assignment. The original copy of the statement will be forwarded through command channels to the GCMC and to HRC (appropriate career branch). If soldier declines airborne assignment, withdraw SQI and submit deletion IAW MILPER message 05-159, dated 17 Feb 2010, using EDAS screen "QQ". Soldiers who accept assignment with the intent of declining airborne duty upon reporting to the gaining command may be subject to UCMJ action.
(y) This order was published without a completed DA Form 5118-R.

FOR ARMY USE:
Auth: Not applicable
MDC: 4AE6
PPD: Not applicable
PMOS/AOC: 35F3S00YY
Projected Specialty: Not applicable
Pers con no: 6I201609A076
Format: 410

Asgd to mgt designation: 35F3P00YY
Pers Scty code: Y Y Y
CIC: 2F6FOR7907PE474
Aval date: 01 September 2016
SDN: FOR7907PE47484

FOR THE COMMANDER:

CANNON.TERRI.C.[redacted]
Digitally signed by CANNON.TERRI.C.[redacted]
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=CANNON.TERRI.C.[redacted]
Date: 2016.02.25 16:53:42 -05'00'

A. MARK JORDAN, III
Chief, Military Personnel Division

DISTRIBUTION:
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Chief, DFAS DMPO, Fort Bragg, North Carolina 28310 (1)
CDR 04/0003/SF/CO F MI COMPANY, Fort Bragg, North Carolina 28310 (1)
CDR, 0173 IN REP DET ITALY, Camp Ederle, Italy APO AE 09630 (1)
SSG FORBES (1)
Soldiers' AKO email address michael.j.forbes7.mil@mail.mil
Telephone DSN 236-2483 if you have any questions about this order

DEPARTMENT OF THE ARMY
GROUP SUPPORT BATTALION,
3D SPECIAL FORCES GROUP (AIRBORNE)
E-1739 KUWAIT ROAD
FORT BRAGG, NORTH CAROLINA 28310-5000

ORDERS 076-02

17 March 2016
lde

FORBES, MICHAEL J., SSG, [redacted] MICO, GSB, 3D SFG (A), (WJQ2F0), Fort Bragg, NC 28310

You are attached and will proceed as follows:

Attached to: HHC, GSB, 3D SFG (A), (WHQLT0), Fort Bragg, NC 28310
Reporting Date: 01 November 2015
Movement Designator: NZE6
Accounting Classification: N/A
Additional Instructions: N/A
PMOS: 35F
Format: 420

MATTHEW S. FAULL
CPT, LG
Battalion Adjutant

DISTRIBUTION:
Soldier (1)
Unit (1)
S1 (1)
File (1)

DEPARTMENT OF THE ARMY [redacted]

UNITED STATES ARMY MILITARY POLICE SCHOOL

Diploma

To all who shall see these presents greeting
Be it known that

MICHAEL J. FORBES

having successfully fulfilled the requirements
of the course of instruction in the

ANTITERRORISM OFFICER BASIC COURSE
CLASS 728-16, 22 - 26 FEBRUARY 2016 (40 HOURS)

and having achieved the prescribed grade, has been declared a Graduate.
In testimony whereof, and by the authority vested in us, we do confer this Diploma.
Given at Fort Leonard Wood, Missouri, this **26TH** *day of* **FEBRUARY** **2016**

Kevin Vereen
Brigadier General, USA
Commandant

FLW FORM 1451, JUN 2010

PREVIOUS EDITIONS ARE OBSOLETE

SCHOOL OF COMBAT MEDICINE

AIRBORNE

DEPARTMENT OF THE ARMY
CERTIFICATE OF TRAINING

This is to certify that

SSG Forbes, Michael

has successfully completed

The Combat Lifesaver Course Group X03

Edition C from 18-21 March 2014

The Combat Lifesaver Course, Edition C, Sub course IS0871 consists of 40 hours of didactic course work and hands on skill training with written and practical examinations.

Medical Simulation Training Center
O-9136 MacRidge Road
Fort Bragg, NC 28310

DAVID E. RISTEDT
COL, MC
Medical Director

C 864

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
MICHAEL JEFFREY FORBES	SGT	[redacted]
Duty Location	**Branch of Service**	**Current Amount of SGLI**
WHQND0 / FT BRAGG	Army	$400,000

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 & 5.*
- ☐ Increase or restore my SGLI coverage to $ _____ . *You must complete sections 3, 4, & 5.*
- ☐ Reduce my SGLI coverage to $ _____ . *You must complete sections 3 & 5.*
- ☐ Decline or cancel SGLI coverage. Write below "I do not want insurance at this time." *You must complete section 5.*

" _____ ."

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries *Complete this section unless you are declining coverage*

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
1 [redacted]		MOTHER	20%	lumpSum
2 [redacted]		BROTHER	10%	Lump sum
3. [redacted]		BROTHER	10%	Lump sum
4 [redacted]	[redacted]	WIFE	60%	Lump sum

Secondary

1.

2.

3.

4.

☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

* If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment through the Prudential Alliance Account®, by check, or Electronic Funds Transfer (EFT). Alliance Account is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

The Bank of New York Mellon is the Administrator of the Prudential Alliance Account Settlement Option, a contractual obligation of The Prudential Insurance Company of America, located at 751 Broad Street, Newark, NJ 07102-3777. Draft clearing and processing support is provided by The Bank of New York Mellon. **Alliance Account balances are not insured by the Federal Deposit Insurance Corporation (FDIC).** The Bank of New York Mellon is not a Prudential Financial company.

4. About Your Health *Complete this section ONLY if you are restoring or increasing coverage.*

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

If you answered yes to any question above, your request to increase coverage will not take effect until approved by the Office of Servicemembers' Group Life Insurance (OSGLI). If you answered no to all the questions above, your request for increased coverage takes effect immediately.

5. Your Signature *You must complete this section.*

I have read the instructions and understand that:

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and Veterans' Group Life Insurance (VGLI) coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or declining SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
- If I am married or get married after completing this form and have not declined SGLI, spouse SGLI automatically covers my spouse. If my spouse is also a member of the uniformed services and we were married on or after January 2, 2013, spouse SGLI coverage is not automatic, but I may apply for spouse coverage by completing SGLV 8286A. I must register my spouse in DEERS so my branch of service can deduct premiums from my pay. *Failure to register my spouse in DEERS will result in my owing debts for unpaid premiums.* I can decline spouse SGLI coverage by completing SGLV 8286A.
- I am free to name anyone I want as my beneficiary. I certify that I understand if I have designated someone other than my spouse or child as my beneficiary, the person I have named is the person I intend to receive my insurance proceeds. I also understand that if I am married, my spouse may be notified that he/she (or my child) is not my designated beneficiary.
- I certify that the information provided on this form is true and correct to the best of my knowledge and belief. Any deception or knowingly false statement either by inference or omission may result in cancellation of the insurance or in the refusal to pay a claim.

Service Member Signature

Social Security Number

20120118

Date (MM, DD, YYYY)

Address

Submit this form to your Unit Personnel Clerk.

For Branch of Service Use Only		For OSGLI Use Only
Name of Personnel Clerk		Representative
Rank, title or grade	SPC/42A	Approve
Contact telephone/email	3/3 SFG (A)	Disapprove
Date	20120118	Date
Address	FORT BRAGG	

Group Support Battalion
3d Special Forces Group (Airborne)

Certificate of Achievement

IS AWARDED TO

SSG MICHAEL J. FORBES

FOR EXCEPTIONALLY MERITORIOUS ACHIEVEMENT DURING THE GROUP SUPPORT BATTALION'S HOLIDAY PARTY. STAFF SERGEANT FORBES' COMMITTMENT TO DUTY AND DEDICATION TO SERVICE CONTRIBUTED IMMENSLEY TO THE OVERALL UNIT'S SUCCESS. HIS SELFLESS SERVICE TO THE UNIT AND FAMILIES OF THE ORGANIZATION REFLECTS GREAT CREDIT UPON HIMSELF, THE GROUP SUPPORT BATTALION, 3D SPECIAL FORCES GROUP (AIRBORNE), AND THE UNITED STATES ARMY.

25 May 2016

NICOL R. WILLIAMS
CSM, USA
Command Sergeant Major

NOMADS
"Anywhere, Anytime"

CHRISTOPHER L. PAONE
LTC, LG
Battalion Commander

[redacted]

DEPARTMENT OF THE ARMY
3D SPECIAL FORCES GROUP (AIRBORNE)
111 ENDURING FREEDOM DRIVE
FORT BRAGG, NC 28310

PERMANENT ORDERS 162-01 10 June 2016

FORBES MICHAEL J. [redacted] SSG, HHC, Group Support Battalion, 3d Special Forces Group (Airborne)

The following order is revoked or rescinded as shown.

Action: Revoke
So much of: Permanent Order 350-19, Headquarters, Group Support Battalion, 3d Special Forces Group (Airborne), Fort Bragg, NC, 28310, dated 16 December 2015
Pertaining to: Army Achievement Medal, to FORBES MICHAEL J. [redacted] SSG, HHC, Group Support Battalion, 3d Special Forces Group (Airborne)
Authority: AR 600-8-22, paragraph 1-30
Format: 705

FOR THE COMMANDER:

MATTHEW S. FAULL
CPT, AG
Battalion Adjutant

DISTRIBUTION:
1-S1, BN
1-IPERMS
1-INDIVIDUAL

C 864

Prudential

Office of Servicemembers' Group Life Insurance

Servicemembers' Group Life Insurance Election and Certificate

1. About You

Print Name (First, Middle, Last)	Rank, title or grade	Social Security Number
MICHAEL JEFFREY FORBES	SGT	[redacted]
Duty Location	**Branch of Service**	**Current Amount of SGLI**
WHQND0 / FT BRAGG	Army	$400,000

2. About Your Coverage

I am completing this form to: *(Check all that apply)*

- ☑ Name or update my SGLI beneficiary. *You must complete sections 3 & 5.*
- ☐ Increase or restore my SGLI coverage to $ _____ . *You must complete sections 3, 4, & 5.*
- ☐ Reduce my SGLI coverage to $ _____ . *You must complete sections 3 & 5.*
- ☐ Decline or cancel SGLI coverage. Write below "I do not want insurance at this time." *You must complete section 5.*

" _____ ."

Coverage is available in increments of $50,000 up to a maximum of $400,000

3. About Your Beneficiaries *Complete this section unless you are declining coverage*

Primary Name and Address	Social Security Number *(If available)*	Relationship to you	Share to each *(% or $ amounts)*	Payment Option *(Lump sum* or 36 equal monthly payments)*
1. [redacted]		MOTHER	20%	lumpSum
2 [redacted]		BROTHER	10%	Lump sum
3. [redacted]		BROTHER	10%	Lump sum
4 [redacted]	645863652	WIFE	60%	Lump sum

Secondary

1.

2.

3.

4.

☐ **Have more beneficiaries?** Check the box and complete Supplemental SGLI Beneficiary Form, SGLV 8286S.

If you do not name beneficiaries above, your insurance will be paid by law (see page 3).

* If the insured member elects a lump sum payment, the beneficiary(ies) will be given the option of receiving the lump sum payment through the Prudential Alliance Account®, by check, or Electronic Funds Transfer (EFT). Alliance Account is not available for payments less than $5,000, payments to individuals residing outside the United States and its territories, and certain other payments. These will be paid by check.

The Bank of New York Mellon is the Administrator of the Prudential Alliance Account Settlement Option, a contractual obligation of The Prudential Insurance Company of America, located at 751 Broad Street, Newark, NJ 07102-3777. Draft clearing and processing support is provided by The Bank of New York Mellon. **Alliance Account balances are not insured by the Federal Deposit Insurance Corporation (FDIC).** The Bank of New York Mellon is not a Prudential Financial company.

4. About Your Health *Complete this section ONLY if you are restoring or increasing coverage.*

Your date of birth (MM, DD, YYYY)

Your weight

Your height

Your gender ☐ Female ☐ Male

Have you had, been treated for, or had known indications of:	Yes	No
a. A heart condition?	☐	☐
b. High blood pressure?	☐	☐
c. A neurological disorder?	☐	☐
d. Diabetes?	☐	☐
e. Cancer or tumors?	☐	☐
f. Have you ever been diagnosed as having a disease of the immune system?	☐	☐
g. Do you have any known physical impairments, deformities, or ill health not covered above?	☐	☐

Did you answer "YES" to any question? If so, reference the question by letter and list date, duration and details below.

If you answered yes to any question above, your request to increase coverage will not take effect until approved by the Office of Servicemembers' Group Life Insurance (OSGLI). If you answered no to all the questions above, your request for increased coverage takes effect immediately.

5. Your Signature *You must complete this section.*

I have read the instructions and understand that:

- This form cancels any prior beneficiary or payment instructions.
- I can have SGLI and Veterans' Group Life Insurance (VGLI) coverage at the same time, but the combined amount cannot be more than $400,000.
- Reducing or declining SGLI coverage can affect the amount of my family coverage, traumatic injury coverage and post-separation coverage (see instructions for details).
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- I am free to name anyone I want as my beneficiary. I certify that I understand if I have designated someone other than my spouse or child as my beneficiary, the person I have named is the person I intend to receive my insurance proceeds. I also understand that if I am married, my spouse may be notified that he/she (or my child) is not my designated beneficiary.
- I certify that the information provided on this form is true and correct to the best of my knowledge and belief. Any deception or knowingly false statement either by inference or omission may result in cancellation of the insurance or in the refusal to pay a claim.

Service Member Signature

Social Security Number [redacted]

Date (MM, DD, YYYY) 20120118

Address [redacted]

Submit this form to your Unit Personnel Clerk.

For Branch of Service Use Only		For OSGLI Use Only
Name of Personnel Clerk		Representative
Rank, title or grade	SPC/42A	Approve
Contact telephone/email	3/3 SFG (A)	Disapprove
Date	20120118	Date
Address	FORT BRAGG	

DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
FORT HUACHUCA, ARIZONA 85613-6000

ORDERS 124-00025 04 MAY 2007

FORBES MICHAEL JEFFREY [redacted] SPC USAICFH CO C (STU) 305 (W1E87E) FORT HUACHUCA, AZ 85613-6000

THE FOLLOWING MOS ACTION IS DIRECTED.

AWARDED: PMOS 96B1O00YY
WITHDRAWN: N/A
EFFECTIVE DATE: 13 SEPTEMBER 2007, OR UPON COMPLETION OF MOS TRAINING AND APPROVAL OF SECURITY CLEARANCE AS REQUIRED FOR YOUR MOS IAW DA PAM 611-21.
RECLASSIFICATION CONTROL NUMBER: N/A
ADDITIONAL INSTRUCTIONS: N/A
FORMAT: 310

FOR THE COMMANDER:

Pamela A. Singer
PAMELA A. SINGER
Adjutant General

DISTRIBUTION:
IMSW-HUA-HRMU (1)
IMSW-HUA-HRMA (1)
SPC FORBES MICHAEL JEFFREY (5)
CDR, USAICFH CO C (STU) 305 (1)
CDR, USAHRC, ATTN: AHRC-EPB-M, ALEXANDRIA, VA 22331 (1)

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SSG	20121101	35F3S

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC, GSB, 3D SFG (A), FT BRAGG, 28310, SP		WHQLT0	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20151031	20160826	10		0	MICHAEL.J.FORBES7.MIL@MAIL.MIL

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
VALAI, PETERO	[redacted]	[redacted] Digitally signed by VALAI.PETERO.1180165491	20170323

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
1SG	92A5P	HHC, GSB, 3D SFG (A)	FIRST SERGEANT	petero.valai.mil@mail.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
LOVE, DEANNA, M	[redacted]	[redacted]	20170323

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	LG	HHD, GSB, 3D SFG (A)	COMPANY COMMANDER	deanna.m.love4.mil@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20151102	20160211	20160525		[redacted]	20170306

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
INTELLIGENCE SERGEANT

b. DUTY MOSC
35F3S

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Serves as an Intelligence NCO for a 545-man Special Forces Group Support Battalion; focused on North-West Africa; able to operate in support of a Joint Task Force organization, responsible for preparing and briefing the Battalion Command Team on Physical Security, Personnel Security, Information Security, Anti-Terrorism, Intelligence Oversight, Force Protection, Annual Security Training, and the USASOC Command Inspection Program; reports all adverse personnel action to United States Special Operations Command that reports to the Department of Defense Central Adjudicative Facility; maintains accountability and physical security of equipment in excess of $100 million.

d. AREAS OF SPECIAL EMPHASIS
ISOPREP Inspection; USASOC Command Inspection

e. APPOINTED DUTIES
Battalion Security Manager; Personnel Security Officer; Physical Security Officer; Information Security Officer; Anti-Terrorism Officer; Passport Control NCO; Intelligence Oversight NCO; ISOPREP Unit Manager.

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: PASS Date: 20151008 b. Height: 66 Weight: 169 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ DID NOT MEET STANDARD ☐

COMMENTS:

o possessed courage to candidly disagree with peers and supervisors while maintaining tact and professionalism

o fully supported SHARP and ensured the fair, respectful treatment of all assigned personnel

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20160826

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o served as a mentor for Soldiers and provided guidance resulting in higher performance within the section

o demonstrated ability to meet established standards; achieved mission success, displayed confidence and focus under stress

o exhibited the confidence and bearing necessary to report and brief mission critical information to senior officers and staff

e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o successfully raised unit ISOPREP compliance level from 17% to 73% while assigned as Unit Manager

o evaluated and approved over 18 derogatory reports and 30 security clearance requests

o maintained the Battalion SCAR and training roster ensuring unit adherence to policies and regulations

f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o managed security training and intelligence oversight for the Battalion which lead to enhanced security for 545 Soldiers

o provided guidance on security procedures to nine command teams leading to dramatically improved security in the motor pool

o created a harmonious work relationship in his section; resolved internal conflicts to ensure maximum efficiency

g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o trained over 91 Soldiers on Army fraternization regulations ensuring adherence to unit and Army policies

o trained new NCOIC on section operations resulting in minimal issues during change of responsibility

o always eager to share knowledge and insight in order to develop his subordinates, peers, and seniors to their fullest potential

h. **ACHIEVES:** (Gets results)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o enforced strict security protocols ensuring classified information and material was transported IAW regulations for 9 companies

o maintained accountability of all assigned equipment resulting in zero loss or damage of his $ 1.2 million hand receipt

o enforced the unit safety program during ranges, motor pool operations, and training events leading to zero injuries

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **2** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐
1	0	1	0

Total Ratings: 2

j. COMMENTS:
o solid performance that was instrumental in the success of the unit's mission

o executed every assignment or tasking with minimal guidance and exceeded all expectations from the command

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **4** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

HIGHLY QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: LOVE, DEANNA, M
DATE: 2017-01-17
TOTAL RATINGS: 2
RATINGS THIS NCO: 1

b. COMMENTS:
Highly skilled, technically competent, dedicated professional who performs beyond expectations; outstanding asset to the unit; top 25% of intelligence NCOs I've worked with in my 8 years of service; promote to SFC with peers; send to Battle Staff Course; assign to challenging leadership positions.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **AIT Instructor** 2) **BCT BN S2 NCOIC** Broadening Assignment: **TWI**

DEPARTMENT OF THE ARMY
United States Army Intelligence Center and Fort Huachuca
Fort Huachuca, Arizona 85613-6000

ORDERS 257-00038 14 September 2007

FORBES MICHAEL JEFFREY [redacted] SPC USAICFH CO C (STU) 305 (W1E87E) United States Army Intelligence Center and Fort Huachuca, Fort Huachuca, AZ 85613-6000

You will proceed on permanent change of station as shown.

Assigned to: 507 IN BN 1 ABN HHC ST (W2L59C) FORT BENNING GA 31905
Reporting date: 21 SEPTEMBER 2007
Additional instructions: (a) Dependents: NO

(b) If you ship personal property at Government expense, contact the Transportation Office at your new duty station immediately after arrival to arrange for delivery.

(c) Report to the Family Housing/Housing Referral Office serving your new duty station before you make housing arrangements for renting, leasing, or purchasing any off-post housing.

(d) In the event you need emergency assistance (Leave Extension, Change in Port Call, Family Travel Problems, ETC) you should contact the Army Travelers' Assistance Center at (800) 582-5552. DO NOT CONTACT YOUR LOSING OR GAINING UNIT.

(e) You are responsible for reporting to your next duty station/school in satisfactory physical condition, able to pass the Army Physical Fitness Test and meet weight standards.

(f) Submit a travel voucher for this travel to the custodian of your finance records within 15 days after completion of travel.

(g) Upon receipt of orders, report to Davis Hall (bldg 61820) room 149 with 15 copies of orders to make HHG/HHB and transportation/port-call appointments.

(h) You are authorized two pieces of checked air baggage, each piece not to exceed 62 linear inches or 70 pounds. A third piece not to exceed 45 linear inches may be hand carried aboard the aircraft. All hand carried baggage must fit under the seat.

(i) Leave data as stated on Department of the Army Form 31.

(j) Early Report is not authorized.

(k) POV travel is authorized.

(l) All Soldiers being reassigned are required to clear through the Housing Office. Soldiers residing in Government quarters are required to report to the Termination Section, Housing Division, Building 41415, Rhea Street, within five days after receipt of this order.

(m) Contact commander of gaining organization not later than 10 days after receipt of orders if any special requirements exist for medical, dental, or educational facilities at the next duty station.

(n) When a CTO is available but the traveler arranges transportation through a non-contract travel agent or common carrier direct purchase, reimbursement is limited to the amount the Government would have paid if the arrangements had been made directly through a CTO.

United States Army Intelligence Center and Fort Huachuca

ORDERS 257-00038 14 September 2007

(o) Soldier is to attend airborne training, Course #2E-SI5P/SQI7/011-SQIP, Class #046 and report NLT 1000 HRS on 21 SEPTEMBER 2007.
(p) Upon completion of airborne training Soldier is to be assigned to 3RD BDE REPL (WABCAB) FT BRAGG NC 28310
(q) Airborne and/or ranger training is dependent restricted. Family members are not authorized to accompany Soldiers to Ft Benning for training.

FOR ARMY USE:
Auth: N/A
MDC: 1AE7/8
Enl/REENLB indic: NA
PPD: NA
PMOS/SSI: 35F1O00YY
Proj specialty: NA
Format: 410

Pers con no: 82200711N438
PEBD: NA
Asgd to mgt dsg: 35F1P00YY
Con specialty: NA
Pers scty code: NA

FOR THE COMMANDER:

USAIC & FH
OFFICIAL:
PAMELA A. SINGER
Adjutant General
FT. HUACHUCA ARIZONA

DISTRIBUTION:
IMWE-HUA-HRMT (1)
DFAS-IN/EM-TP (1)
CDR, USAICFH CO C (STU) 305 (1)
CDR, USAICFH CO C (STU) 305 PAC (1)
CDR, 507 IN BN 1 ABN HHC ST FORT BENNING GA 31905
SPC FORBES MICHAEL JEFFREY (3)
TRANSPORTATION (6)
ACOFS G2 (1)

RECOMMENDATION FOR AWARD

For use of this form, see AR 600-8-22; the proponent agency is DCS, G-1.

For valor/heroism/wartime and all awards higher than MSM, refer to special instructions in Chapter 3, AR 600-8-22.

1. TO	2. FROM	3. DATE (YYYYMMDD)
CDR, 3D SFG (A) FT BRAGG, NC 28310	CDR, HHC, GSB, 3D SFG (A) FT BRAGG, NC 28310	20170328

PART I - SOLDIER DATA

4. NAME (Last, First, Middle Initial)	5. RANK	6. SSN
FORBES, MICHAEL J.	SSG	188-54-7907

7. ORGANIZATION	8. PREVIOUS AWARDS
HHC, GSB, 3D SFG (A) FORT BRAGG, NC 28310	MOVSM-1, AAM-3, ARCOM-4, JSAM-1

9. BRANCH OF SERVICE	10. RECOMMENDED AWARD	11. PERIOD OF AWARD a. FROM	b. TO
	ARCOM 4 OLC	20140909	20160831

12. REASON FOR AWARD

12a. INDICATE REASON	12b. INTERIM AWARD ☐ YES ☒ NO IF YES, STATE AWARD GIVEN	12c. POSTHUMOUS YES ☐ NO ☒	13. PROPOSED PRESENTATION DATE (YYYYMMDD)
PCS			20170207

PART II - RECOMMENDER DATA

14. NAME (Last, First, Middle Initial)	15. ADDRESS
HART, NAOMI L.	HHC, GSB, 3D SFG (A) FT BRAGG, NC 28310

16. TITLE/POSITION	17. RANK
GSB S2 NCOIC	SSG

18. RELATIONSHIP TO AWARDEE	19. SIGNATURE
SUPERVISOR	HART.NAOMI.LYNN.1298207911

PART III - JUSTIFICATION AND CITATION DATA *(Use specific bullet examples of meritorious acts or service)*

20. ACHIEVEMENTS

ACHIEVEMENT #1

SSG Forbes flawlessly managed the Group Support Battalion Personnel, Physical, Information, Intelligence Oversight, and Operations Security Programs. He implemented a battalion wide SOP guide, resulting in an overall increase of key and lock control practices. SSG Forbes' meticulous attention to detail resulted in improved battalion Physical and Operations Security Policy. His extensive knowledge base allowed him to advise the Commander, while always supporting the needs of the seven companies within the battalion.

ACHIEVEMENT #2

SSG Forbes was selected to serve as the Group Support Battalion ISOPREP Unit Manager due to his proven abilities displayed. He demonstrated excellence and successfully raised the battalion ISOPREP completion level from 17% to 73% through the development, implementation, and maintenance of an accurate tracking system for all personnel. His oversight and guidance greatly enhanced the battalion capabilities to accomplish the mission.

ACHIEVEMENT #3

SSG Forbes ensured proper handling and safeguarding of classified materials up to the Secret level. His diligence in security efforts directly contributed to the proper maintenance of classified materials and automation across the battalion resulting in zero compromises. His efforts resulted in promoting an environment crucial to protecting information and activities that are essential to National Security.

ACHIEVEMENT #4

SSG Forbes was integral and reliable during numerous inspections throughout the battalion with little or no guidance showing maturity, competence, and performance above his current rank. SSG Forbes constantly sought out what right looked like and strove to ensure that the battalion was within compliance with all security guidelines and regulations.

21. PROPOSED CITATION

FOR EXCEPTIONALLY MERITORIOUS SERVICE AS AN S2 SECTION NCO. STAFF SERGEANT FORBES' TECHNICAL AND TACTICAL COMPETENCE, PROFESSIONALISM, AND LOYALTY WERE ESSENTIAL TO MISSION ACCOMPLISHMENT. HIS DEDICATION TO DUTY AND SELFLESS SERVICE REFLECT GREAT CREDIT UPON HIMSELF, THE GROUP SUPPORT BATTALION, THE 3D SPECIAL FORCES GROUP (AIRBORNE), AND THE UNITED STATES ARMY.

NAME (Last, First, Middle Initial)	SSN
FORBES, MICHAEL J.	[redacted]

PART IV - RECOMMENDATIONS/APPROVAL/DISAPPROVAL

22. *I certify that this individual is eligible for an award in accordance with AR 600-8-22; and that the information contained in Part I is correct.*	22a. SIGNATURE GRAY.ALAN.JEREMY [redacted]	22b. DATE (YYYYMMDD) 20170510
23. **INTERMEDIATE AUTHORITY** a. TO CDR, GSB, 3D SFG (A) FT BRAGG, NC 28310	b. FROM CDR, HHC, GSB, 3D SFG (A) FT BRAGG, NC 28310	c. DATE (YYYYMMDD) 20170509

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial) LOVE, DEANNA, M.	f. RANK CPT
g. TITLE/POSITION COMPANY COMMANDER	h. SIGNATURE LOVE.DEANNA.MARIE. [redacted]

i. COMMENTS
SSG Forbes thank you for your service and commitment to the Group Support Battalion of the 3rd Special Forces Group (Airborne). Your efforts and contribution to the unit haven been remarkable. Best wishes in your future endeavors.

24. **INTERMEDIATE AUTHORITY** a. TO CDR, 3D SFG (A) FT BRAGG, NC 28310	b. FROM CDR, GSB, 3D SFG (A) FT BRAGG, NC 28310	c. DATE (YYYYMMDD) 20170510

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial) PAONE, CHRISTOPHER L.	f. RANK LTC
g. TITLE/POSITION BATTALION COMMANDER	h. SIGNATURE For

i. COMMENTS
WELL DESERVING! THANKS FOR ALL YOU DID FOR THE BATTALION.

25. **INTERMEDIATE AUTHORITY** a. TO	b. FROM	c. DATE (YYYYMMDD)

d. RECOMMEND: [ ] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
g. TITLE/POSITION	h. SIGNATURE

i. COMMENTS

26. **APPROVAL AUTHORITY** a. TO ORDERS ISSUING AUTHORITY	b. FROM CDR, 3D SFG (A) FT BRAGG, NC 28310	c. DATE (YYYYMMDD) 20170511

d. [X] APPROVED [ ] DISAPPROVED [ ] RECOMMEND UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial) MOSES, BRADLEY D.	f. RANK COL
g. TITLE/POSITION GROUP COMMANDER	h. SIGNATURE

i. COMMENTS

PART V - ORDERS DATA

27a. ORDERS ISSUING HQ HQ, 3D SFG (A) FT BRAGG, NC 28310	27b. PERMANENT ORDER NO. 132-01	31. DISTRIBUTION 1-File 1-OMPF 1-Unit 3-Individual
28a. NAME OF ORDERS APPROVAL AUTHORITY FISHER, ROBERT K.	28b. RANK CW2	
28c. TITLE/POSITION GROUP S1 HUMAN RESOURCES TECHNICIAN	29. APPROVED AWARD ARCOM	
28d. SIGNATURE	30. DATE (YYYYMMDD) 20170512	

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO *STAFF SERGEANT MICHAEL J. FORBES*
GROUP SUPPORT BATTALION, 3D SPECIAL FORCES GROUP (AIRBORNE)

FOR *EXCEPTIONALLY MERITORIOUS SERVICE AS A S2 SECTION NCO. STAFF SERGEANT FORBES' TECHNICAL AND TACTICAL COMPETENCE, PROFESSIONALISM, AND LOYALTY WERE ESSENTIAL TO MISSION ACCOMPLISHMENT. HIS DEDICATION TO DUTY AND SELFLESS SERVICE REFLECT GREAT CREDIT UPON HIMSELF, THE 3D SPECIAL FORCES GROUP (AIRBORNE), AND THE UNITED STATES ARMY.*

09 SEPTEMBER 2014 TO 31 AUGUST 2016

P.O. 132-01, 12 MAY 2017
HQ, 3D SFG (A)
FT BRAGG, NC 28310

BRADLEY D. MOSES
COL, SF
Commanding

FORM 4980-14, SEP 2011.

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SSG	20121101	35F3OSP

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
D CO, 54TH BEB (A), VICENZA, 09630, E1		WAC8D0	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20160827	20170626	6	T, T, I, Z	0	michael.j.forbes7.mil@mail.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
PRITCHETT, CHRISTOPHER, B	[redacted]	[redacted] Digitally signed by VALAI.PETERO.1180165491	20170718

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
SFC	35F4OP8	D CO, 54TH BEB (A)	PLATOON SERGEANT	christopher.b.pritchett.mil@mail.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
BRAVO, SERGIO, A	[redacted]	[redacted] Digitally signed by LOVE.DEANNA.MARIE.1377081931	20170718

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
CW2P	MI	D CO, 54TH BEB (A)	PLATOON LEADER	sergio.a.bravo2.mil@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☒ YES ☐ NO	ENYART, DANIEL, L	CPT	MI	D CO, 54TH BEB (A)	COMPANY COMMANDER

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☒ NO	ENYART.DANIEL.LEE.1233857021 Digitally signed by ENYART.DANIEL.LEE.1233857021	20170719	daniel.l.enyart.mil@mail.mil

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20161128	20170420			[redacted]	20170719

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
INTELLIGENCE SERGEANT

b. DUTY MOSC
35F3P

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Serves as the Intelligence Sergeant (IS) in the Military Intelligence Company of the 173RD IBCT (A); supervises and performs fused, multi-disciplined analysis and dissemination of strategic and tactical intelligence; analyzes current intelligence holdings to identify intelligence gaps and collection requirements; supervises intelligence production within the Brigade S2; responsible for providing advanced skills and techniques relating to analysis, IPB, and the intelligence cycle; responsible for the supervision, training, development, and well-being of nine Soldiers; assists in maintaining of over $3 million of platoon equipment.

d. AREAS OF SPECIAL EMPHASIS
Brigade Intelligence Support Element (BISE); Bayonet Challenge; Russian-Eurasia (R-E) Political-Military (Pol-Mil) Live Environment Training (LET); Allied Spirit (AS) VI; Jumpmaster White Slip; Saber Junction (SJ-17)

e. APPOINTED DUTIES
Squad Leader (SL).

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: PASS Date: 20170524 | b. Height: 66 Weight: 167 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ | DID NOT MEET STANDARD ☐

COMMENTS:

o displayed genuine care and concern for Soldiers and their Families; eager to support personal and professional growth of subordinates

o enforced the strict adherence of the SHARP program within his squad

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20170626

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
h. **ACHIEVES:** (Gets results)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☒	MET STANDARD ☐	DID NOT MEET STANDARD ☐

COMMENTS:

o scored a 269 on APFT; surpassed the brigade APFT goal of scoring 70% or more in each event

o demonstrated excellent stamina, endurance, and mental toughness; never quit and never lets his Soldiers quit during PT

o maintained a neat, well groomed appearance

COMMENTS:

o served as Intel NCO during R-E Pol-Mil LET; his drive enabled a coherent/accurate COP for EUCOM mission managers

o supervised the completion of one Bayonet Shield product with his Soldiers while providing BISE Support as the IS

o displayed the mental agility expected of his rank and position as IS to prioritize and complete specified tasks

COMMENTS:

o updated the Red COP and provided predictive analysis during AS VI as Night NCOIC of Current Operations

o utilized best accountability practices, which led to promptness and good communication within his squad

o demonstrated initiative by being the first Squad Leader in the platoon to attend the mandatory Jumpmaster White Slip

COMMENTS:

o ensured all eight of his Soldiers equipment was in compliance with the Brigade Standard through deliberate PCCs and PCIs

o demonstrated positive attitude toward training events; seized every opportunity to incorporate hip pocket training

o incorporated feedback from subordinates; set the conditions that facilitated and supported Soldier development

COMMENTS:

o served as Assistant Night NCOIC ISO SJ-17; provided accurate intel to 6 US SOF teams, 4 Seals, 1 Bulgarian and 1 Albanian SOF

o selected to be the first ever MICO analyst to attend the R-E Pol-Mil LET in Molesworth, London

o assisted in the accountability of ICP Intelligence Warfighting equipment during Bayonet Challenge and Allied Spirit VI

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **2** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	
☐	☐	☒	☐	
1	2	1	0	Total Ratings: 4

j. COMMENTS:

o #2 out of 2 SSGs assigned to the Platoon for performance

o solid performance as one of the most ranking all-source intelligence NCOs for the brigade intelligence warfighting function

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **2** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: BRAVO, SERGIO, A
DATE: 2017-07-14
TOTAL RATINGS: 3
RATINGS THIS NCO: 1

b. COMMENTS:

SSG Forbes is #2 out of 2 SSGs I currently senior rate. Promote with needs of the Army and send to SLC when slots are available. He possesses potential for increased responsibility. Groom with operational intelligence assignments at current grade for development as a leader and analyst.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **COIST NCO** 2) **IC Planner** Broadening Assignment: **Recruiter**

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 12/12/2017: $400,000

Your SGLI Beneficiary Designation as of 12/12/2017

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Legal Entity	Equal Shares	Lump Sum
Primary		[redacted]	Spouse	Equal Shares	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

I certify that I have designated a beneficiary who is not an immediate family member, and I intend Cape Fear Valley Medical Foundation to receive a share of my insurance proceeds.

Your Family SGLI Spouse Coverage Amount as of 12/12/2017: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 12/12/2017

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes7.mil@mail.mil 12/12/2017 02:56:38

Servicemembers' Group Life Insurance
Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $400,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $400,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WAC8T0 / CP EDERLE

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

8a. DO NOT NOTIFY DUE TO ILL HEALTH
[redacted]

b. NOTIFY INSTEAD

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY[redacted] Date: 2017.12.06 15:59:34 +01'00' RANK: SSG	MCMILLIAN.PATRICK.DELANCE[redacted] Digitally signed by MCMILLIAN.PATRICK.DELANCE[redacted] Date: 2017.12.06 16:00:01 +01'00' RANK: PFC	20171206

DD FORM 93 (BACK), JAN 2008

Submit

[redacted]

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO

SERGEANT MICHAEL J FORBES
COMBINED JOINT SPECIAL OPERATIONS TASK FORCE-AFGHANISTAN

FOR EXCEPTIONALLY MERITORIOUS SERVICE DURING OPERATION ENDURING FREEDOM. SERGEANT FORBES' DEDICATION TO DUTY DURING COMBAT OPERATIONS IN AFGHANISTAN CONTRIBUTED TO THE OVERWHELMING SUCCESS OF THE COMMAND'S MISSION. HIS ACTIONS ARE IN KEEPING WITH THE FINEST TRADITIONS OF MILITARY SERVICE AND REFLECT DISTINCT CREDIT UPON HIMSELF, THE COMBINED JOINT SPECIAL OPERATIONS TASK FORCE-AFGHANISTAN, AND THE UNITED STATES ARMY.

1 APRIL 2010 TO 1 SEPTEMBER 2010

PO 288-04, 15 Oct 10
HQ, CJSOTF-A
APO AE 09354

DONALD C. BOLDUC
COL, SF
Commanding

DA FORM 4980-14, NOV 97

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO *SERGEANT MICHAEL J. FORBES*
3D BATTALION, 3D SPECIAL FORCES GROUP (AIRBORNE)

FOR EXCEPTIONAL MERITORIOUS SERVICE IN SUPPORT OF OPERATION ENDURING FREEDOM. HIS DEDICATION TO DUTY DURING COMBAT OPERATIONS IN AFGHANISTAN CONTRIBUTED TO THE OVERWHELMING SUCCESS OF THE COMMAND'S MISSION. SERGEANT FORBES' ACTIONS ARE IN KEEPING WITH THE FINEST TRADITIONS OF MILITARY SERVICE AND REFLECT GREAT CREDIT UPON HIMSELF, THE 3D SPECIAL FORCES GROUP (AIRBORNE), AND THE UNITED STATES ARMY.

14 MARCH 2011 TO 1 JANUARY 2012

P.O. 324-1, 19 NOVEMBER 2012
HQ, 3D SFG (A)
FORT BRAGG, NC 28310

PATRICK B. ROBERSON
COL, SF
Commanding

DA FORM 4980-14, NOV 97

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY ACHIEVEMENT MEDAL

TO SPECIALIST MICHAEL J. FORBES

FOR

EXCEPTIONALLY MERITORIOUS ACHIEVEMENT IN WINNING THE COMBINED JOINT SPECIAL OPERATIONS TASK FORCE AFGHANISTAN SOLDIER OF THE MONTH BOARD FOR APRIL. SPC FORBES' DEDICATION TO DUTY WAS APPARENT IN EVERY ACTION. THE HIGH STANDARD HE SET IS WORTHY AND REFLECT'S GREAT CREDIT UPON HIMSELF, 3D SPECIAL FORCES GROUP, COMBINED JOINT SPECIAL OPERATIONS TASK FORCE AFGHANISTAN, AND THE UNITED STATES ARMY.

23 APR 2009 TO 23 APR 2009

PO# 133-03
HQ, CJSOTF-A
APO AE 09354

KENNETH D. WATSON
LTC, LG
Commanding

A FORM 4980-18, NOV 97

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY ACHIEVEMENT MEDAL

TO

SSG MICHAEL J. FORBES
HEADQUARTERS SUPPORT COMPANY

FOR **EXCEPTIONALLY MERITORIOUS ACHIEVEMENT AS THE BATTALION PHYSICAL SECURITY MANAGER DURING THE FORT BRAGG POST PHYSICAL SECURITY INSPECTION. THE BATTALION PHYSICAL SECURITY INSPECTION WAS RECOGNIZED AS ONE OF THE BEST ON FORT BRAGG DUE TO STAFF SERGEANT FORBES' TECHINICAL AND TACTICAL COMPETENCE, PROFESSIONALISM, AND LOYALTY TO MISSION ACCOMPLISHMENT. HIS DEDICATION TO DUTY AND SELFLESS SERVICE REFLECT GREAT CREDIT UPON HIMSELF, THE UNITED STATES ARMY SPECIAL FORCES COMMAND (AIRBORNE), AND THE UNITED STATES ARMY.**

From 16 April 2014 to 18 April 2014

PO# 121-02, 01 May 2014
3D BN, 3D SFG (A)
Fort Bragg, NC 28310

BRADLEY D. MOSES
LTC, SF
Commanding

A FORM 4980-18, NOV 97

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY ACHIEVEMENT MEDAL

TO

SERGEANT MICHAEL J. FORBES
HSC, 3D BATTALION, 3D SPECIAL FORCES GROUP (AIRBORNE)

FOR EXCEPTIONALLY MERITORIOUS SERVICE WHILE IN SUPPORT OF 3D BATTALION PRE-MISSION TRAINING (PMT) IN PREPARATION FOR OEF XVII. SERGEANT FORBES' EFFORTS WERE INSTRUMENTAL TO THE SUCCESS OF THE PMT AND PLACE THE BATTALION ON A FIRM FOUNDATION HEADING INTO COMBAT. HIS DEDICATION TO DUTY AND ATTENTION TO DETAIL ARE IN KEEPING WITH THE HIGHEST TRADITIONS OF MILITARY SERVICE AND BRING GREAT CREDIT UPON HIMSELF, 3D BATTALION, 3D SPECIAL FORCES GROUP (AIRBORNE), AND THE UNITED STATES ARMY.

FROM: 10 JANUARY 2011 TO 11 FEBRUARY 2011

PO 027-19, 14 FEB 11
3d Bn, 3d SFG (A)
Fort Bragg, NC 28310

ROBERT L. WILSON
LTC, SF
Commanding

DA FORM 4980-18, NOV 97

THE JOINT STAFF
WASHINGTON, DC

Reply ZIP Code:
20318-1000

10 December 2010

JOINT STAFF PERMANENT ORDER NUMBER J-ISO-0232-10

Subject: Announcement of the Award of the Joint Meritorious Unit Award

1. Under the provisions of DoD Directive 1348.33-M, September 1996, the Chairman of the Joint Chiefs of Staff has awarded the Joint Meritorious Unit Award for exceptionally meritorious achievement to Headquarters, Combined Joint Special Operations Task Force-Afghanistan, during the period 2 February 2009 to 1 February 2010. This award is for the headquarters unit only. Service units and individuals assigned to Service units in support of these organizations are not eligible for this award.

2. The Unit Streamer (FSN 8345-01-169-5944), Service Ribbons (FSN 8455-01-170-5143 for Army) and (FSN 8455-01-170-5144 for USAF, USN, USMC), and civilian lapel buttons (FSN 8455-01-348-0488) may be obtained from normal supply channels.

FOR THE DIRECTOR FOR MANPOWER AND PERSONNEL:

J. D. MAHAR
Chief, Staff Management
Branch

Citation

to accompany the award of the

Joint Meritorious Unit Award

to

Headquarters, Combined Joint Special Operations Task Force-Afghanistan

Headquarters, Combined Joint Special Operations Task Force-Afghanistan, distinguished itself by exceptionally meritorious achievement from 2 February 2009 to 1 February 2010. During this period, the Soldiers, Sailors, Airmen, Marines, and Department of Defense civilians partnered their tremendous effort through, by, and with host nation and Coalition forces to increase stability and legitimacy of the Government of the Islamic Republic of Afghanistan. The task force demonstrated its compassion and desire for the health and well-being of the Afghan citizens by providing medical care for over 140 thousand local nationals and investing over 10.6 million dollars on 476 Commander's Emergency Relief Projects. Their continued mentorship of the Afghan National Army and Commandos has fostered an extremely competent and capable host nation fighting force that has spearheaded over 523 missions. Major counterinsurgency and counter narcotic campaigns included Operations COMMANDO LITTLE HAWK, WILD MUSTANG, RED THUNDER Frago Four, and SIEGE ENGINE Frago Six, resulting in the conduct of more than 2,579 lethal operations and 3,697 non-lethal operations. These operations resulted in killing over 1,736 anti-Afghan Forces, killing or capturing more than 69 high priority targets, delivery of 4,866 bundles of cargo to 51 Joint Special Operations teams, and the destruction of drug caches with a street value in excess of 126 billion dollars. By their exemplary performance of duty, the members of Combined Joint Special Operations Task Force-Afghanistan have brought great credit upon themselves, their Service and the Department of Defense.

Given under my hand this 30TH day of November 2010

Chairman of the Joint Chiefs of Staff

[redacted]

THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:

THIS IS TO CERTIFY THAT
THE SECRETARY OF DEFENSE
HAS AWARDED

THE JOINT SERVICE ACHIEVEMENT MEDAL

TO

SPECIALIST MICHAEL J. FORBES, UNITED STATES ARMY

FOR
MERITORIOUS SERVICE
FOR THE ARMED FORCES OF THE UNITED STATES

GIVEN UNDER MY HAND THIS **4TH** DAY OF **SEPTEMBER 2008**

Special Operations Command Central
MacDill Air Force Base, Florida

COMMAND OR OFFICE

SECRETARY OF DEFENSE

JOHN F. MULHOLLAND
Major General, U.S. Army
Commanding

DD FORM 2414, MAY 1999

THE JOINT STAFF
WASHINGTON DC

Reply ZIP Code:
20318-1000

9 March 2009

JOINT STAFF PERMANENT ORDER NUMBER J-ISO-0033-09

Subject: Announcement of the Award of the Joint Meritorious Unit Award

1. Under the provisions of DoD Directive 1348.33-M, September 1996, the Chairman of the Joint Chiefs of Staff has awarded the Joint Meritorious Unit Award for exceptionally meritorious achievement to Headquarters, Combined Joint Special Operations Task Force-Afghanistan, Bagram Airfield, Afghanistan, during the period 2 November 2007 to 1 February 2009. This award is for the headquarters only. Service units and individuals assigned to Service units in support of this unit are not eligible for this award.

2. The Unit Streamer (FSN 8345-01-169-5944), Service Ribbons (FSN 8455-01-170-5143 for Army) and (FSN 8455-01-170-5144 for USAF, USN, USMC), and civilian lapel buttons (FSN 8455-01-348-0488) may be obtained from normal supply channels.

FOR THE DIRECTOR FOR MANPOWER AND PERSONNEL:

J. D. MAHAR
Chief, Staff Management Branch

THE JOINT STAFF
WASHINGTON, DC

Reply ZIP Code:
20318-1000

9 March 2009

MEMORANDUM FOR THE COMMANDER, ARMY HUMAN RESOURCES COMMAND,
ATTN: AHRC-PDO-PA

Subject: Joint Meritorious Unit Award

1. The Chairman of the Joint Chiefs of Staff has awarded the Joint Meritorious Unit Award (JMUA) to Headquarters, Combined Joint Special Operations Task Force-Afghanistan, Bagram Airfield, Afghanistan, for exceptionally meritorious achievement from 2 November 2007 to 1 February 2009. This award is for the headquarters only. Service units and individuals assigned to Service units in support of this unit are not eligible for this award.

2. Only those members of the Armed Forces of the United States who were present at the time and directly participated in the service or achievement for 30 days or more, or for the period cited if less than 30 days, are authorized to wear the JMUA ribbon. Personnel must be assigned and/or attached by official orders to the joint unit or task force headquarters receiving the JMUA. Local commanders may waive, on an individual basis, the 30-day minimum time requirement for individuals (Reserve personnel on active duty and TDY and/or TAD personnel), who, in the purview of the commander contributed directly to the achievement cited, and were assigned on official orders to the awarded unit during the approved time frames.

3. Request you announce the approved unit award within your Service and include it in your permanent unit award records and publications. Copy of award order and citation are enclosed.

FOR THE DIRECTOR FOR MANPOWER AND PERSONNEL:

J. D. MAHAR
Chief, Staff Management Branch

Enclosures

Citation

to accompany the award of the

Joint Meritorious Unit Award

to

Headquarters, Combined Joint Special Operations Task Force-Afghanistan

Headquarters, Combined Joint Special Operations Task Force-Afghanistan distinguished itself by exceptionally meritorious service from 2 November 2007 to 1 February 2009. During this challenging period in Afghanistan, the Task Force played a key role in supporting the International Security Assistance Force, Combined Joint Task Force-101 and the Government of the Islamic Republic of Afghanistan. The Command was involved in a myriad of successful operations throughout the Combined Joint Operations Area, advising Afghan National Security Forces and assisting in legitimizing the Government by providing humanitarian relief and by conducting hundreds of civil-military operations. Major Counter-Insurgency campaigns successfully conducted in Afghanistan included Operations GREAT WHITE, ARAM TANDER III, CRIMSON STORM, and COMMANDO SWORD. They clearly demonstrated United States and Coalition Special Operations Forces resolve and incomparable ability to engage and defeat Anti-Coalition Militia. The mission, fought in partnership with Afghan National Army and International Security Assistance Forces, was hailed as the largest and most successful offensive combat operation in the 59-year history of the North Atlantic Treaty Organization and the single most important and successful combat operation to be conducted in Afghanistan since the commencement of Operation ENDURING FREEDOM. By their exemplary performance of duty, the members of Headquarters, Combined Joint Special Operations Task Force-Afghanistan have brought great credit upon themselves, their Service, and the Department of Defense.

Given under my hand this 13th day of July 2009

Chairman of the Joint Chiefs of Staff

[redacted]

COCHISE COLLEGE
DOUGLAS, ARIZONA 85607

TRANSCRIPT OF ACADEMIC RECORD

Issued To: SSN: [redacted]
Michael Jeffrey Forbes
3rd SFG (A), Box 205
2040 Desert Storm Dr Stop A
Ft Bragg, NC 28310-9101

OFFICIAL

Page: 1
Date Issued: 07-MAR-2008
Level: Undergraduate

Record of: Michael Jeffrey Forbes **Student ID:** C00041514 **SSN:** [redacted] **Date of Birth:** [redacted]

Course Level: Undergraduate
Only Admit: Fall 2007

Current Program
Major : Intelligence Operations
Maj/Concentration : IO, Intelligence Analyst

Degrees Awarded Associate of Applied Science 16-MAY-2008
Primary Degree
Major : Intelligence Operations
Maj/Concentration : IO, Intelligence Analyst

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:						
.		Penn State University Park				
BUE	100	Elec: Intro to QBA	3.00	NGR		
BUE	200	Elec: Insurance	3.00	NGR		
BUE	200	Elec: Intermed Acntg I	3.00	NGR		
BUE	200	Elec: Intermed Acntg II	3.00	NGR		
BUE	200	Elec: Fed Income Tax	3.00	NGR		
BUE	200	Elec: Corporate Finance	3.00	NGR		
BUE	200	Elec: Cost Accounting	3.00	NGR		
BUE	200	Elec: Business Policy	3.00	NGR		
BUE	200	Elec: Industrial Organization	3.00	NGR		
BUE	200	Elec: Acntg Intershp/VTA	3.00	NGR		
BUE	200	Elec: Adv Accounting	3.00	NGR		
BUE	200	Elec: Auditing Standards	3.00	NGR		
BUE	200	Elec: Acntg Systems	3.00	NGR		
BUS	109	Survey of American Business	3.00	NGR		
BUS	143	Principles of Management	3.00	NGR		
BUS	145	Principles of Marketing	3.00	NGR		
BUS	146	Introduction to Accounting	3.00	NGR		
BUS	167	Business Communications	3.00	NGR		
BUS	202	Managerial Accounting	3.00	NGR		
BUS	209	Business Speech Communications	3.00	NGR		
BUS	219	Business Statistics	3.00	NGR		
BUS	233	Legal Environment of Business	3.00	NGR		
CHE	100	Elec: Experimental Chemistry	1.00	NGR		
CHM	151	General Chemistry I	5.00	NGR		

********** CONTINUED ON NEXT COLUMN **********

SUBJ	NO.	COURSE TITLE	CRED	GRD	PTS	R
Transfer Information continued:						
CIS	129	Intro to Programming Logic	3.00	NGR		
COM	102	Essentials of Communications	3.00	NGR		
CPE	200	Elec: Role Resident Asst	3.00	NGR		
ECN	201	Principles of Macroeconomics	3.00	NGR		
ECNE	200	Elec: Managerial Economics	3.00	NGR		
ECNE	200	Elec: Labor Market Econ	3.00	NGR		
ECNE	200	Elec: Development Econ	3.00	NGR		
ENG	101	Composition	3.00	NGR		
HEE	100	Elec: Intro Human Sex	1.00	NGR		
HPE	145	Beginning Golf	1.00	NGR		
HPE	151	Beginning Tennis	0.50	NGR		
HPE	171	Men's Basketball	1.00	NGR		
HUM	110	Introduction to Film	3.00	NGR		
MAT	187	Precalculus	5.00	NGR		
MAT	220	Calculus I	4.00	NGR		
PEE	100	Elec: Bicycling	1.00	NGR		
PHI	111	Introduction to Philosophy	3.00	NGR		
PHI	113	Intro to Logic and Language	3.00	NGR		
POE	100	Elec: Com Communist Sys	3.00	NGR		
PSY	101	Introduction to Psychology	3.00	NGR		
SCE	100	Elec: Earth Science	3.00	NGR		
THE	103	Introduction to Theatre	3.00	NGR		

Ehrs: 130.50 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00

INSTITUTION CREDIT:

Fall 2007
Intelligence Operations

CIS	120	Intro to Information Systems	3.00	A	12.00	
MIO	104	Analytical Process & Products	3.00	A	12.00	
MIO	106	Map Reading and Analysis	3.00	A	12.00	
MIO	111	Infor Security for Intel Ops	1.00	A	4.00	
MIO	115	Briefing Skills	1.00	A	4.00	
MIO	117	Symbology	3.00	A	12.00	
MIO	118	Intelligence Prep of Battlefld	3.00	A	12.00	
MIO	209	Automated Intelligence Systems	4.00	A	16.00	

Ehrs: 21.00 GPA-Hrs: 21.00 QPts: 84.00 GPA: 4.00
High Honors
Good Standing

********** CONTINUED ON PAGE 2 **********

This official transcript does not require a raised seal.

Debbie Quick
Cochise College Registrar

COCHISE COLLEGE
DOUGLAS, ARIZONA 85607

TRANSCRIPT OF ACADEMIC RECORD

OFFICIAL

Date Issued: 07-MAR-2008
Level: Undergraduate

Record of: Michael Jeffrey Forbes **Student ID:** C00041514 **SSN:** **Date of Birth:**

********** TRANSCRIPT TOTALS **********

	Earned Hrs	GPA Hrs	Points	GPA
TOTAL INSTITUTION	21.00	21.00	84.00	4.00
TOTAL TRANSFER	130.50	0.00	0.00	0.00
OVERALL	151.50	21.00	84.00	4.00

********** END OF TRANSCRIPT **********

This official transcript does not require a raised seal.

Debbie Quick
Cochise College Registrar

Luftlandebrigade 26

-SAARLAND-

SGT MICHAEL FORBES

hat die Bedingungen für das
Fallschirmspringerabzeichen
der Bundeswehr / Leistungsstufe **I**
in **BRONZE**
erfüllt .

Ft Bragg, den 15-Dec-10

2787

Eberhard Zorn
Oberst u. Kdr LLBrig 26

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY
CIVIL AFFAIRS AND PSYCHOLOGICAL OPERATIONS COMMAND (AIRBORNE)
BUILDING H-1715 SON TAY ROAD
FORT BRAGG, NC 28310

ARRC-CPC-PR 15 December 2010

MEMORANDUM FOR Commander, United States Army Civil Affairs and Psychological Operations Command (Airborne), 2929 Desert Storm Drive, Fort Bragg, NC 28310

SUBJECT: Acceptance and Wear of Foreign Badges

1. Under provisions of AR 600-8-22, Appendix D and Section 7342, Title 5, US Code, the following individual is authorized to wear the German Armed Forces Parachutist Badge.

SGT FORBES, MICHAEL, [redacted]

2. AR 670-1 permits the permanent wear of one foreign badge at a time in conjunction with at least one U.S. medal or service ribbon at the same time. Foreign badges that are awarded only as cloth badges will not be worn. For the proper wear of foreign badges and awards, refer to AR 670-1, Paragraph 29-19.

3. Soldier is advised to retain a permanent copy in their personnel file and provide a copy to the local Military Personnel Office for filing in the Soldier's Official Military Personnel File.

FOR THE COMMANDER:

****
* AGENCY *
* OFFICIAL *
****

JANICE M. JOHNSON
COL, GS
Assistant Chief of Staff, G-1

DEPARTMENT OF THE ARMY

CERTIFICATE OF TRAINING

Is Awarded to

SPC MICHAEL FORBES

For Successfully Completing

BASIC COMBAT TRAINING
B/1-48 INFANTRY BATTALION

ANTHONY L. COLE SR.
CPT, EN

Commanding

Given at Fort Leonard Wood, Missouri
On 27 APRIL 2007

FLW FORM 604 (NOV 96)

The

To all who shall see these presents greeting
Be it known that **SPC Michael J. Forbes** having successfully fulfilled
the requirements of instruction prescribed for the
INTELLIGENCE ANALYST COURSE (243-96B10)
21 May 2007 - 13 September 2007
is hereby declared a

Graduate

In testimony Whereof, and by authority vested in us,
We do confer upon the individual this

Diploma

Given at Fort Huachuca, Arizona this 13th day of September 2007

U.S. ARMY INTELLIGENCE SCHOOL
U.S. ARMY OFFICIAL

Jasey B. Briley
COL, MI
Chief of Staff

John M. Custer
MG, Commanding

FH Form 672-4-R, March 99

[redacted]

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY INFANTRY CENTER
FORT BENNING, GEORGIA 31905-5000

PERMANENT ORDERS 277-2889 04 October 2007

FORBES MICHAEL J [redacted] SPC C CO 1/507TH (W2L59V) Fort Benning, GA 31905-5560
(ABN 46-07)

Announcement is made of the following award and the following MOS action is directed.

Award: Parachutist Badge 1P
Date(s) or period of service: 12 October 2007 or upon completion of Airborne training.
Authority: Paragraph 8-11, AR 600-8-22.
Reason: For successful completion of Airborne training.
FORMAT: 320.

FOR THE COMMANDER:

HQ, U.S. ARMY INFANTRY CENTER
OFFICIAL
FORT BENNING, GEORGIA

JAMES E. BRINSON
ADJUTANT GENERAL

DISTRIBUTION:
IMSE-BEN-HR
SPC FORBES MICHAEL J (1)
MPRJ (1)
Cdr, USAEREC ATTN: PCRE-FS Ft Benjamin Harrison,IN 46249-5000 (1)
Cdr, (W2L59V) C CO 1/507TH (1)
Total copies: (4)

United States Army Infantry School

AIRBORNE

Be it Known that

SPC MICHAEL J FORBES [redacted]

Has successfully completed the

Airborne Course

at this institution and that in testimony thereof is awarded this

Diploma

Given at Fort Benning, Georgia, on this the

12th day of October, two thousand Seven

Michael S. Linnington
Brigadier General, USA
Assistant Commandant

Walter Wojdakowski
Major General, USA
Commandant

Certificate of Completion

For successful completion of

Analysis 101

this certificate is awarded to

Michael J. Forbes

28 September – 9 October 2009

Peter Lavoy
Deputy Director of National
Intelligence for Analysis

Rebecca V. Strode
Assistant Deputy Director for
National Intelligence

[redacted]

DEPARTMENT OF THE ARMY

CERTIFICATE OF TRAINING

This is to certify that

SGT Michael Forbes

XXX-X4-7907

has successfully completed the

Distributed Common Ground System-Army

Block II ACE All Source Workstation Course (80 hours) on

26 March 2010

Given at ***Fort Hood, TX***

JOSEPH A. GREBE
COL, AC
PM DCGS-A
Commanding

DA FORM 87, 1 OCT 78

USCENTCOM

Regional Joint Intelligence Training & Education Facility

This is to certify that

SGT Michael Forbes

has successfully completed the

USCENTCOM Personality and Network Analysis Course (40 Hours)

01 – 05 February 2010

Presented by the
Directorate of Intelligence
United States Central Command

JOHN M. WARD JR.
IAO5, DODC
Chief, Resources and Requirements Division

Certificate of Training

This is to certify that

Michael Forbes

has successfully completed the

DIA-INT-2300 Defense Intelligence Enterprise (DIE)
Foreign Disclosure Officer (FDO) Course

during the period of

19 - 22 August 2014

Committed to Excellence
in Defense of the Nation

Duane C. Stamm
Training Instructor

AIRBORNE

DEPARTMENT OF THE ARMY

TO OUR UTMOST

CERTIFICATE OF TRAINING

This is to certify that

SSG MICHAEL FORBES

has successfully completed

FIELD SANITATION COURSE
40 HRS

Caserma Del Din, Vicenza, Italy
30 SEP 2016

LEYLA M. KOSAKOWSKI
First Lieutenant, Medical Service Corps
Brigade Environmental Science Engineering Officer

JEFFREY L. REIBESTEIN
Lieutenant Colonel, Medical Service Corps
Commanding

DA FORM 87, 1 OCT 73

DEPARTMENT OF THE ARMY

CERTIFICATE OF TRAINING

THIS IS TO CERTIFY THAT

SSG MICHAEL FORBES

HAS SUCCESSFULLY COMPLETED

AIRLIFT PLANNERS COURSE (ALPC)/UMO 152

Class # 303

7/5/2017 thru 7/14/2017 (64 Hours)

GIVEN AT: VICENZA, ITALY

JEFFERY A. HOLLAMON
LTC, AR
CHIEF, CATC

DA FORM 87, 1 OCT 78

DEPARTMENT OF THE ARMY
CERTIFICATE OF TRAINING

This is to certify that

SSG Michael Forbes USA

has successfully completed the 40 hour
1st Information Operations Command (LAND)
Military Deception Planners Course

Given at Vicenza, Italy

21 – 25 August 2017

JAMES A. SKELTON
Colonel, MI
Commanding

DA Form 87,
1 Oct 78

RECOMMENDATION FOR AWARD

For use of this form, see AR 600-8-22; the proponent agency is DCS, G-1.

For valor/heroism/wartime and all awards higher than MSM, refer to special instructions in Chapter 3, AR 600-8-22.

1. TO	2. FROM	3. DATE (YYYYMMDD)
Commander, 3rd Special Forces Group (A) Fort Bragg, NC 28310	SSG Samuel Wray, Intel SGT, 3rd SFG (A) Fort Bragg, NC 28310	20091216

PART I - SOLDIER DATA

4. NAME (Last, First, Middle Initial)	5. RANK	6. SSN
Forbes, Michael J	SPC	[redacted]

7. ORGANIZATION	8. PREVIOUS AWARDS
HHC, 3rd Special Forces Group (A) Fort Bragg, NC 28310	JSAM-1

9. BRANCH OF SERVICE	10. RECOMMENDED AWARD	11. PERIOD OF AWARD a. FROM	b. TO
Army	MOVSM	20071201	20081227

12. REASON FOR AWARD

12a. INDICATE REASON	12b. INTERIM AWARD	12c. POSTHUMOUS	13. PROPOSED PRESENTATION DATE (YYYYMMDD)
SVC	YES ☐ NO ☒ IF YES, STATE AWARD GIVEN	YES ☐ NO ☒	20091101

PART II - RECOMMENDER DATA

14. NAME (Last, First, Middle Initial)	15. ADDRESS
Wray, Samuel T.	Bldg 2040 Desert Storm Drive Fort Bragg, NC 28310

16. TITLE/POSITION	17. RANK
Intel SGT	SSG

18. RELATIONSHIP TO AWARDEE	19. SIGNATURE
Supervisor	WRAY.SAMUEL.THOMAS.[redacted]

PART III - JUSTIFICATION AND CITATION DATA *(Use specific bullet examples of meritorious acts or service)*

20. ACHIEVEMENTS

ACHIEVEMENT #1

SPC Forbes put his philanthropic efforts towards Better Home Healthcare of Fayetteville, NC, a local organization that provides support services to the children suffering from mental illness and/or come from poor socio-economic backgrounds. He worked with three other local businesses to raise over $1,500 in toys & gifts and completely funded the annual Christmas party for the children in the program. He devoted his time to raise the money/toys and spent time with the children as Father Christmas at the party. (See attachments)

ACHIEVEMENT #2

SPC Forbes was invited to and coordinated activites for the Soldier Family Assistance Center's (Warrior Transition Battalion) Christmas Party as Father Christmas. He spent hours with wounded Soldiers and their Families delivering over 25 teddy bears to their children and reading them Christmas stories. He also was invited to the Stan The Man Foundation Christmas party. He provided teddy bears and read stories to the children of 3D Special Forces Group Families.

ACHIEVEMENT #3

SPC Forbes transported an extra duffle bag full of Christmas gear to raise morale at Bagram Airfield (BAF) during the '08 Christmas season as he used his personal time to walk the post daily. Over 2000 pictures were taken by military personnel and likely sent home to their Families. He was able to procure a box of donated toys from local BAF contractors that he personally provided to the local national children in the Hospital at BAF. His attendence as Father Christmas was in high demand by multiple units deployed on BAF.

ACHIEVEMENT #4

SPC Forbes spent countless hours teaming with Luigi's Restaurant of Fayetteville, NC, which dedicated a month-long toy drive in Father Christmas' honor, wherein over 100 teddy bears were donated. He delivered these donated toys to children in the pediatric, intensive care and emergency rooms of all three major hospitals in the Fayetteville and Fort Bragg area on Christmas Eve as well as all of the events mentioned above. He walked the Fayettville, NC Annual Christmas Parade and greeted all of the attending children.

21. PROPOSED CITATION

The MOVSM is awarded to SPC Michael J. Forbes for meritorious civic activity for his selfless volunteer work to both military and civilian personnel during OEF XI in 2007 and within the Fort Bragg and Fayetteville communities in 2008. His continuous devotion of time and talent to help those in need of all ages during the holiday season sets a positive example as a Soldier who strives to better his military and civilian communities through civic action. His actions reflect great credit upon himself, the 3D Special Forces Group (Airborne) and the United States Army.

NAME (Last, First, Middle Initial)	SSN
Forbes, Michael J	[redacted]

PART IV - RECOMMENDATIONS/APPROVAL/DISAPPROVAL

22. *I certify that this individual is eligible for an award in accordance with AR 600-8-22; and that the information contained in Part I is correct.*	22a. SIGNATURE AKUETTEH.EMMANUEL.KWAME [redacted]	22b. DATE (YYYYMMDD) 20091002
23. **INTERMEDIATE AUTHORITY** a. TO CDR, 3D SFG (A) Fort Bragg, NC 28310	b. FROM CDR, HHC, 3D SFG Fort Bragg, NC 28310	c. DATE (YYYYMMDD) 20091005

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
Landsee Adam D.	CPT
g. TITLE/POSITION	h. SIGNATURE
Company Commander	LANDSEE.ADAM.DOUGLAS [redacted]

i. COMMENTS

24. **INTERMEDIATE AUTHORITY**	a. TO	b. FROM	c. DATE (YYYYMMDD)

d. RECOMMEND: [ ] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
g. TITLE/POSITION	h. SIGNATURE

i. COMMENTS

25. **INTERMEDIATE AUTHORITY**	a. TO	b. FROM	c. DATE (YYYYMMDD)

d. RECOMMEND: [ ] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
g. TITLE/POSITION	h. SIGNATURE

i. COMMENTS

26. **APPROVAL AUTHORITY**	a. TO Orders Issuing Authority	b. FROM CDR, 3D SFG (A) Fort Bragg, NC 28310	c. DATE (YYYYMMDD) 20100323

d. [X] APPROVED [ ] DISAPPROVED [ ] RECOMMEND UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
Naylor, B. Ashton	COL
g. TITLE/POSITION	h. SIGNATURE
Group Commander	NAYLOR.BARRY.ASHTON.JR. [redacted]

i. COMMENTS

PART V - ORDERS DATA

27a. ORDERS ISSUING HQ	27b. PERMANENT ORDER NO.	31. DISTRIBUTION
Headquarters, 3D Special Forces Group (Airborne) Fort Bragg, NC 28310	062-104	1-File 1-OMPF 1-Unit 3-Individual
28a. NAME OF ORDERS APPROVAL AUTHORITY	28b. RANK	
Sisson, Jennifer M.	2LT	
28c. TITLE/POSITION	29. APPROVED AWARD	
Group Strength Manager	MOVSM	
28d. SIGNATURE	30. DATE (YYYYMMDD)	
Jennifer Sisson, 2LT	20100329	

DEPARTMENT OF THE ARMY
HEADQUARTERS, 3RD BATTALION
3RD SPECIAL FORCES GROUP (AIRBORNE)
FORT BRAGG, NORTH CAROLINA 28310

REPLY TO
ATTENTION OF

PERMANENT ORDER 45-09 14 February 2013

FORBES, MICHAEL, J., SSG, [redacted] D Co., 3/3 SFG (A), (WHQND0), Fort Bragg, NC 28310

Announcement is made of the following award:

Award: Good Conduct Medal (2nd Award)
Date(s) or Period of Service (s): From 11 February 2010 to 10 February 2013
Authority: Paragraph 4-1, AR 600-8-22
Reason: For exemplary behavior, efficiency and fidelity in the Active Federal Military Service.
Format: 320

FOR THE COMMANDER:

CHRISTIAN J. HYLAND
1LT, AG
Battalion Adjutant

DISTRIBUTION:
INDIVIDUAL (1)
CDR, D Co. 3/3 SFG (A) (1)
OMPF (1)

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE UNITED STATES ARMY HAS AWARDED

THE GOOD CONDUCT MEDAL

TO

SGT. MICHAEL J. FORBES

FOR EXEMPLARY BEHAVIOR, EFFICIENCY AND FIDELITY
IN ACTIVE FEDERAL MILITARY SERVICE
FROM 12 FEBRUARY 2007 TO 11 FEBRUARY 2010

CHRISTOPHER J. VODILA
CPT, CM
COMMANDING

DA FORM 4950, JAN 81

DEPARTMENT OF THE ARMY
Headquarter and Headquarters Company, 3d Special Forces Group (Airborne)
Fort Bragg, North Carolina 28310

PERMANENT ORDERS 121-008 — 16 February 2010
PA

Forbes, Michael J., SGT, [redacted] HHC, 3d SFG (A), (WA4WAA) Fort Bragg, North Carolina 28310

Announcement is made of the following award.
Award: Good Conduct Medal: (1st Award)
Date(s) or period of service: 12 FEB 2007 to 11 FEB 2010
Authority: paragraph 4-3, AR 600-8-22
Reason: For exemplary behavior, efficiency, and fidelity in active federal military service.
Format: 320

FOR THE MILITARY PERSONNEL OFFICER:

CHRISTOPHER J. VODILA
CPT, CM
Commanding

DISTRIBUTION:
CDR, 3rd SFG (A)1
CDR, HHC, 3d SFG (A) (1)

THE JOINT STAFF
WASHINGTON, DC

Reply ZIP Code:
20318-1000

9 March 2009

JOINT STAFF PERMANENT ORDER NUMBER J-ISO-0033-09

Subject: Announcement of the Award of the Joint Meritorious Unit Award

1. Under the provisions of DoD Directive 1348.33-M, September 1996, the Chairman of the Joint Chiefs of Staff has awarded the Joint Meritorious Unit Award for exceptionally meritorious achievement to Headquarters, Combined Joint Special Operations Task Force-Afghanistan, Bagram Airfield, Afghanistan, during the period 2 November 2007 to 18 February 2009. This award is for the headquarters only. Service units and individuals assigned to Service units in support of this unit are not eligible for this award.

2. The Unit Streamer (FSN 8345-01-169-5944), Service Ribbons (FSN 8455-01-170-5143 for Army) and (FSN 8455-01-170-5144 for USAF, USN, USMC), and civilian lapel buttons (FSN 8455-01-348-0488) may be obtained from normal supply channels.

FOR THE DIRECTOR FOR MANPOWER AND PERSONNEL:

J. D. MAHAR
Chief, Staff Management Branch

Citation

to accompany the award of the

Joint Meritorious Unit Award

to

Headquarters, Combined Joint Special Operations Task Force-Afghanistan

Headquarters, Combined Joint Special Operations Task Force-Afghanistan distinguished itself by exceptionally meritorious service from 2 November 2007 to 1 February 2009. During this challenging period in Afghanistan, the Task Force played a key role in supporting the International Security Assistance Force, Combined Joint Task Force-101 and the Government of the Islamic Republic of Afghanistan. The Command was involved in a myriad of successful operations throughout the Combined Joint Operations Area, advising Afghan National Security Forces and assisting in legitimizing the Government by providing humanitarian relief and by conducting hundreds of civil-military operations. Major Counter-Insurgency campaigns successfully conducted in Afghanistan included Operations GREAT WHITE, ARAM TANDER III, CRIMSON STORM, and COMMANDO SWORD. They clearly demonstrated United States and Coalition Special Operations Forces resolve and incomparable ability to engage and defeat Anti-Coalition Militia. The mission, fought in partnership with Afghan National Army and International Security Assistance Forces, was hailed as the largest and most successful offensive combat operation in the 59-year history of the North Atlantic Treaty Organization and the single most important and successful combat operation to be conducted in Afghanistan since the commencement of Operation ENDURING FREEDOM. By their exemplary performance of duty, the members of Headquarters, Combined Joint Special Operations Task Force-Afghanistan have brought great credit upon themselves, their Service, and the Department of Defense.

Given under my hand this 13th day of July 2009

Mike Mullen

Chairman of the Joint Chiefs of Staff

DEPARTMENT OF THE ARMY
HEADQUARTERS, 3D SPECIAL FORCES GROUP (AIRBORNE)
2040 DESERT STORM DRIVE
FORT BRAGG, NC 28310-9110

ORDER NUMBER 307-01 3 November 2011

FORBES, MICHAEL J., SGT, [redacted] 3d Bn, 3d SFG(A), (WHQNT0), Fort Bragg, NC 28310

The following action is directed:

Awarded:	PMOS:	35F2S
	SMOS:	N/A
Withdrawn:	PMOS:	35F2P
	SMOS:	N/A

Effective date: 20 September 2011
Reclassification control number: N/A
Additional instructions: Ensure EMILPO is updated within 5-working days to reflect new PMOS.
Authority: AR 614-200, Para 3-14
Format: 310

MARK D. REA
MAJ, AG
Group Adjutant

DISTRIBUTION:
1-Files
1-3d SFG(A) (AOSO-SFT-SA)
1-Personnel

ORGANISATION DU TRAITE DE L'ATLANTIQUE NORD
NORTH ATLANTIC TREATY ORGANIZATION

IN SERVICE OF PEACE AND FREEDOM
AU SERVICE DE LA PAIX ET DE LA LIBERTE

This is to Certify that
Le présent document atteste que

OR-4 FORBES, Michael J.
Combined Joint Special Operations Task Force – AFGHANISTAN

Has been awarded the Non Article 5 NATO Medal
for service with NATO
in relation to
the ISAF Operation
during the period
1 December 2007 – 1 June 2008
A reçu la médaille Non Article 5 de l'OTAN
en récompense des services rendus à l'OTAN
au titre de l'opération de
l'ISAF
au cours de la période

The Secretary General
Le Secrétaire Général

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 11/14/2018: $400,000

Your SGLI Beneficiary Designation as of 11/14/2018

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Legal Entity	Equal Shares	Lump Sum
Primary		[redacted]	Spouse	Equal Shares	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

I certify that I have designated a beneficiary who is not an immediate family member, and I intend Cape Fear Valley Medical Foundation to receive a share of my insurance proceeds.

Your Family SGLI Spouse Coverage Amount as of 11/14/2018: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 11/14/2018

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes7.mil@mail.mil 11/14/2018 01:51:06

Servicemembers' Group Life Insurance Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $400,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $400,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 11/14/2018: $400,000

Your SGLI Beneficiary Designation as of 11/14/2018

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Legal Entity	Equal Shares	Lump Sum
Primary	[redacted]	XXXXX6088	Spouse	Equal Shares	Lump Sum
Secondary	[redacted]		Legal Entity	100%	Lump Sum

I certify that I have designated a beneficiary who is not an immediate family member, and I intend Cape Fear Valley Medical Foundation to receive a share of my insurance proceeds.

Your Family SGLI Spouse Coverage Amount as of 11/14/2018: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 11/14/2018

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes7.mil@mail.mil 11/14/2018 01:55:01

Servicemembers' Group Life Insurance Election and Certificate of Coverage

About this Certificate

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The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

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Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $400,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

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Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

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When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SSG	20121101	35F3P

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC 54th BEB(A), 173rd IBCT(A), CP EDERLE, 09630, E1		WAC8T0	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20170627	20180518	11		0	michael.j.forbes7.mil@mail.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD*
CUNNINGHAM, JONATHAN, D	[redacted]	[redacted] Digitally signed by	20180625

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	MI	HHC, 54TH BEB (A)	Battalion Intelligence Officer	jonathan.d.cunningham5.mil@mail.mi

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
BILLMANN, PATRICK, Q	[redacted]	[redacted] Digitally signed by	20180717

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
MAJ	EN	HHC, 54TH BEB (A)	Battalion Executive Officer	patrick.q.billmann.mil@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20170801	20171116	20180208		[redacted]	20180808

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
SENIOR INTELLIGENCE SERGEANT

b. DUTY MOSC
35F4P

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Serves as the senior intelligence sergeant for the S2 section of a 500-person Brigade Engineering Battalion (A); assists in the weekly preparation of the Battalion Commander's Weekly Intelligence Summary; assists in the Intelligence Preparation of the Battlefield (IPB) during MDMP; conducts security in-briefing and de-briefing for battalion personnel; conducts foreign travel briefings and debriefings as necessary; as Squad Leader responsible for the health, welfare, and training for one Non-Commissioned Officer and two junior enlisted soldiers.

d. AREAS OF SPECIAL EMPHASIS
Acinonyx La Marne 18 (ALM 18); Military Intelligence Company (MICO) Squad Leader.

e. APPOINTED DUTIES
Battalion Unit Prevention Leader (UPL); assistant Personnel Security NCO; Battalion Anti-Terrorism NCO; Company Anti-Terrorism Officer; Company Unit Movement Officer

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: PASS Date: 20171212 | b. Height: 66 Weight: 167 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ DID NOT MEET STANDARD ☐

COMMENTS:

o highly developed sense of right and wrong; willing to stand for what he believes in

o fully supports the Army SHARP, EEO, and EO programs

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20180518

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o maintained a neat and well-groomed appearance, upholding 173rd standards of discipline

o scored a 253 on the APFT with 70% or greater in each event, surpassing the BDE PT standard

o projects a strong aura of confidence in all his daily duties

e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o served as BN Senior Intelligence NCO during ALM18, a joint US-French military exercise

o supporting production of the weekly Graphic Intelligence Summary (GRINTSUM) for the Brigade Commander

o supported production of the weekly unclassified Intelligence Summary (INTSUM) for the Battalion Commander

f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o served as the MICO Intelligence Collection Platoon rear detachment NCOIC for two months

o very comfortable communicating outside the chain-of-command to accomplish objectives

o coordinated directly with US Army Garrison Italy (USAG) ASAP to establish BN UPL program

g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o mentored three junior enlisted Soldiers, directly resulting in those Soldiers being selected for promotion to E5

o prepared himself for advancement by attending the Military Deception Planner's Course and the Air Load Planner's Course

o looked for opportunities to provide on-the-spot training and correction to junior Soldiers

h. **ACHIEVES:** (Gets results)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o hand-selected as Battalion UPL; was instrumental in revitalizing a program with lapsed leadership

o audited and organized over 400 personnel security records resulting in a 35% increase in Soldier security readiness

o prepared and executed Operational Security training for the E/54th BEB (A) Family Readiness Group

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **1** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐
0	1	1	0

Total Ratings: 2

j. COMMENTS:
o SSG Forbes is a capable NCO who tenaciously pursues his goals

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **1** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: BILLMANN, PATRICK, Q
DATE: 2018-10-22
TOTAL RATINGS: 3
RATINGS THIS NCO: 1

b. COMMENTS:
SSG Forbes is among the top 30% of NCOs I have worked with in 14 years of service. SSG Forbes displays potential for future service in the Army in areas of greater responsibility. Select for promotion with peers and send to Senior Leadership Course at the next opportunity.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **Collection Planner** 2) **OSINT Analyst** Broadening Assignment: **USAICoe Instructor**

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 11/20/2019: $400,000

Your SGLI Beneficiary Designation as of 11/20/2019

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Legal Entity	Equal Shares	Lump Sum
Primary		XXXXX6088	Spouse	Equal Shares	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

I certify that I have designated a beneficiary who is not an immediate family member, and I intend Cape Fear Valley Medical Foundation to receive a share of my insurance proceeds.

Your Family SGLI Spouse Coverage Amount as of 11/20/2019: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 11/20/2019

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes7.mil@mail.mil 11/20/2019 02:27:07

Servicemembers' Group Life Insurance Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $400,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $400,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SSG	20121101	35F3P

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC, 54TH BEB (A), VICENZA, IT, APO AE, 09606, E1		WAC8T0	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20180519	20181111	3	Z, Q	0	michael.j.forbes7.mil@mail.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
ROMINE, KEVIN, A	[redacted]	[redacted] Digitally signed by	20200107

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
MSG	12Z5P	HHC, 54TH BEB (A)	Intelligence Sergeant	kevin.a.romine.mil@mail.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
DENNIS, GEOFFREY, S	[redacted]	[redacted] Digitally signed by	20191125

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	35D	HHC, 54TH BEB (A)	Intelligence Officer	geoffrey.s.dennis.mil@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20180608	20180816			[redacted]	20200108

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
SENIOR INTELLIGENCE SERGEANT

b. DUTY MOSC
35F4P

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Served as the Senior Intelligence Sergeant of an Airborne Brigade Engineer Battalion as part of the 173rd Infantry Brigade Combat Team (Airborne); ensures Tactical and Administrative reports and orders are managed and distributed throughout the Battalion; responsible for preparing and submitting intelligence reports and summaries in order to assist the battalion command team in the military decision making process (MDMP); responsible for supervising, training and managing two Soldiers and one NCO; Responsible for maintenance and accountability of Tactical Operations equipment valued in excess of $350,000.

d. AREAS OF SPECIAL EMPHASIS
BN UPL Program; Saber Junction 18 (SJ18) Training Exercise

e. APPOINTED DUTIES
Battalion Unit Prevention Leader (UPL)

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: PASS Date: 20180521 b. Height: 66 Weight: 167 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD	DID NOT MEET STANDARD
☒	☐

COMMENTS:

o fostered a climate of dignity and respect via supporting SHARP, EO, and EEO policies

o consistently recommended improvements to Standard Operating Procedures

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20181111

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o scored 274 on last APFT

o motivated the S2 shop into maintaining the shops' record keeping and tracking up to date

o exuded confidence in the BNs S2 administration as he networked with all facets of the BN and other Army organizations

e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o developed an Enemy Course of Action during SJ18, assisting brigade engineer operations during the offensive counter attack

o designed and ordered magnetic, analog, Common Operating Picture tracking system that improved speed of transportation

o customized Financial Planning Presentation for BN CSM to assist Soldiers Thrift Savings Plan Blended Retirement System

f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o networked with multiple agencies to enable information sharing to comply with DOD CAF derogatory reporting standards

o delivered accurate and timely analysis to seven companies for situational awareness and executive-level briefings

o instituted monthly filing system for out-processed Soldier paperwork; ensured timely retention/destruction IAW regulation

g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o prepared and sponsored a Soldier to attain E-5 promotion; motivated Soldiers to work together to achieve best results

o mentored two junior Soldiers in aspects of S2 Administration; provided feedback on their interpretation of regulations

o challenged subordinates by assigning duties to broaden their knowledge base and increase their level of responsibility

h. **ACHIEVES:** (Gets results)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o produced a 98% result, best in BDE, in mandated minimum of monthly testing as first ever BN-level UPL

o managed BN courier order process; process over 100 courier orders without loss of data or equipment

o ensured accountability of equipment and safety of Soldiers during unit training; resulting in zero loss or accidents

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **2** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐
0	0	1	0

Total Ratings: 1

j. COMMENTS:
o #2 of 2 Staff Sergeants that I rate

o performance is sometimes above average

o displayed traits that are essential to be a leader in the United States Army

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **2** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: DENNIS, GEOFFREY, S
DATE: 2020-01-08
TOTAL RATINGS: 3
RATINGS THIS NCO: 1

b. COMMENTS:
SSG Forbes is #2 of 2 of SSGs that I senior rate. SSG Forbes has the potential to serve at current capacity. Promote with peers. Send to SLC when slots are available.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **Collection Planner** 2) **OSINT Analyst** Broadening Assignment: **USAICoe**

DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE
FORT KNOX, KY 40122

ORDER NO: 79-19 19 Mar 2020

The Secretary of the Army has reposed special trust and confidence in the patriotism, valor, fidelity and professional excellence of the following noncommissioned officers. In view of these qualities and their demonstrated leadership potential and dedicated service to the United States Army, they are, therefore, promoted to the grade of ran shown. Promotion is made in the MOS shown in the name line and the MOS is awarded as his or her primary MOS on the effective date of promotion. Promotion is not valid and will be revo ed if the Soldier concerned is not in a promotable status on the effective date of promotion. Acceptance of promotion constitutes acceptance of the 2-year service remaining requirement from the effective date of promotion for Soldiers selected on a FY11 or earlier board, or a 3-year service remaining requirement from the effective date of promotion for Soldiers selected on a FY12 or later board. Soldiers with over 10 years AFS are required to reenlist for indefinite status if they do not have sufficient time remaining to meet this requirement, or decline promotion IAW AR 600-8-19, paragraphs 1-25 and 4-8. The authority for this promotion is AR 600-8-19, paragraph 4-8. Special Instructions: Soldiers promoted to Sergeant Ma or who do not have USASMC credit are promoted conditionally. Those Soldiers who receive a conditional promotion will be reduced and their names removed from the centrali ed list if they fail to meet the NCOES requirement.

Name	SSN	PMOS	GRADE OF RANK PROMOTED TO	EFFECTIVE DATE	DATE OF RANK
FARLESS LARRY CHRISTOPHER	-	11B 4	SFC	20200401	20200401
FEDORIW BRANDON MICHAEL	-	88M 4	SFC	20200401	20200401
FEINBERG NATHAN PETER	-	11B 4	SFC	20200401	20200401
FENSTERMACHER KYLE DOUGLAS	-	31K 4	SFC	20200401	20200401
FERGUSON DUSTIN ROBERT	-	12B 4	SFC	20200401	20200401
FERRELL ROBERT EDWARD	-	92Y 4	SFC	20200401	20200401
FIGUEROA RYAN JAMES	-	11B 4	SFC	20200401	20200401
FISCHER RYAN MATTHEW	-	13F 4	SFC	20200401	20200401
FIT WATER STEVEN SCOTT	-	68W 4	SFC	20200401	20200401
FLETCHER RYAN PATRICK	-	19K 4	SFC	20200401	20200401
FLORENCE EDWARD JAMES	-	11B 4	SFC	20200401	20200401
FLORESBERRIER LARRYPABLO AN	-	11B 4	SFC	20200401	20200401
FORBES MICHAEL JEFFREY	[redacted]	35F 4	SFC	20200401	20200401
FORD JOHN BRENNON	-	11B 4	SFC	20200401	20200401
FORSMAN CODY WES	-	31B 4	SFC	20200401	20200401
FORSYTHE JOSEPH AARON	-	92M 4	SFC	20200401	20200401
FRANK NICHOLAS JAMES	-	11B 4	SFC	20200401	20200401
FRANKO COLBY CHASE	-	11B 4	SFC	20200401	20200401
FRANQUI DAVID NELSON	-	19D 4	SFC	20200401	20200401
FRAUSTO ANDREW FELIPE	-	11B 4	SFC	20200401	20200401

Format 301

BY ORDER OF THE SECRETARY OF THE ARMY:

ARMY HUMAN RESOURCES COMMAND OFFICIAL COPY U.S.

DISTRIBUTION:
AHRC-COE, AHRC-EFS (1)

EURIKA D. ADAMSBEATY
Sergeant Ma or, USA
Chief, Enlisted Promotions
Promotions Branch

STATEMENT OF ENTITLEMENT TO RETENTION INCENTIVE

For use of this form, see AR 601-280, the proponent agency is DCS, G-1.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Section 331 and 373 of Title 37, U.S.C. and Executive Order 9397 (SSN) as amended.

PRINCIPAL PURPOSE: To explain the conditions under which continued entitlement of the incentive may be terminated and unearned portion of advanced incentive payments recouped. The purpose of soliciting the SSN is for positive identification. Information may be referred to appropriate authorities if individual becomes subject to termination and/or recoupment of incentive.

ROUTINE USES: To provide the Defense and Financial Accounting Service with individuals entitled to a retention incentive in return for continued service.

DISCLOSURE: Voluntary. However, failure to furnish information requested may result in denial of a retention incentive.

CITATION: System of Record Notice (SORN): A0600-8-104 AHRC.

AGREEMENT

1. NAME *(Last, First, MI)*	2. RANK	3. SSN
FORBES, MICHAEL JEFFREY	SSG	[redacted]

4. ORGANIZATION/UNIT	5. Retention Control Number (RCN)
HHC, 54TH BEB (A)	3596935

6. I understand that I am receiving a retention incentive in return for my continued service in the following MOS/Skill:
35F3 per MILPER 19-411 PARA 4 TIER 5 (Enter applicable MILPER/Policy message)

7. I agree to accept an incentive in the amount of $ 22,800 (base amount of $ 22,800 and a plus amount of $ 0) for Additional Obligated Service (AOS) from 20201203 to 20251202.
bonus obligation start date *bonus obligation end date*

8. A lump sum payment shall be paid when qualified in the listed MOS/Skill in accordance with the listed MILPER/Policy message. I will not be paid more than $200,000 of incentive payments over my career, regardless of the Service Component unless granted an exception from USD(P&R).

9. I understand the incentive payment will be subject to income tax withholdings in accordance with DOD 7000.14-R, Financial Management Regulation, Vol. 7A.

10. I further understand that a portion of my incentive may be allocated to my Thrift Savings Plan (TSP), based on my current TSP elections.

11. The incentive program is a voluntary retention program. Unless a waiver is granted, I will not be released from active duty before fulfilling the term of continuous active duty agreed to in paragraph 6 above, even if that obligation will extend me beyond 20 years of active federal service.

12. The effective date of the entitlement is the date of the accompanying (select the appropriate form):
☒ DD Form 4/1 (Reenlistment) ☐ DA Form 1695 (Extension) ☐ DA Form 3340 (Agreement)

13. I understand that I must remain technically qualified in MOS/Skill identified above. I understand that I will NOT be considered technically qualified when I am no longer classified in that MOS/Skill, or become precluded from performing my current or future assignment in that MOS/Skill. These actions may include, but are not limited to the following:

a. My refusal to perform required duties for the effective performance in the MOS/Skill.

b. Disciplinary action taken against me under UCMJ or civil court conviction, which disqualifies me from future performance in the identified MOS/Skill.

c. Being selected for the Qualitative Management Program (QMP), and subsequent separation (voluntarily or involuntarily) from service makes me subject to recoupment of the unearned portion of my incentive.

d. Personal misconduct that causes injury, illness, or some other condition that interferes with effective performance in the MOS/Skill.

e. Withdrawal of the minimal security clearance, loss of qualification under the Personnel Reliability Program (PRP), or loss of any other mandatory qualification required for effective performance in the MOS/Skill.

14. A discharge due to bankruptcy under Title 11, U.S.C. that is entered less than 5 years after the termination of the agreement does not discharge me from a debt arising from this agreement.

15. Failure to complete the service requirement may result in the termination of this agreement, and repayment of any unearned portion of the incentive payment on a pro rata basis, unless the failure to complete the period of active duty specified in the agreement is due to:

a. Death, illness, injury, or other physical impairment that is not the result of my misconduct or willful neglect, or is the result of any other circumstance determined to be reasonably beyond my control and not incurred during a period of unauthorized absence; or

b. Separation from the military service by operation of law or regulation of DoD or the Army, when waiver for recoupment has been approved by the Secretary of the Army, or the delegated authority.

16. SIGNATURE OF RECIPIENT	17. DATE *(YYYYMMDD)*	18. SIGNATURE OF CAREER COUNSELOR	19. DATE *(YYYYMMDD)*
Michael Jeffrey Forbes	20200116	[signature]	20200116

DA FORM 4789, JUN 2018 PREVIOUS EDITIONS ARE OBSOLETE. APD AEM v1.00ES

ANNEX C

IMMEDIATE REENLISTMENT

ENLISTMENT/REENLISTMENT DOCUMENT
ARMED FORCES OF THE UNITED STATES

PRIVACY ACT STATEMENT

AUTHORITY: 5 U.S.C. 3331; 10 U.S.C. 113, 136, 502, 504, 505, 506, 507, 508, 509, 510, 513, 515, 516, 518, 519, 972, 978, 2107, 2107a, 3253, 3258, 3262, 5540, 8252, 8253, 8257, 8258, 12102, 12103, 12104, 12105, 12106, 12107, 12108, 12301, 12302, 12304, 12305, 12405; 14 USC 351, 632; 32 U.S.C. 301, 302, 303, 304; and Executive Order 9397, November 1943 (SSN).

PRINCIPAL PURPOSE(S): To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of the subject's military personnel records which are used to document promotion, reassignment, training, medical support, and other personnel management actions. The purpose of soliciting the SSN is for positive identification.

ROUTINE USE(S): This form becomes a part of the Service's Enlisted Master File and Field Personnel File. All uses of the form are internal to the relevant Service.

DISCLOSURE: Voluntary; however, failure to furnish personal identification information may negate the enlistment/reenlistment application.

A. ENLISTEE/REENLISTEE IDENTIFICATION DATA

1. NAME *(Last, First, Middle)* FORBES, MICHAEL JEFFREY	2. SOCIAL SECURITY NUMBER [redacted]
3. HOME OF RECORD *(Street, City, County, State, Country, ZIP Code)* [redacted]	4. PLACE OF ENLISTMENT/REENLISTMENT *(Mil. Installation, City, State)* HHC, 54TH BEB (A) APO, AE 09606
5. DATE OF ENLISTMENT/ REENLISTMENT *(YYYYMMDD)* 2020 JAN 16	6. DATE OF BIRTH *(YYYYMMDD)* [redacted]

7. PREV MIL SVC UPON ENL/REENLIST	YEARS	MONTHS	DAYS
a. TOTAL ACTIVE MILITARY SERVICE	12	11	04
b. TOTAL INACTIVE MILITARY SERVICE	00	03	11

B. AGREEMENTS

8. I am enlisting/reenlisting in the United States *(list branch of service)* ARMY this date for INDEFINITE years and _____ weeks beginning in pay grade E6 of which INDEFINITE years and _____ weeks is considered an Active Duty Obligation, and 0 years and 0 weeks will be served in the Reserve Component of the Service in which I have enlisted. If this is an initial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. The additional details of my enlistment/ reenlistment are in Section C and Annex(es) *(list name of Annex(es) and describe)*

A, B AND C

a. **FOR ENLISTMENT IN A DELAYED ENTRY/ENLISTMENT PROGRAM (DEP):**
I understand that I am joining the DEP. I understand that by joining the DEP I am enlisting in the Ready Reserve component of the United States *(list branch of service)* _____ for a period not to exceed 365 days, unless this period of time is otherwise extended by the Secretary concerned. While in the DEP, I understand that I am in a nonpay status and that I am not entitled to any benefits or privileges as a member of the Ready Reserve, to include, but not limited to medical care, liability insurance, death benefits, education benefits, or disability retired pay if I incur a physical disability. I understand that the period of time while I am in the DEP is NOT creditable for pay purposes upon entry into a pay status. However, I also understand that the period of time while I am in the DEP is counted toward fulfillment of my military service obligation described in paragraph 10, below. While in the DEP, I understand that I must maintain my current qualifications and keep my recruiter informed of any changes in my physical or dependency status, qualifications, and mailing address. I understand that I WILL be ordered to active duty unless I report to the place shown in item 4 above by *(list date (YYYYMMDD))* _____ for enlistment in the Regular component of the United States *(list branch of service)* _____ for not less than _____ years and _____ weeks.

b. **REMARKS:** *(If none, so state.)*

(1) REGULAR ARMY REENLISTMENT OPTION RCN: 3596935.
(2) SRB TIER 5, MOS 35F3.
(3) NO WAIVER.
(4) 4TH REENLISTMENT.
(5) LUMP SUM PAYMENT AUTHORIZED IAW MILPER MESSAGE 19-411 PARA 4.
(6) I UNDERSTAND THAT MY REENLISTMENT IS FOR AN INDEFINITE PERIOD AND THAT I WILL BE ALLOWED TO SERVE UP TO THE RETENTION CONTROL POINT FOR MY CURRENT RANK. THE RETENTION CONTROL POINT FOR MY CURRENT RANK IS 2027 FEB 28. I FURTHER UNDERSTAND THAT IF I AM SELECTED FOR PROMOTION/PROMOTED, REDUCED IN RANK OR BECOME INELIGIBLE FOR CONTINUED SERVICE THAT I MAY BE FURTHER RETAINED OR SEPARATED IAW APPROPRIATE POLICIES IN EFFECT AT THE TIME AS PRESCRIBED BY THE SECRETARY OF THE ARMY OR APPLICABLE LAW. MF (INITIALS)

c. The agreements in this section and attached annex(es) are all the promises made to me by the Government. **ANYTHING ELSE ANYONE HAS PROMISED ME IS NOT VALID AND WILL NOT BE HONORED.**
(Initials of Enlistee/Reenlistee) MF

(Continued on Page 2)

C. PARTIAL STATEMENT OF EXISTING UNITED STATES LAWS

9. FOR ALL ENLISTEES OR REENLISTEES:
I understand that many laws, regulations, and military customs will govern my conduct and require me to do things under this agreement that a civilian does not have to do. I also understand that various laws, some of which are listed in this agreement, directly affect this enlistment/reenlistment agreement. Some examples of how existing laws may affect this agreement are explained in paragraphs 10 and 11. I understand that I cannot change these laws but that Congress may change these laws, or pass new laws, at any time that may affect this agreement, and that I will be subject to those laws and any changes they make to this agreement. I further understand that:

a. My enlistment/reenlistment agreement is more than an employment agreement. It effects a change in status from civilian to military member of the Armed Forces. As a member of the Armed Forces of the United States, I will be:

(1) Required to obey all lawful orders and perform all assigned duties.

(2) Subject to separation during or at the end of my enlistment. If my behavior fails to meet acceptable military standards, I may be discharged and given a certificate for less than honorable service, which may hurt my future job opportunities and my claim for veteran's benefits.

(3) Subject to the military justice system, which means, among other things, that I may be tried by military courts-martial.

(4) Required upon order to serve in combat or other hazardous situations.

(5) Entitled to receive pay, allowances, and other benefits as provided by law and regulation.

b. Laws and regulations that govern military personnel may change without notice to me. Such changes may affect my status, pay, allowances, benefits, and responsibilities as a member of the Armed Forces **REGARDLESS** of the provisions of this enlistment/ reenlistment document.

10. MILITARY SERVICE OBLIGATION, SERVICE ON ACTIVE DUTY AND STOP-LOSS FOR ALL MEMBERS OF THE ACTIVE AND RESERVE COMPONENTS, INCLUDING THE NATIONAL GUARD.

a. **FOR ALL ENLISTEES:** If this is my initial enlistment, I must serve a total of eight (8) years, unless I am sooner discharged or otherwise extended by the appropriate authority. This eight year service requirement is called the Military Service Obligation. Any part of that service not served on active duty must be served in the Reserve Component of the service in which I have enlisted. If this is a reenlistment, I must serve the number of years specified in this agreement, unless I am sooner discharged or otherwise extended by the appropriate authority. Some laws that affect when I may be ordered to serve on active duty, the length of my service on active duty, and the length of my service in the Reserve Component, even beyond the eight years of my Military Service Obligation, are discussed in the following paragraphs.

b. I understand that I can be ordered to active duty at any time while I am a member of the DEP. In a time of war, my enlistment may be extended without my consent for the duration of the war and for six months after its end (10 U.S.C. 506, 12103(c)).

c. As a member of a Reserve Component of an Armed Force, in time of war or of national emergency declared by the Congress, I may, without my consent, be ordered to serve on active duty, for the entire period of the war or emergency and for six (6) months after its end (10 U.S.C. 12301(a)). My enlistment may be extended during this period without my consent (10 U.S.C. 12103(c)).

d. As a member of the Ready Reserve (to include Delayed Entry Program), in time of national emergency declared by the President, I may, without my consent, be ordered to serve on active duty, and my military service may be extended without my consent, for not more than 24 consecutive months (10 U.S.C. 12302). My enlistment may be extended during this period without my consent (see paragraph 10g).

e. As a member of the Ready Reserve, I may, at any time and without my consent, be ordered to active duty to complete a total of 24 months of active duty, and my enlistment may be extended so I can complete the total of 24 months of active duty, if:

(1) I am not assigned to, or participating unsatisfactorily in, a unit of the Ready Reserve; and

(2) I have not met my Reserve obligation; and

(3) I have not served on active duty for a total of 24 months (10 U.S.C. 12303).

f. As a member of the Selected Reserve or as a member of the Individual Ready Reserve mobilization category, when the President determines that it is necessary to augment the active forces for any operational mission or for certain emergencies, I may, without my consent, be ordered to active duty for not more than 365 days (10 U.S.C. 12304). My enlistment may be extended during this period without my consent (see paragraph 10g).

g. During any period members of a Reserve component are serving on active duty pursuant to an order to active duty under authority of 10 U.S.C. 12301, 12302, or 12304, the President may suspend any provision of law relating to my promotion, retirement, or separation from the Armed Forces if he or his designee determines I am essential to the national security of the United States. Such an action may result in an extension, without my consent, of the length of service specified in this agreement. Such an extension is often called a "stop-loss" extension (10 U.S.C. 12305).

h. I may, without my consent, be ordered to perform additional active duty training for not more than 45 days if I have not fulfilled my military service obligation and fail in any year to perform the required training duty satisfactorily. If the failure occurs during the last year of my required membership in the Ready Reserves, my enlistment may be extended until I perform that additional duty, but not for more than six months (10 U.S.C. 10148).

11. FOR ENLISTEES/REENLISTEES IN THE NAVY, MARINE CORPS, OR COAST GUARD: I understand that if I am serving on a naval vessel in foreign waters, and my enlistment expires, I will be returned to the United States for discharge as soon as possible consistent with my desires. However, if essential to the public interest, I understand that I may be retained on active duty until the vessel returns to the United States. If I am retained under these circumstances, I understand I will be discharged not later than 30 days after my return to the United States; and, that except in time of war, I will be entitled to an increase in basic pay of 25 percent from the date my enlistment expires to the date of my discharge.

12. FOR ALL MALE APPLICANTS: Completion of this form constitutes registration with the Selective Service System in accordance with the Military Selective Service Act. Incident thereto the Department of Defense may transmit my name, permanent address, military address, Social Security Number, and birthdate to the Selective Service System for recording as evidence of the registration.

(Initials of Enlistee/Reenlistee) AF

NAME OF ENLISTEE/REENLISTEE (Last, First, Middle)	SOCIAL SECURITY NO. OF ENLISTEE/REENLISTEE
FORBES, MICHAEL JEFFREY	[redacted]

D. CERTIFICATION AND ACCEPTANCE

13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.

I certify that I have carefully read this document, including the partial statement of existing United States laws in Section C and how they may affect this agreement. Any questions I had were explained to my satisfaction. I fully understand that only those agreements in Section B and Section C of this document or recorded on the attached annex(es) will be honored. I also understand that any other promises or guarantees made to me by anyone that are not set forth in Section B or the attached annex(es) are not effective and will not be honored.

b. SIGNATURE OF ENLISTEE/REENLISTEE	c. DATE SIGNED (YYYYMMDD)
[signature]	2020 JAN 16

14. SERVICE REPRESENTATIVE CERTIFICATION

a. On behalf of the United States (list branch of service) ARMY, I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and in the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
NORFLEET, BERNADETTE NICOLE	E6	54TH BEB (ABN)
e. SIGNATURE	f. DATE SIGNED (YYYYMMDD)	g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)
[signature]	2020 JAN 16	APO, AE 09606

E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):

I, MICHAEL JEFFREY FORBES, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

16. IN THE NATIONAL GUARD (ARMY OR AIR)

I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.

17. IN THE NATIONAL GUARD (ARMY OR AIR):

I do hereby acknowledge to have voluntarily enlisted/reenlisted this _____ day of _____, _____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.

18.a. SIGNATURE OF ENLISTEE/REENLISTEE	b. DATE SIGNED (YYYYMMDD)
[signature]	2020 JAN 16

19. ENLISTMENT/REENLISTMENT OFFICER CERTIFICATION

a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

b. NAME (Last, First, Middle)	c. PAY GRADE	d. UNIT/COMMAND NAME
CRUZ, PABLO	W2	HHC, 173RD IBCT (A)
e. SIGNATURE	f. DATE SIGNED (YYYYMMDD)	g. UNIT/COMMAND ADDRESS (City, State, ZIP Code)
[signature]	2020 JAN 16	APO, AE 09606

(Initials of Enlistee/Reenlistee) [initials]

DD FORM 4/2, OCT 2007 PREVIOUS EDITION IS OBSOLETE.

STATEMENTS FOR REENLISTMENT

(PARTS I THROUGH V TO BE COMPLETED BY ALL APPLICANTS FOR REENLISTMENT IN THE REGULAR ARMY)

For use of this form, see AR 601-280; the proponent agency is DCS,G-1.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	Sections 504, 505, 508, and 510, Title 10, USC.
PRINCIPAL PURPOSE:	To determine eligibility for reenlistment. To record reenlistment into the U.S. Army. This information becomes part of the subject's military personnel records which are used to document personnel management actions.
ROUTINE USES:	Data collected is used to formally document a Soldier's understanding of reenlistment terms; to document appropriate reenlistment option; to record any prior law convictions; and to document a Soldier's official acknowledgment of all reenlistment criteria and conditions.
DISCLOSURE:	Voluntary, however, failure to furnish information requested may result in denial of reenlistment in the U.S. Army.
CITATION:	System of Record Notice (SORN): A0600-8-104 AHRC.

PART I - GENERAL STATEMENT OF UNDERSTANDING

1. ACKNOWLEDGEMENT: In connection with my reenlistment in the Regular Army, I hereby acknowledge that:

a. All promises made to me are contained in Item 8 of DD Form 4, my reenlistment agreement and Part II of this statement.

b. Should I make any material omission or misstatement of fact in connection with any of my reenlistment documents, (1) I may be subject to early separation, or (2) I will complete, if permitted, the period for which I reenlisted in any assignment deemed appropriate in accordance with the needs of the Army.

c. Should I choose an option which requires a security clearance and I am not granted such clearance after I have reenlisted, or my granted clearance is revoked after I have reenlisted, I agree to accept any assignment in accordance with the needs of the Army and I will complete the period for which I reenlisted.

d. Law violations for which I have been convicted or have had adverse adjudications as a juvenile or youthful offender may be cause for denial of security clearance.

e. My choice of initial reenlistment option shown in Item 8 of my DD Form 4 does not constitute any guarantee that a substantial part of my reenlistment will be served in the option, and the needs of the service may result in my transfer at any time (other than as may be provided by the specific option selected) to any other assignment within the continental United States or to an oversea command. I am aware that due to the needs of the Army I may be subject to involuntary retraining and/or reclassification.

f. Should my reenlistment involve a commitment for specialized training or selective assignment, conduct on my part occurring after my reenlistment which results in disciplinary action may be just cause for my transfer to any other assignment within the continental United States or to an oversea command.

g. My acceptance for reenlistment carries no promise whatsoever relative to furnishing transportation for dependents to overseas commands or to the furnishing of family quarters either in oversea commands or in the continental United States.

h. If, after my reenlistment for a specific option, I should fail to meet required qualifications which cannot be determined prior to my reenlistment, I understand that I will not be offered another reenlistment option, but will be trained and assigned in accordance with the needs of the Army and will be required to complete the term of service for which I reenlisted.

i. If, after my reenlistment in the Regular Army, I should waive my initial reenlistment option as listed in Item 8, DD Form 4, and in Part II of my statement for reenlistment for any reason whatsoever, this initial option will not be reinstated at a later date.

j. I am not consciously opposed by reason of religious training or belief, to bearing arms or to participation, or training for war in any form.

k. I am aware that in the event of armed conflict involving the United States, the Secretary of the Army may declare null and void any portion of my reenlistment option pertaining to training, assignment, or duty, if he determines such action to be necessary.

l. I understand that I am required to be world-wide deployable in accordance with Department of Defense Instruction (DoDI) 1332.45 (Retention Determinations for Non-deployable Service Members). I further understand that becoming non-deployable for more than 12 consecutive months may subject me to discharge, unless retention is in the best interest of the Army.

PART II - IN-SERVICE REENLISTMENT OPTION

2. In connection with my reenlistment in the Regular Army for the Regular Army Reenlistment option, I hereby acknowledge that provided I meet required prerequisites I will be assigned as follows:

In accordance with the needs of the Army under the NCO Career Status Program

3. I have read and understand the provisions of the reenlistment option for which I am reenlisting. Furthermore, to avoid misunderstandings, recorded below are all the spoken and written promises that have been made to me in connection with my reenlistment in the Regular Army.

In accordance with the needs of the Army under the NCO Career Status Program//END [MF]

4. If reenlisting for the CONUS Station-of-Choice Reenlistment Option, I understand that my stabilization will commence on date of reenlistment or upon arrival at new station, whichever is later. I further understand that if I am subsequently placed on TDY in excess of 30 days, my stabilization will be extended by the number of days in excess of the initial 30-day period, unless I voluntarily waive my stabilization. It is also understood that if HQDA determines that in order to meet the operational needs of the Army, the unit or subordinate element must be deployed from the parent organization, I must deploy with the unit and no grounds for a broken reenlistment commitment will exist.

5. In the event my reenlistment commitment cannot be fulfilled, the alternatives available to me will be as provided in AR 635-200, as of the date of my claim of unfulfilled reenlistment commitment or erroneous reenlistment is submitted. I understand that I will have a period of 30 days to elect an alternative or to request other training or assignment from the date I am advised that my selected option cannot be fulfilled or, where not formally advised, from the date I discover or should have discovered the grounds for submitting a claim. This period may be extended by the general courts-martial convening authority when necessary to determine the availability of my selected alternative. If I make no election within that period, my claim will be deemed to have been waived. I may withdraw any request for training or reassignment prior to approval and elect another alternative, but not thereafter.

PART III - STATEMENT OF LAW VIOLATIONS AND PREVIOUS CONDITIONS

6. Answer questions a through f as appropriate, by placing a checkmark under the "YES" or "NO" column. This part will be completed by all applicants who enlist or reenlist in the RA. Questions concerning convictions will be answered to include convictions by either a civil or military court. This does not apply to offenses previously waived and/or documented on previous enlistment or reenlistment documents. Offenses not previously waived and/or documented, to include those occurring on the current term of enlistment or reenlistment, will be listed. Article(s) 15 is non-judicial punishment, and will not be listed as conviction(s).

a. Have you ever engaged in disloyal or subversive activities as defined in AR 381-12? YES ☐ NO ☒

b. Have you ever been rejected for (re)enlistment or induction in any of the Armed Forces to include failure of the mental examinations administered by any MEPS or been discharged from previous service under other than honorable conditions, under Personnel Security Regulations, or by reason of unsuitability, or undesirable habits or traits of character, or for medical reasons? YES ☐ NO ☒

c. Have you ever been arrested, cited, charged or held by Federal, State, County, City or other law enforcement authorities or by Juvenile Court of Juvenile Probation Officials for any violation of any Federal Law, State Law, County or Municipal Law, Regulation or Ordnance? YES ☐ NO ☒

d. Have you ever been convicted of a felony or any other offense, or adjudicated a youthful or juvenile delinquent? YES ☐ NO ☒

e. Have you ever been imprisoned under sentence of any court? YES ☐ NO ☒

f. Are you now or have you ever been on parole, probation supervision, under suspended sentence, or are you awaiting final action of charges against you? YES ☐ NO ☒

7. In the space below, give full details for any of the above questions to which you answered "YES". *(If additional space is required, continue on a separate sheet of paper and attached securely to this form).*

a. ITEM	b. OFFENSE (s)	c. DATE AND PLACE	d. DISPOSITION
	NONE		

8. **UNDERSTANDING:** I understand that should I intentionally conceal or misrepresent any information regarding my record of arrests or convictions or juvenile court adjudications, I may later be subject to disciplinary action under the Uniform Code of Military Justice (UCMJ) and/or discharged from the Service under other than honorable conditions.

PART IV - UCMJ ARTICLES

Counseling requirements of Articles 83, 85, and 86 of the Uniform Code of Military Justice.
Prior to the administration of the oaths of reenlistment, extension, or transition, the administering officer will explain and ensure that the Soldier fully understands the following text of the UCMJ.

Article 83 - Any person who Procures his or her own enlistment or appointment in the Armed Forces by knowingly false representation or deliberate concealment as to their qualifications for that enlistment or appointment and receives pay or allowances thereunder, or Procures his or her own separation from the armed forces by knowingly false representation or deliberate concealment as to their eligibility for that separation, shall be punished as a court-martial may direct.

Article 85 - Any member of the Armed Forces who does the following: (1) Without authority goes or remains absent from their unit, organization, or place of duty with intent to remain away there from permanently; (2) Quits their unit, organization, or place of duty with intent to avoid hazardous duty or to shirk important service; (3) Without being regularly separated from one of the Armed Forces enlists or accepts an appointment in the same or another one of the Armed Forces without fully disclosing the fact that he (she) has not been regularly separated, or enters any Foreign Armed Service except when authorized by the United States; is guilty of desertion.

Article 86 - Any member of the Armed Forces who does the following: (1) Fails to go to their appointed place of duty at the time prescribed; (2) Goes from that place; or (3) Absents himself of herself, or remains absent from his or her unit, organization, or place of duty at which he or she is required to be at the time prescribed; shall be punished as a court-martial may direct.

PART V - ACKNOWLEDGEMENT

9. **UNDERSTANDING:** I understand that if I am selected for reenlistment in the Regular Army, I will be expected to accept such assignments as are in the best interest of the Service regardless of marital status and/or responsibility for dependents; and that it is my responsibility to make appropriate arrangements for the care of my dependents should I be required to perform duty in an area where dependents are not authorized.

10. I have read and understand the meaning of all statements contained in Parts I through IV of the form and agree to all conditions set forth therein. I certify that all answers to questions, statements, and entries on the form are true, correct, and complete, and that the Career Counselor has informed me that should I intentionally conceal any information required above, I may later be subject to disciplinary action or discharge upon its discovery.

11. SIGNATURE OF APPLICANT	12. DATE	13. TITLE OF WITNESS	14. SIGNATURE OF WITNESS	15. DATE
[illegible]	16 JAN 2020	RETENTION NCO	[illegible]	16 JAN 2020

ANNEX A to RA Reenlistment Contract

REQUEST FOR CONTINUED SERVICE IN THE REGULAR ARMY

For use of this form, see AR 601-280; the proponent agency is DCS, G-1.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	Sections 504, 505, 508, and 510, Title 10, USC.
PRINCIPAL PURPOSE:	To formally request and determine eligibility for continued service. This information becomes part of the subject's military personnel records, which is used to document personnel management actions.
ROUTINE USES:	Data collected is used to certify a Soldier's request for continued service by his or her commander.
DISCLOSURE:	Voluntary; however, failure to furnish information requested may result in denial of continued service in the US. Army.
CITATION:	System of Record Notice (SORN): A0600-8-104 AHRC

SECTION I - SOLDIER'S REQUEST

1. TO *(Command, Unit/Organization)*:	2. FROM *(Rank, First, Middle, Last Name, DODID, Unit/Organization)*:
COMMANDER HHC, 54TH BEB (A) APO, AE 09606	SSG MICHAEL JEFFREY FORBES HHC, 54TH BEB (A) APO, AE 09606

3. REQUEST I BE AUTHORIZED TO *(Select one)*:

- [x] a. REENLIST
- [ ] b. EXTEND MY ENLISTMENT FOR THE FOLLOWING REASON: _____
- [ ] c. CONTINUED SERVICE FOR THE FOLLOWING RETENTION INCENTIVE *(Only Soldiers not required to reenlist or extend)*: _____

4. ACCRUED LEAVE OPTIONS *(Select one)*:

- [x] a. DO NOT DESIRE TO CASH IN ACCRUED LEAVE *(Must select if 3c is selected)*.
- [ ] b. DESIRE TO CASH IN _____ DAYS OF ACCRUED LEAVE.
- [ ] c. I AM EXTENDING MY PRESENT ENLISTMENT AND HAVE BEEN COUNSELED ON CASHING IN ACCRUED LEAVE.

5. SOLDIER'S SIGNATURE	6. DATE *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. [redacted] Digitally signed by FORBES.MICHAEL.JEFFREY Date: 2020.01.02 12:00:37 +01'00'	20200102

SECTION II - COMMANDER'S CERTIFICATION

7. COMMANDER'S DETERMINATION OF QUALIFICATION *(Select one)*:

- [x] a. SOLDIER IS FULLY QUALIFIED.
- [ ] b. SOLDIER IS NOT FULLY QUALIFIED.

8. COMMANDER'S DETERMINATION/RECOMMENDATION FOR CONTINUED SERVICE *(Select as appropriate)*:

- [x] a. APPROVED *(Only if 7a. is selected)*.
- [ ] b. RECOMMEND APPROVAL *(Only if 7b. is selected; DA FORM 3072 is attached)*.
- [ ] c. DISAPPROVED *(Only if 7b. is selected)*.
- [ ] d. RECOMMEND DISAPPROVAL.
  - [ ] (1) I HAVE INITIATED A BAR TO CONTINUED SERVICE UNDER THE PROVISIONS OF AR 601-280.
  - [ ] (2) BAR TO CONTINUED SERVICE IS NOT WARRANTED, AND REQUEST WILL BE FORWARDED TO THE FINAL AUTHORITY *(If selected, Section III must be completed with additional Commander(s) approval)*.

9. TYPED NAME, RANK, AND BRANCH OF COMMANDER

ALEXANDER E. STYRCULA, CPT, EN

10. COMMANDER'S SIGNATURE	11. DATE *(YYYYMMDD)*
	20200103

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SSG	20121101	35F3P

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC, 54 BEB (A), 173 IBCT (A), Caserma Del Din, 09606, E1		WAC8T0	02 | Annual

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20181112	20191111	12		0	michael.j.forbes7.mil@mail.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
LOVETT, ROBERT, L	[redacted]	[redacted] Digitally signed by	20200612

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
GS-12	DAC	Housing Div, DPW, USAG Italy	Acting Housing Chief	robert.l.lovett2.civ@mail.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
STYRCULA, ALEXANDER, E	[redacted]	[redacted] Digitally signed by	20200612

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	EN	HHC, 54th BEB (A), 173rd IBCT (A)	Company Commander	alexander.e.styrcula.mil@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20181214	20190311	20190730	20191108	[redacted]	20200617

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
MILITARY LIAISON NCOIC

b. DUTY MOSC
35F3P

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
AFH assets are valued over $150M, $14M leasing, & $50M in OHA authorizations;BMM program consist of 3 Service Members (SM) who serves as a conduit to the various tenant commands by conducting routine and unscheduled site inspections of 742 AFH;BMM oversee the Area Coordinator program consisting of 113 SM;BMM ensure compliance with policies and safeguard AFH assets for all Key & Essential personnel to include accompanied personnel assigned to AFH;BMM ensured compliance with CFR, Part 112.4 Policy and host nation rental laws when resolving disputes between SM and their landlord;BMM must able to remain calm while interacting with and mediate between the various disputing parties;NCOIC supervises 2 NCOs;Works independently ensuring a professional rapport.

d. AREAS OF SPECIAL EMPHASIS
Serve as the Military Liaison for the Area Coordinating Program, Housing Inspection Program, Division Hand-Receipt Program, and resolve Solider issues and disputes.

e. APPOINTED DUTIES
Act as the Military Liaison NCOIC. Serve as the Housing Military Representative to the Garrison for the Area Coordinator Program and Housing Inspection Program, and to manage the Hand-Receipt Program.

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: PASS Date: 20190722 | b. Height: 66 Weight: 164 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ DID NOT MEET STANDARD ☐

COMMENTS:

o enforced Army SOP and garrison policies to include local rent and civil laws

o worked aggressively to recover over $7K government furnished property

o fully supported Army SHARP, EEO, and EO Programs

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20191111

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☒	MET STANDARD ☐	DID NOT MEET STANDARD ☐
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	FAR EXCEEDED STANDARD ☒	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☐
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	FAR EXCEEDED STANDARD ☒	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☐
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☒	MET STANDARD ☐	DID NOT MEET STANDARD ☐
h. **ACHIEVES:** (Gets results)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☒	MET STANDARD ☐	DID NOT MEET STANDARD ☐

COMMENTS:

o maintained neat appearance and enforced the local uniform policies

o scored 241 on APFT; independently maintained physical fitness

o exhibited the confidence and bearing while mediating financial disputes between Soldiers/Unit Leadership and landlords

COMMENTS:

o implemented formal procedures and prepared memos for $80K in remittance for overdue rent/utilities bills

o used six sigma to improve hand receipt accountablity and reduced overdue Government Furnished Property by 80%

o implemented SOP and flow charts to ensure continuity of BMM and NCOIC duties

COMMENTS:

o accomplished myriad taskings using good sound leadership and by reviewing and complying with CFR & DoD guidance

o delegated and tracked inventories and routine/specialized site inspections meeting HQAMC OPORDS and Tasks

o implemented programs that kept leadership abreast of development reduce loss/damage of government property

COMMENTS:

o established the importance of policies and procedures to the workforce on subjects not related to daily operational duties

o fostered camaraderie to improve workplace environment and positive command support

o mentored subordinates to ensure continuity of mission requirements to ensure daily operational tasks are not affected

COMMENTS:

o managed and mediated multiple disputes of the 2,420 complaints received in FY19 with no incidents and no resurgence

o resolved government property inventory issues to include government furnished property for Key & Essential residents

o improved efficiency/coordination with the repair/replacement of ADP equipment and accountability requirements

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **1** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐
0	3	0	0

Total Ratings: 3

j. COMMENTS:

o empowered the Soldiers to provide the best customer service and provided positive reinforcement and constructive criticism by demonstrating genuine concern for Soldiers wellbeing and professional development

o endeavored to promote team-building and build comradery to provide a positive work environment, while adhering and conforming to the policies and procedures to which applied to meet our mission goal

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **2** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: STYRCULA, ALEXANDER, E
DATE: 2020-04-15
TOTAL RATINGS: 4
RATINGS THIS NCO: 1

b. COMMENTS:

SSG Forbes has the potential to perform in key developmental positions, assign to positions of additional responsibility. SSG Forbes has already been selected for SLC and promotion.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **Senior Intel Sergeant** 2) **Platoon Sergeant** Broadening Assignment: **OC/T**

DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON ITALY
UNIT 31401, BOX 41
APO AE 09630

ORDERS 192-09 10 JULY 2020

FORBES, MICHAEL J. [redacted] SFC 0054/EN/HHC BRIGADE ENG (WAC8T0) DEL DIN, IT APO AE 09168

You will proceed on permanent change of station as shown. Information concerning your port call will be provided separately.

Assigned to: 0528 CS (WJTDAA) FT BRAGG, NC 28307
Reporting date: 10 SEPTEMBER 2020. Early report authorized, not earlier than your aval date.

Additional instructions:

a. Upon receipt of these orders SM must schedule flight arrangements at SATO and then report to the CPF out-processing Office with copy of flight itinerary, orders and leave form. SM must be in duty uniform when picking up clearing papers and during final out-processing.
b. **Final verification of unrestricted status will be confirmed by the traveler's unit no earlier than 10 days before initiating movement. If travel is unrestricted, travel may proceed. If the authorization category changed to restricted, travel may not continue unless a waiver or ETP is requested and approved.**
c. Dependents: YES
d. Movement of family members is authorized: YES
Name: Relation: DOB: IBA/CBA
[redacted]
e. Service Member's transportation will be purchased utilizing the Individually Billed Account (IBA). The use of the Individually Bill Account (IBA) government travel charge card (GTCC) is mandatory to pay for all authorized travel relocation expenses associated with your permanent change of station.
f. **Service Member is authorized shipment of HHG and POV. If you plan to ship personal property at Government expense, contact your local Transportation Office to arrange for shipment immediately upon receipt of these orders.**
g. All official travel must be arrange through Commercial Travel Office (CTO) under contract to the government. Official travel arranged through CTO not under contract to the government is not reimbursable. CTO will provide instructions and arrange for any required changes in travel plans. If purchasing your own tickets, you must travel via U.S. Flag Commercial Carrier. Furthermore, you and your family members are authorized to claim reimbursement not to exceed the current constructive cost rate to the authorized destination.
h. All PCS travelers are authorized two pieces of checked baggage, not to exceed 50 lbs per bag. This allowance of 2 pieces @ 50 lbs per PCS is in addition to any free checked baggage allowance the carrier provides. Travelers should be directed to contact the air carrier to determine their free checked baggage allowance. The cost of shipping this baggage must be initially borne by the traveler. However, it is a reimbursable expense that may be charged to the Soldiers GTCC. The Soldier must request and retain receipts for the shipment of baggage. These receipts must be provided when submitting the final travel voucher. For additional flight baggage information and military exceptions, please contact the government commercial travel office at commercial: (39) 0444-303014/44 DSN 314-6348351.
i. VBN You are authorized to ship retained issue OCIE as indicated in CTA 50-900 Appendix F at Government Expense with your household goods as PBP&E or in Separate Freight Shipment. Your Local Central Issue Facility can tell you what items you are authorized to retain and ship. Your Installation Transportation Office can assist in determining the most advantageous method of shipment.
j. Per AR 614-200, Chapter 5, Soldiers on assignment instructions to an Airborne position or unit will serve a 3 year tour in an Airborne position/unit unless physically disqualified, exempted by General Court-Martial Authority, separated, reassigned by DA or accepted for another Airborne, Airborne Ranger, Special Forces or other training/assignment which is considered by DA to have higher priority. Before issuing assignment orders, the losing commander will inform the soldier of the proposed assignment. The soldier must initial EMILPO output, AAA-234 (EDAS individual losing assignment) indicating acceptance or declination of Airborne Assignment. If the soldier declines the Airborne assignment, forward the AAA 234 To HRC for appropriate action to remove all airborne associated SQI, ASI and deletion of assignment instructions. Soldiers who accept an Airborne Assignment with the intent of declining Airborne duty upon reporting to the gaining command may be subject to UCMJ action. Soldiers serving on a subsequent Airborne assignment are not required to complete another 3 year tour, the soldier must meet the organizational SRR for the assignment only if applicable.

k. Contact the Housing Services Office before arranging to buy, rent, or lease housing. The website is https://www.housing.army.mil.

l. Prior to transfer, member is required to visit the moving made easy Tricare site at www.tricare.mil/moving and follow the instructions for transferring their Tricare prime option. Regional Contractor information can be found at http://www.tricare.mil/welcome/about/regions.aspx.

m. Effective immediately Soldiers are now eligible and may be approved for advanced or deferred dependent travel. Soldiers can relocate their dependents within a relocation period beginning six months prior to their scheduled permanent change of station date up to six months after the date of the permanent change of station. Soldiers have two housing options available as a part of this program. The member may elect to allow dependents to remain in current government-owned or government-leased family house or move them to the projected permanent change of station location in advance of the report date. In addition to the options outlined above, Soldiers whose spouse/dependents travel at different times may request government-owned or government-leased unaccompanied housing on a space available basis at the current duty station or the new duty assignment if family travel is delayed up to 180 days. If the spouse or dependents relocate at a different time than the Soldier, the Soldier may request BAH rate for the duty station to which reassigned, the former duty station the Soldier was assigned to if the location is different from where the spouse/dependents reside or where the spouse/dependents reside but only if the spouse/dependents resided there before the soldier departs for the new duty assignment. To request authorization for these options, the soldier must submit a written request to either the current duty station garrison housing office, to the new duty station garrison housing office or a request to occupy unaccompanied housing to their current chain of command for assignment to unaccompanied housing. All requests for Soldiers in grades E1 to E6 and O1 to O3 must include an endorsement from a field grade officer within the soldier's chain of command to validate eligibility. To be eligible you must meet one of the following criteria:
(1.) Has a spouse who is gainfully employed or enrolled in a degree, certificate, or license granting program at the beginning of the covered relocation period. Delayed travel will not be approved for a spouse who starts a new job or enrolls in a program less than 180 days from the pcs date; or,
(2.) Has one or more dependent s attending an elementary or secondary school (k-12) at the beginning of the covered relocation period. This only applies if children were attending school 180 days from the pcs date; or,
(3.) Has a spouse and/or dependent enrolled in the exceptional family member program; or,
(4.) Is caring for an immediate family member (defined as a spouse, parent, brother, sister, or child) with a chronic or long-term illness at the beginning of the covered relocation period. This only applies if the spouse and/or dependent is caring for the immediate family member 180 days from the PCS date.

n. Soldier is on assignment to a U.S. army special operations command (USASOC) organization. Soldier must meet requirements IAW AR 614-200, chapter 10. Soldier must have 36 months time remaining in service upon arrival at assignment, unless OCONUS tour is less. Soldier must have or be able to obtain and maintain a Secret Security Clearance. Soldiers without a Security Clearance must apply for a Secret Security Clearance immediately upon notification of assignment. Failure to qualify for and maintain a Secret Security Clearance will result in deletion from assignment to U.S. Army Special Operations Command (USASOC) and its subordinate commands.

FOR ARMY USE:
Auth: EDAS CYCLE DTD 19 JUNE 2020
MDC: 4CE0
Projected specialty: N/A
Enlistment/REENLB Indic: N/A
PPD: N/A
PMOS/AOC: 35F4S00YY
SDN: FOR7907PK19206

Pers con no: 5S-A672
Asgd to mgt designation: 35F3P00YY

Con specialty: N/A
CIC: 2F0/2P0FOR7907PK192
Pers scty code: N/A
Aval date: 06 AUGUST 2020

FORMAT: 410
192-gg

FOR THE COMMANDER:

UNITED STATES ARMY GARRISON ITALY
OFFICIAL
IMCOM

PAMELA J. HUSHEN
Chief,
Military Personnel Services

DISTRIBUTION:
SFC FORBES, MICHAEL J. [redacted] (1)
CDR, 0054/EN/HHC BRIGADE ENG (WAC8T0) DEL DIN APO AE 09168 (1)
CDR, 0528 CS (WJTDAA) FT BRAGG, NC 28307 (1)
CDR, 106th Finance, Det. C., APO AE 09630 (1)
Central Processing Facility (1)
Transportation (1)
Housing (1)
OMPF (1)

Inquiries concerning this order should be directed to the Reassignments Section, Military Personnel Division, United States Army Garrison Italy, Unit 31401, APO AE 09630. DSN 314-646-5572-5579-5580-5581-5582. usarmy.usag-italy.imcom-europe.list.mpd@mail.mil

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 11/17/2020: $400,000

Your SGLI Beneficiary Designation as of 11/17/2020

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Legal Entity	Equal Shares	Lump Sum
Primary		XXXXX6088	Spouse	Equal Shares	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

I certify that I have designated a beneficiary who is not an immediate family member, and I intend Cape Fear Valley Medical Foundation to receive a share of my insurance proceeds.

Your Family SGLI Spouse Coverage Amount as of 11/17/2020: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 11/17/2020

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes.mil@socom.mil 11/17/2020 03:38:41

Servicemembers' Group Life Insurance
Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $400,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $400,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SFC	20200401	35F4P

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC BRIGADE ENG, DAL MOLIN, 09630, E1		WAC8T0	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20191112	20200910	10	S	0	michael.j.forbes7.mil@mail.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
ASHWOOD, MICHAEL, D	[redacted]	[redacted] Digitally signed by	20201201

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
GS-12	CIV	Housing Div., DPW, USAG Italy	Acting Housing Chief	michael.d.ashwood.civ@mail.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
WARING, BENJAMIN, P	[redacted]	[redacted]	20210119

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	EN	HHC, 54th BEB (A), 173rd IBCT (A)	Company Commander	benjamin.p.waring.mil@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20191112	20200305	20200511	20200810	[redacted]	20210201

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
MILITARY LIAISON NCOIC

b. DUTY MOSC
35F4P

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
AFH assets are valued over $150M, $14M leasing, & $50M in OHA authorizations; BMM program consist of 3 Service Members (SM) who serve as a conduit to the various tenant commands by conducting routine and unscheduled site inspections of 742 AFH; BMM oversee the Area Coordinator program consisting of 113 SM;BMM ensure compliance with policies and safeguard AFH assets for all Key & Essential personnel to include accompanied personnel assigned to AFH;BMM ensured compliance with CFR, Part 112.4 Policy and host nation rental laws when resolving disputes between SM and their landlord; BMM must able to remain calm while interacting with and mediate between the various disputing parties; NCOIC supervises 2 NCOs; Works independently ensuring a professional rapport.

d. AREAS OF SPECIAL EMPHASIS
Serve as the Military Liaison for the Area Coordinating Program, Housing Inspection Program, Division Hand-Receipt Program, and resolve Solider issues and disputes.

e. APPOINTED DUTIES
Act as the Military Liaison NCOIC. Serve as the Housing Military Representative to the Garrison for the Area Coordinator Program and Housing Inspection Program, and to manage the Hand-Receipt Program.

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: PASS Date: 20200115 | b. Height: 66 Weight: 165 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ DID NOT MEET STANDARD ☐

COMMENTS:

o enforced Army SOP and garrison policies to include local rent and civil laws

o diligently maintained/audited property book of over $200K with no losses

o fully supported Army SHARP, EEO, and EO Programs

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20200910

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	COMMENTS:
d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	☐	☒	☐	☐	**o maintained neat appearance and enforced the local uniform policies to include mask SOP requirements** **o scored 251 on APFT; independently maintained physical fitness** **o exhibited confidence and bearing while mediating disputes between Soldiers/Unit Leadership and landlords**
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	☒	☐	☐	☐	**o supervised and transferred procedures for remittance for overdue rent/utilities bills** **o assisted Housing staff in planning and preparing for post COVID 19 shut-down reopening** **o spearheaded improvements to SOP and flow charts to ensure resident compliance with Housing rules and Italian Law**
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	☒	☐	☐	☐	**o accomplished myriad taskings using good sound leadership and by ensuring compliance with CFR & DoD guidance** **o ensured smooth transfer of inventories during transfer of authority of Acting Housing Chief property book** **o implemented regular and impromptu briefings for leadership regarding every aspect of the Housing mission**
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	☐	☒	☐	☐	**o briefed/trained local national force on all requirements and timelines for over 12 modified COVID OPORDs** **o fostered camaraderie to improve workplace environment and positive command support during COVID 19 shutdown** **o monitored subordinates to ensure healthy preventive measures were adhered to ensuring overall mission was not affected**
h. **ACHIEVES:** (Gets results)	☐	☒	☐	☐	**o mediated multiple disputes of the 500 complaints received to date in FY20 with no incidents** **o assisted in developing and formally communicated to PBO new turn-in procedures established by incoming Acting Housing Chief** **o improved efficiency/coordination with the repair/replacement of ADP equipment and accountability requirements**

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **1** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐
0	1	0	0

Total Ratings: 1

j. COMMENTS:
o empowered the Soldiers to provide the best customer service and provided positive reinforcement and constructive criticism by demonstrating genuine concern for Soldiers wellbeing and professional development

o endeavored to promote team-building and build comradery to provide a positive work environment, while adhering and conforming to the policies and procedures to which applied to meet our mission goal

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **1** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

HIGHLY QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: WARING, BENJAMIN, P
DATE: 2020-10-14
TOTAL RATINGS: 2
RATINGS THIS NCO: 1

b. COMMENTS:
SFC Forbes is 1/1 Sergeant First Class that I currently Senior Rate. He posses the potential to advance in his respective MOS. Send to Master Leader Course and promote to Master Sergeant with peers.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **CO OPS Sergeant** 2) **BN OPS Sergeant** Broadening Assignment: **TWI**

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SFC	20200401	35F4S

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
ASC, 389 MI BN (SO)(A), FT BRAGG, 28310, SP		WKENT0	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20200911	20210226	5	I	0	michael.j.forbes7.mil@mail.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
GUILLIAMS, GARY, W, II	[redacted]	[redacted] Digitally signed by	20210226

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	MI	ASC, 389TH MI BN (SO)(A)	COMPANY COMMANDER	gary.w.guilliams.mil@mail.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
CHILDS, SAPRIYA	[redacted]	[redacted] Digitally signed by	20210310

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
LTC	MI	389th MI BN (SO)(A)	BATTALION COMMANDER	sapriya.childs@mail.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE*(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20201015	20201203			[redacted]	20210322

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
SENIOR INTELLIGENCE SERGEANT

b. DUTY MOSC
35F4P

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Serves as the Non-Commissioned Officer in Charge (NCOIC) for the Information Warfare Center (IWC) Democratic Peoples' Republic of Korea team, Analytical Support Company, 389th Military Intelligence Battalion (SO) (A). Provides intelligence support for Component Subordinate Units and to the IWC; Connects and collaborates Army SOF intelligence equities across joint Special Operations Forces (SOF) and the Interagency and Intelligence Community to provide accurate, timely information to enable Army SOF missions; Establishes Communities of Interest that enables synchronization across regional boundaries while serving as the operational intelligence arm of the 1st Special Forces Command; Responsible for the health, welfare, personal and professional development, and readiness of four NCOs.

d. AREAS OF SPECIAL EMPHASIS
Intel support to the Information Warfare Center; Special Operations Joint Task Force-Contingency (SOJTF-C) Mission Readiness Exercise (MRX); M4 Primary Marksmanship Instruction.

e. APPOINTED DUTIES
Battalion Unit Prevention Leader (UPL).

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: 66 Weight: 165 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

o No APFT administered due to COVID-19 outbreak

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ DID NOT MEET STANDARD ☐

COMMENTS:

o fully supported Army SHARP, EEO, and EO programs

o dedicated to increased communication that enhanced shared understanding and growth across all organizational levels

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20210226

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o strived for perfection on any given task; internalized and assessed detailed courses of action to for mission accomplishment

o confident leader who provided candid feedback to those around him for the purpose of developing others

o maintained unique ability to have foresight to potential friction points; identified problems and worked to solve them

e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o drew upon a vast knowledge and experience to present alternate viewpoints in challenging situations

o always fought to achieve system of systems development to make routine tasks easy to complete

o led team through development of foundational knowledge and through two-week stand down to re-define his team's mission

f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☒	☐

COMMENTS:
o oversaw the creation of a new intelligence team in support for the Information Warfare Center

o maintained administrative continuity with a Soldier deployed to a forward location

o managed personnel oversight of four Soldiers in a decentralized environment

g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o served as a evaluator during the Company FTX that validated 25 Soldiers on shoot, move, medicate, communicate skills

o provided candid and invaluable feedback to the organization and it's leaders to develop those around him

o enthusiastic senior leader that was always willing to volunteer for complex tasks in support of the organization

h. **ACHIEVES:** (Gets results)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐

COMMENTS:
o represented the JISE in the Effects Working Group during the 2021 SOJTF-C MRX; enhanced briefing complex CONOPs

o enabled the Battalion to increase weapon training standards by training 75 Soldiers at the EST2000 facility

o re-invigorated the Battalion UPL program through continuous coordination with ASAP

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate **8** Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐
0	2	1	0

Total Ratings: 3

j. COMMENTS:
o top 40% of Sergeants First Class that I have rated in my career

o constantly challenged himself and those around them; worked diligently to create a positive work environment across all levels of the organization and simultaneously striving for success in multiple areas

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate **14** NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

HIGHLY QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: CHILDS, SAPRIYA
DATE: 2021-03-26
TOTAL RATINGS: 12
RATINGS THIS NCO: 1

b. COMMENTS:
SFC Forbes is in the top half of the NCOs that I Senior Rate in this grade. He has the drive and motivation to be value added to any team and the potential for positions of greater responsibility. Continue to challenge and groom him for promotion. Promote with peers and send to MLC when eligible.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **Platoon Sergeant** 2) **Operations NCO** Broadening Assignment: **IG NCO**

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 01/05/2022: $400,000

Your SGLI Beneficiary Designation as of 01/05/2022

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Spouse	100%	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

Your Family SGLI Spouse Coverage Amount as of 01/05/2022: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 01/05/2022

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes.mil@socom.mil 01/05/2022 08:02:22

Servicemembers' Group Life Insurance
Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $400,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $400,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

[redacted]

RECOMMENDATION FOR AWARD

For use of this form, see AR 600-8-22; the proponent agency is DCS, G-1.

For valor/heroism/wartime and all awards higher than MSM, refer to special instructions in Chapter 3, AR 600-8-22.

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. Chapters 57 and 357, Decorations and Awards; 10 U.S.C. 3013, Secretary of the Army; Army Regulation 600-8-22, Military Awards; and E.O. 9397 (SSN), as amended.

PURPOSE(S): To consider individual nominations for awards and/or decorations; record final action; maintain individual award case files.

ROUTINE USES: In addition to those disclosures generally permitted under 5 U.S.C. 552a(b) of the Privacy Act of 1974, as amended, these records contained therein may specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3) as follows: information may be disclosed to public and private organizations including news media, which grant or publicize awards or honors.

DISCLOSURE: Disclosure of personally identifiable information is voluntary. However, failure to provide identifying information may delay processing of this application.

1. TO	2. FROM	3. DATE (YYYYMMDD)
CDR, 173RD IBCT (A) APO AE 09630	CDR, HHC, 54TH BEB (A) APO AE 09605	20200717

PART I - SOLDIER DATA

4. NAME (Last, First, Middle Initial)	5. RANK	6. SSN
FORBES, MICHAEL J.	SFC	[redacted]

7. ORGANIZATION	8. PREVIOUS AWARDS
HHC, 54TH BEB (A) APO AE (09605)	MOVSM-1, AAM-3, ARCOM-6, JSAM-1

9. BRANCH OF SERVICE	10. RECOMMENDED AWARD	11. PERIOD OF AWARD a. FROM	b. TO
	ARCOM 6 OLC	20160827	20200910

12. REASON FOR AWARD

12a. INDICATE REASON	12b. INTERIM AWARD	12c. POSTHUMOUS	13. PROPOSED PRESENTATION DATE (YYYYMMDD)
PCS	YES ☐ NO ☒ IF YES, STATE AWARD GIVEN	YES ☐ NO ☒	20200821

PART II - RECOMMENDER DATA

14. NAME (Last, First, Middle Initial)	15. ADDRESS
LOVETT, ROBERT L.	USAG Italy UNIT 31401, BOX 15 APO, AE 09630

16. TITLE/POSITION	17. RANK
ACTING HOUSING CHIEF	GS12

18. RELATIONSHIP TO AWARDEE	19. SIGNATURE
SUPERVISOR	LOVETT.ROBERT.L.1084352292

PART III - JUSTIFICATION AND CITATION DATA *(Use specific bullet examples of meritorious acts or service)*

20. ACHIEVEMENTS

ACHIEVEMENT #1

Created and formalized Housing Division asset accountability over 5 locations using six sigma to improve accuracy and ease quarterly inventory process. To improve the auditing of the Housing hand receipt and to streamline Garrison inspections, he created an excel database map, which cross-referenced assets versus their location. SFC Forbes identified every asset and ensured pertinent information was on 87 durable goods and personnel sub-hand receipts and reduced overdue Government Furnished Property by 80%.

ACHIEVEMENT #2

Formalized a SOP for delinquencies on rent and utility payments. SFC Forbes recovered over $100,000; the largest being a $20,000 arrears collections for one Soldier. SFC Forbes researched regulation up through Title 32 CFR to provide the basis of form letters that would serve as a 3-strike escalation program. First incident memo goes to Soldier, second to Soldier and Commander, Third to Soldier, Commander and Garrison Commander. All delivered via DA Form 200 and SOP added to Housing Liaison Program.

ACHIEVEMENT #3

SFC Forbes created an internal formal reporting and accountability program for every type of housing issue from noncompliance of good housekeeping practices, interpersonal disputes, property destruction, aggressive pets, and daycare issues. His detachment of 2 Soldiers with assist from our local national inspectors, he mitigated over 1,000 complaints during his tenure. Moreover, he formalized and tracked and escalation of reporting of incidents to mitigate their becoming recurrent complaints. Complaints dropped by 34% year-over-year.

ACHIEVEMENT #4

From Oct 2017 to Sept 2018, an while assigned to the S2, HHC as a Personnel Security Manager, he served with distinction as the first Battalion UPL Supervisor for 9 months. SFC Forbes spearheaded SOPs and coordinated the support necessary to achieve a 98% random testing goal prior to annual inspection. While not having the program for the entire fiscal year, SFC Forbes' on-the-job program proficiency and knowledge of project management was critical to our Battalion being the best performing in the Brigade for FY18.

21. PROPOSED CITATION

FOR EXCEPTIONALLY MERITORIUS SERVICE WHILE ASSIGNED TO HHC, 54TH BEB (A), 173RD IBCT (A) SENIOR INTELLIGENCE SERGEANT. SFC FORBES'S OUTSTANDING PROFESSIONALISM, COMMITMENT TO EXCELLENCE, AND DEDICATION TO DUTY CONTRIBUTED GREATLY TO THE OVERALL SUCCESS OF THE 173RD IBCT (A) MISSION. HIS ACTIONS ARE IN KEEPING WITH THE FINEST TRADITIONS OF MILITARY SERVICE, REFLECTING GREAT CREDIT UPON HIMSELF, THE 54TH BRIGADE ENGINEER BATTALION (AIRBORNE), THE 173D INFANTRY BRIGADE COMBAT TEAM (AIRBORNE), AND THE UNITED STATES ARMY. SKY SOLDIERS!!!

[redacted]

NAME (Last, First, Middle Initial)	SSN
FORBES, MICHAEL J.	[redacted]

PART IV - RECOMMENDATIONS/APPROVAL/DISAPPROVAL

22. I certify that this individual is eligible for an award in accordance with AR 600-8-22; and that the information contained in Part I is correct.		22a. SIGNATURE WARING.BENJAMIN.PIEL [redacted]	22b. DATE (YYYYMMDD) 20200718
23. INTERMEDIATE AUTHORITY	a. TO CDR, 54TH BEB (A) APO AE 09605	b. FROM CDR, HHC, 54TH BEB (A) APO AE 09605	c. DATE (YYYYMMDD) 20200718

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial) WARING, BENJAMIN P.	f. RANK CPT
g. TITLE/POSITION COMPANY COMMANDER	h. SIGNATURE WARING.BENJAMIN.PIELL [redacted]

i. COMMENTS
Well deserved award. I wish you well at Fort Bragg!

24. INTERMEDIATE AUTHORITY	a. TO CDR, 173RD IBCT (A) APO AE 09605	b. FROM CDR, 54TH BEB (A) APO AE 09605	c. DATE (YYYYMMDD) 20200922

d. RECOMMEND: [X] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial) SHIELDS, SEAN R	f. RANK LTC
g. TITLE/POSITION BATTALION COMMANDER	h. SIGNATURE

i. COMMENTS

25. INTERMEDIATE AUTHORITY	a. TO	b. FROM	c. DATE (YYYYMMDD)

d. RECOMMEND: [ ] APPROVAL [ ] DISAPPROVAL [ ] UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial)	f. RANK
g. TITLE/POSITION	h. SIGNATURE

i. COMMENTS

26. APPROVAL AUTHORITY	a. TO ORDERS ISSUING AUTHORITY	b. FROM CDR, 173RD IBCT (A) APO AE 09605	c. DATE (YYYYMMDD) 20201015

d. [X] APPROVED [ ] DISAPPROVED [ ] RECOMMEND UPGRADE TO: [ ] DOWNGRADE TO:

e. NAME (Last, First, Middle Initial) BURGESS, KENNETH J	f. RANK COL
g. TITLE/POSITION BRIGADE COMMANDER	h. SIGNATURE

i. COMMENTS

PART V - ORDERS DATA

27a. ORDERS ISSUING HQ HQ, 173RD IBCT (A) APO AE 09605	27b. PERMANENT ORDER NO. 274-007	31. DISTRIBUTION 1-File 1-OMPF 1-Unit 3-Individual
28a. NAME OF ORDERS APPROVAL AUTHORITY VALE, GIOVANNE	28b. RANK SPC	
28c. TITLE/POSITION AWARDS CLERK	29. APPROVED AWARD ARCOM 6 OLC	
28d. SIGNATURE	30. DATE (YYYYMMDD) 20201019	

[redacted]

DEPARTMENT OF THE ARMY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE ARMY HAS AWARDED

THE ARMY COMMENDATION MEDAL

TO SERGEANT FIRST CLASS MICHAEL J. FORBES

HHC, 54TH BRIGADE ENGINEER BATTALION

FOR EXCEPTIONAL SERVICE AS A SENIOR INTELLIGENCE SERGEANT. SERGEANT FIRST CLASS FORBES' EXEMPLARY PERFORMANCE OF DUTY CONTRIBUTED TO THE OVERALL SUCCESS OF THE BATTALION'S MISSION. HIS DEDICATION REFLECTS GREAT CREDIT UPON HIMSELF, HHC, 54TH BRIGADE ENGINEER BATTALION, 173RD INFANTRY BRIGADE COMBAT TEAM (AIRBORNE), AND THE UNITED STATES ARMY. SKY SOLDIERS!

FROM 27 AUGUST 2016 TO 10 SEPTEMBER 2020

GIVEN UNDER MY HAND THIS 30TH DAY OF SEPTEMBER 2020

PO# 274-007
HQ, 173D IBCT (A)
APO AE 09605

KENNETH J. BURGESS
COL, IN
Commanding

\ FORM 4980-14, SEP 2011.

For Official Use Only

ENLISTED RECORD BRIEF

BRIEF DATE	NAME	RANK - DOR	PMOS	SSN	COMPONENT
20221129	FORBES, MICHAEL JEFFREY	SFC 20200401	35F	[redacted]	REGULAR

SECTION I – Assignment Information

OS/Deployment Combat Duty

Start-End Date	CT	MO	TS	TT
20141023-20150306	AF	5	1	C
20110306-20120111	AF	10	1	C
20100412-20100823	AF	5	1	C
20090115-20090713	AF	6	1	C
20071130-20080512	AF	5	1	C

	#	M
#S -	1	
#L -	0	
C	5	31
O	0	0
R	0	0
TOT:	31	

Dwell Time		DEROS
Start	20150306	
Month - Days	93 Mo 19 Days	DROS 20200907

Date Dependents Arrived OS

PMOS	35F	SQI	S P
SMOS		PDSI/YRMO	H1B/201806
Bonus MOS	35F	ASI	00

Bonus Enlist Elig Dt 20270201

Promotion Points/YRMO

Prev Promotion Points/YRMO

Prom Seq# | Prom Select Dt

Promotion MOS

ASVAB Test # / Dt ASVAB 10 / 20070212

GT	133	ELEC	138	FOOD	138	TECH	137
ADMIN	137	FA	139	COMMO	138		
CMBT	138	MECH	137	MAINT	137		

Delay Separation Reason

AEA / Dt L /

Flag Code	Flag Start Dt	Flag Expiration Dt

SECTION II – Security Data

CLNC	TS-SCI	DTPSCG	20190925
PSIC	PPR-T5C	DTPSIC	20131217
PSII	ENRLD CE PGM	DTPSII	20210112

SECTION V – Foreign Language

Language	Read	Listen	Speak
	-	-	-

DLAB 102

SECTION VI – Military Education

MEL/MES SSD/DLC 4/GRADUATED

Course	ACH	Year
SR LDR CRS (SLC)		2020
MIL DECEPT PLN CRS		2017
USAF AIRLIFT PLANNER		2017
FIELD SAN TEAM - INDIV		2016
ANTI-TERR OFF (BASIC)		2016
COMBAT LIFE SAVERS CRS		2014
ADV LDR CRS (ALC)		2013
BASIC LEADER COURSE	CL	2008
AIRBORNE		2007

BMQ 20220916/DA FM 7801 M4A1 5.56 CARBINE OCT 20/33

Correspondence CRS Total # Hrs 69

SECTION III – Service Data

BASD	20070212	PEBD	20070212	BESD	20061031
ETS	20280430	DIEMS	20061031	Reenl Elig/Prohib	
# Days Lost		AGCM Dt	20190211	AGCM Elig Dt	20250212

	PVT	PV2	PFC	SPC - CPL
DOR				20070212
	SGT	SSG	SFC	MSG - 1SG
DOR	20100201	20121101	20200401	
DOR	SGM - CSM			

SECTION VII – CIVILIAN Education

Level Completed	6 YR COLL	Yr	1996
DESG	MASTERS DEGREE		
Institution	PITTSBG MAIN CAMPUS,U OF	Yr	1996
Discipline	MBA/BUSINESS ADMIN		
Institution	PENN ST U, ERIE-BEHR COL	Yr	1990
Discipline	BS/ACCOUNTING-AUDITING		

Number Of Semester Hours Completed 185

Technical Certification

Course Name	Dt Certified	Dt Expires

SECTION VIII – Awards and Decorations

ARCOM	7
JSAM	1
AAM	3
JMUA	2
AGCM	4
CGGCM	1
NDSM	1
ACM-CS	4
GWTSM	1
MOVSM	1
NOPDR	3
ASR	1
OSR	2
NATOMDL	1
COA	2
PRCHTBAD	1
MOBE-R	1

SECTION IV – Personal/Family Data

Date of Birth [redacted]	Birthplace [redacted]
Country of Citz	Sex/Race XXXX/XXXX
No of Dependent Adults/Children 1 / 0	Religion UNITD METH CH
Marital Status MARRIED	Spouse Birthplace/Citz /US
EFMP Dt	#Cmd Sponsored 0
Last Phy Exam 20220606 PULHES 111111	Physical Category
MRC MRC3 MRRC TP IM Dplyble Y	Height/Weight 66/179
ACFT Dt P/F Score Cat ///	APFT Dt P/F Score 201912/PASSED/261
Home of Record ERIE, PA	
Mailing Address [redacted]	
Mil Spouse SSN/MPC /	
Svc Comp / DoD /	
Emergency Data Verified Date 20220630	

SECTION X - Remarks

HIV YRMO 202109

Date Last Photo 201803

MMRB Rslts/Dt

ASCO

K3 - INSTRUCTOR VOLUNTEER

K5 - INSPECTOR GENERAL NONCOMMISSIONED OFFICER

K8 - AIT PLATOON SERGEANT POSITION VOLUNTEER

V1 - RECRUITING DUTY PREFERRED

Date of Loss 20200907 | Date of Last PCS 20200907 | Date of Last NCOER 20220831

SECTION IX – Assignment Information

ASGT	FROM	MO	UNIT NO	ORGANIZATION	STATION	LOC	COMD	DUTY TITLE	DMOS	ASI	LANG
PROJ											
Current	20210305		WJTDAA	0528CSHHC SUSTAIN BDE	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	
1st Prev	20200928	0	WKENA0	0389MIASC (SO)(A)	FT BRAGG	US	SP	SR INTEL SERGEANT	35F4S	00	YY
2nd Prev	20170929		WAC8T0	0054ENHHC BRIGADE ENG	DAL MOLIN	IT	E1	SR INTEL SERGEANT	35F4P	00	
3rd Prev	20160827	10	WAC8D0	173RD IBCT (A), 54TH BEB, D CO	CP EDERLE	IT	E1	INTELLIGENCE SERGEANT	35F3P	00	YY
4th Prev	20151031	10	WHQLT0	3RD SF GROUP (A), GSB, HHC	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	YY
5th Prev	20150325	7	WHQNT0	3RD SF GROUP (A), 3RD BN, HHD	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	YY
6th Prev	20150307	1	WHQNT0	3RD SF GROUP (A), 3RD BN, HHD	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	YY
7th Prev	20141023	5	WHQNT0	3RD SF GROUP (A), 3RD BN, HHD	FT BRAGG	US	SP	INTEL SERGEANT (FWD AF)	35F3S	00	YY
8th Prev	20140201	8	WHQNT0	3RD SF GROUP (A), 3RD BN, HHD	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	YY
9th Prev	20130201	12	WHQNT0	3RD SF GROUP (A), 3RD BN, HHD	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	YY
10th Prev	20120201	12	WHQNT0	3RD SF GROUP (A), 3RD BN, HHD	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F3S	00	YY
11th Prev	20110307	11	WHQND0	3RD SF GROUP (A), 3RD BN, D CO	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F2S	00	YY
12th Prev	20110306	10	WHQND0	3RD SF GROUP (A), 3RD BN, D CO	FT BRAGG	US	SP	INTEL SERGEANT (FWD AF)	35F2S	00	YY
13th Prev	20100823	7	WHQND0	3RD SF GROUP (A), 3RD BN, D CO	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F2P	00	YY
14th Prev	20100412	5	WHQND0	3RD SF GROUP (A), 3RD BN, D CO	FT BRAGG	US	SP	INTEL SERGEANT (FWD AF)	35F3P	00	YY
15th Prev	20100201	12	WHQND0	3RD SF GROUP (A), 3RD BN, D CO	FT BRAGG	US	SP	INTELLIGENCE SERGEANT	35F2P	00	YY
16th Prev	20090115	6	WA4WAA	3RD SF GROUP (A), HQ'S	FT BRAGG	US	SP	INTEL ANALYST (FWD AF)	35F1P	00	YY
17th Prev	20080513	8	WA4WAA	3RD SF GROUP (A), HQ'S	FT BRAGG	US	SP	INTEL ANALYST	35F1P	00	YY
18th Prev	20071130	5	WA4WAA	3RD SF GROUP (A), HQ'S	FT BRAGG	US	SP	INTEL ANALYST (FWD AF)	35F1P	00	YY
19th Prev	20071101	1	WA4WAA	3RD SF GROUP (A), HQ'S	FT BRAGG	US	SP	INTELL ANALYST	35F1P	00	YY
20th Prev	20070921	2	W2L59V	TRADOC, 507TH (A) IN, 1BN, TRN GRP	FT BENNIN	US	TC	TRAINEE	35F1O	00	YY
21st Prev	20070428	5	W1E87E	USAICFH CO C (STU) 305	FT HUACHU	US	TC	AIT STUDENT	96B1O	00	YY

DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQUARTERS COMPANY
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BUILDING X-4047 NEW DAWN DRIVE
FORT BRAGG, NORTH CAROLINA 28310

[redacted]

PERMANENT ORDERS: 136-015 16 May 2022

FORBES, MICHAEL J., [redacted] SFC, HHC, 528th Sustainment Brigade (Special Operations) (Airborne) (WJTDAA), Fort Bragg, NC 28310

Announcement is made of the following award.

Award: Good Conduct Medal: (5th Clasp)
Date(s) or period of service: 13 February 2019 to 12 February 2022
Authority: AR 600-8-22, paragraph 4-5
Reason: For exemplary behavior, efficiency, and fidelity while in active federal military service.
Format: 320

DAVID K. KORISTA
CPT, CM
Company Commander

DISTRIBUTION:
1-Soldier
1-OMPF
1-MPRJ
1- Files

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 03/21/2023: $500,000

Your SGLI Beneficiary Designation as of 03/21/2023

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]	XXXXX6088	Spouse	100%	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

Your Family SGLI Spouse Coverage Amount as of 03/21/2023: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 03/21/2023

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes.mil@socom.mil 03/21/2023 11:16:33

Servicemembers' Group Life Insurance
Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $500,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $500,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST SPECIAL FORCES COMMAND (AIRBORNE)
H-3531, 9TH INFANTRY STREET (STOP A)
FORT BRAGG NORTH CAROLINA 28310-8500

MAY 3 0 2023

AOSO-JA

MEMORANDUM FOR SFC Michael Forbes, Headquarters and Headquarters Company, 528th Special Troops Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne) Fort Bragg, North Carolina 28310

SUBJECT: General Officer Memorandum of Reprimand

1. You are hereby reprimanded for being disrespectful in language and deportment towards a Field Grade officer and for engaging in counterproductive leadership. On 30 November 2022, you were disrespectful in language and deportment during a conversation with a senior commissioned officer, by raising your voice at her and talking over her. Also, during your time as Brigade S2 NCOIC, you engaged in counterproductive leadership by being quick to anger, erratic, disrespectful, and by failing to take accountability for your mistakes.

2. Your behavior in these matters demonstrates a complete lack of judgment and responsibility. You have discredited yourself, the 1st Special Forces Command (Airborne), and the United States Army. Your conduct constitutes a serious departure from the high standards of integrity and professionalism expected of a Soldier in this command. Your behavior in this matter cannot, and will not, be tolerated, and it forces me to seriously reconsider your suitability for continued service as a Soldier in the United States Army.

3. This reprimand is administrative in nature and is not imposed as punishment under the Uniform Code of Military Justice. I have enclosed the information upon which I based this reprimand. You are advised that in accordance with Army Regulation 600-37, paragraph 3-5b, I am considering whether to direct this reprimand be filed permanently in your Army Military Human Resource Record. You will immediately acknowledge receipt of this reprimand in writing. You may submit a written rebuttal to this reprimand and should include any other documents or statements you would like me to consider. You have seven (7) days to submit any matters you wish me to consider through your chain of command. Prior to making my filing decision, I will consider any matters you submit in extenuation, mitigation, or rebuttal. I will notify you in writing of the final filing decision.

LAWRENCE G. FERGUSON
Brigadier General, USA
Deputy Commanding General

DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST SPECIAL FORCES COMMAND (AIRBORNE)
H-3531, 9TH INFANTRY STREET (STOP A)
FORT LIBERTY NORTH CAROLINA 28310-8509

AOSO-JA

AUG 10 2023

MEMORANDUM FOR Commander, United States Army Human Resources Command, ATTN: Army Soldier Records Branch (AHRC-PDR-R), 1600 Spearhead Division Avenue, DEPT 420, Fort Knox, Kentucky 40121-5402

SUBJECT: General Officer Memorandum of Reprimand (GOMOR) Filing Determination – SFC Michael Forbes, Headquarters and Headquarters Company, 528th Special Troops Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne), Fort Liberty, North Carolina 28310-8509

I have reviewed the enclosures and direct that the GOMOR pertaining to SFC Michael Forbes, Headquarters and Headquarters Company, 528th Special Troops Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne), Fort Liberty, North Carolina 28310-8509, be filed in his Army Military Human Resource Record.

LAWRENCE G. FERGUSON
Brigadier General, USA
Commanding

5 Encls
1. COC Recs
2. Ack and Rebuttal Matters
3. GOMOR
4. Supporting Documents
5. Flag/STP

DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQUARTERS COMPANY,
1ST SPECIAL FORCES COMMAND (AIRBORNE)
FORT LIBERTY, NORTH CAROLINA 28310

AOSO-HHC

Date: 8/25/23

MEMORANDUM FOR RECORD

SUBJECT: Acknowledgment of GOMOR Filing Determination.

I acknowledge notification of the General Officer Memorandum of Reprimand filing determination dated 10 August 2023.

FORBES.MICHAEL.JEFFREY.[redacted] Digitally signed by FORBES.MICHAEL.JEFFREY.[redacted] Date: 2023.08.25 11:44:55 -04'00'

MICHAEL FORBES
SFC, USA
Respondent

I acknowledge receipt of GOMOR filing determination only because I disagree with this unjustified GOMOR, the unwarranted MPO and the unsubstantiated RFC and reserve the right to formally respond and use every identifiable means to remediate this decision, which is an attempt to conceal the violations of my Civil Rights, Public Law, Regulations & Policies and the APA Code of Conduct. This was coordinated by the BDE CDR (conspiracy, unlawful mandated Behavioral surveys and 3rd party apps, corrupted clandestine 15-6 investigation), and the BDE Psychologist (more than 22 violations of the APA Code of Conduct to include a documented Conflict of interest and a failure of recusal), the BN CSM (assaulted me in front of BN Formation and no one acted to remediate it or investigate it), and the Co. CDR (illegal eCDBHE referral based on lies). I did nothing wrong; it is I, who have been wronged, and continue to be wronged, up to and now including this day, by more RMOs, to include this GOMOR permanent filing determination dated 20230810.

DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQUARTERS COMPANY
528TH SPECIAL TROOPS BATTALION (SPECIAL OPERATIONS) (AIRBORNE)
FORT BRAGG, NORTH CAROLINA 28310

AOSC-STB-HHC

Date: 20230601

MEMORANDUM FOR Commander, 1st Special Forces Command (Airborne), Fort Bragg, North Carolina 28310

SUBJECT: Acknowledgement of Receipt of Reprimand

1. I have read and understand the reprimand, dated 30 May 2023.

2. I acknowledge that I have the opportunity to respond by submitting matters in extenuation, mitigation, or rebuttal. If I choose to submit written matters, I understand that I must submit them to my immediate commander within seven calendar days.

3. I elect (initial):

[ ] Not to submit any matters.

MJF [✓] To submit written matters within seven calendar days. I understand that if I select this option, but do not submit written matters within the time prescribed, I waive my right to respond.

ACKNOWLEDGE RECEIPT ONLY
DISAGREE W/ CONTENT OF ALLEGATION
CO UNPROFESSIONAL BEHAVIOR.

MICHAEL J. FORBES
SFC, USA
Respondent

THE LAW FIRM OF JAMES M. BRANUM

Email: GIRightsLawyer@gmail.com - Voice/Text: 405-494-0562 - Web: JMBranum.com
Postal: James M. Branum, PO Box 134, Piedmont, OK 73078

16 June 2023

MEMORANDUM FOR Record

SUBJECT: SFC Forbes, Michael J. rebuttal of 2LT Tolston findings and evidence

The following brief is submitted by James M. Branum, legal counsel for SFC Forbes as a rebuttal of the 15-6 investigation findings and evidence submitted by 2LT Tolston, as well as the recommendation of a GOMOR and the contemplation of a relief for cause.

Introduction

Any objective reader of the findings and evidence submitted by 2LT Tolston would have reason to be concerned, however, the reality is very different than the distorted picture painted by this report of a deeply flawed investigation conducted by a junior officer.[1]

This problematic investigation resulted in many pages of sworn statements and MFR's (see enclosure A for a detailed discussion of these documents by SFC Forbes and enclosure B for a detailed investigation timeline), but this brief will focus its response to the two central justifications made in the recommendation for a GOMOR, as well the significant errors in the investigation itself.

1. SFC Forbes did not engage in disrespectful communication with MAJ Racaza

As outlined by SFC Forbes in his statement (see exhibit 1), SFC Forbes spoke in a respectful manner with MAJ Racaza about his bona fide concerns about medical privacy. He treated her as a professional because she was one, and he rightfully expected her to fulfill her duty under both Army regulations[2] and the licensing rules of her jurisdiction (Arizona)[3] to provide the

[1] In my almost 17 years of practicing in the area of military law, I do not recall ever seeing a 2LT being given such a challenging AR 15-6 investigation to complete.

[2] *See* DoDI 5400.11 part 5.1 (a)(3) (ref. A). *Also see* DOD Patients Bill of Rights at DoDI 6000.14 (ref. C), and *see* 32 CFR 219 § 219.116 (ref. E).

[3] According to the Ariz. Admin. Code § 4-26-301(online at https://casetext.com/regulation/arizona-administrative-code/title-4-professions-and-occupations/chapter-26-board-of-psychologist-examiners/article-3-regulation/section-r4-26-301-rules-of-professional-conduct), the APA's "Ethical Principles of Psychologists and Code of Conduct" are binding on Arizona psychologists. This includes Rule 3.10 (online at https://www.apa.org/ethics/code) which provides that "When psychologists conduct research or provide assessment, therapy, counseling, or consulting services in person or via electronic

information needed for him to be able to make appropriate decisions about his privacy rights under the law. Unfortunately, this is not what happened, and MAJ Racaza chose to engage with SFC Forbes in a disrespectful and unprofessional manner.[4] As such, she effectively divested her status as a superior officer and was no longer protected by the provisions of UCMJ article 89.[5] As explained in the US Army's *Military Judges Benchbook*:

> *(When an officer) under all the circumstances departs significantly from the required standards of an officer and a (gentleman)(gentlewoman) appropriate for that officer's rank and position under similar circumstances is considered to have abandoned that rank and position."*[6]

The veracity of SFC Forbes' interaction with MAJ Racaza are also backed by his long history of conducting himself professionally and respectfully, as shown by several of the character reference letters, including that by CW4(R) Dane A. Bergeron,[7] who said:

> *SFC Forbes possesses excellent communication skills (both written and verbal), allowing him to effectively interact with all levels of personnel in the Chain of Command.*

This picture of SFC Forbes is also consistent with what is said in this excerpt from his most recent NCOER dated August 31, 2022:[8]

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transmission or other forms of communication, they obtain the informed consent of the individual or individuals using language that is reasonably understandable to that person or persons except when conducting such activities without consent is mandated by law or governmental regulation or as otherwise provided in this Ethics Code. . ."

[4] For SFC Forbes' account of this interaction, *see* enclosure A.

[5] *See generally* Milhizer, Major Eurge R. "The Divestiture Defense and United States v. Collier" *The Army Lawyer* (March 1990; DA-PAM 27-50-207), online at: https://bit.ly/460vuf.

[6] DA PAM 27-9 at 1090.

[7] *See* enclosure C.

[8] This NCOER, as well as his previous ones can be found in the exhibits, in the folder entitled "CRL-Character reference letters"

From Part IV Section C (Comments):

** fully supported Army SHARP, EO, and MRT programs*
** model of the Army values; promoted these values with others and exemplified the highest standards of personal conduct both on and off duty*

2. SFC Forbes did not engage in "counterproductive or toxic leadership behaviors within brigade or battalion S2 sections."

The findings of the IO with regard to allegations of counterproductive and toxic leadership are based on weak and conflicting evidence, much of it based on hearsay, repeated rumors, and unsubstantiated opinions.

A different picture than the one painted by the IO, can be found by examining the past NCOER's (see attachments), as well as the testimony of those who have worked with SFC Forbes (see attached character reference letters). Here is one important except, from the letter by CSM Aubrey L. Crenshaw[9]:

> *To date, I have known SFC Forbes for the past eleven years through military positions held and through continued mentorship. I can personally attest to his intelligence, fortitude and professionalism. Others and I can confirm his exceptional qualities and potential as a leader, trainer and motivator. I have witnessed firsthand his growth in both military knowledge and experience, and as a person.*

SFC Forbes has a strong record of being a true leader, one who will speak the truth when it needs to be spoken, but also one who sees the potential of junior enlisted troops and helps them to get on track to get promoted and succeed in their MOS. [10]

Also worth noting are these remarks from SFC Forbes' most recent NCOER, dated August 31, 2022:

From part III, section j (Comments):

** stellar performance, dedication, and commitment to excellence during the rating period; finds most efficient and effective means to remain in regulatory compliance*

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[9] *See* enclosure C.

[10] For evidence of this, *see* the NCOER's, as well as exhibit A.

> ** earned staff's respect with solid guidance, eagerness to learn other sections' functions, and interoperability; steadfast in protection of command team's decision-making process and reducing risk*
>
> **From Part V section b (Senior Rater Comments)[11]:**
>
> *SFC Forbes is a top 15% NCO with tremendous potential to excel. SFC Forbes' ably served as both OIC and NCOIC of the BDE S2 Section and revitalized our physical security programs; his performance validates his exceptional potential at the next level. Send to Master Leaders Couse and promote to Master Sergeant ahead of peers.*

3. SFC Forbes was subjected to a flawed and deficient investigation.

There have been several significant issues related to the process that SFC Forbes has been subjected to, including:

a. The failure of the IO to call all relevant witnesses (and to either provide sworn statements from all she interviewed) resulted in an inaccurate/distorted judgment of SFC Forbes.

In the sworn statement by 1SG Morgan (exhibit 4), there were several individuals listed by 1SG Morgan as relevant witnesses, however, it does not appear that the IO interviewed these people. The names provided by 1SG Morgan were: COL Brunson (BDE CDR), LTC Sanchez (BDE XO), CSM Vargas (BDE CSM), LTC Hamman, C. (former BDE XO), and MAJ Collins, M. (former BDE XO).

Also, according to the Findings memo by the IO (pages 5-6), the IO interviewed several witnesses for which she provided no sworn statements or summarized testimony by memorandum. These interviewees were: MAJ CH Rivera, 1LT Lyons, and Mrs. Margaret Lindquist. It is not clear why the IO chose to not provide some kind of MFR for these interviews, given her obligation to "

[11] The senior rater was COL Brunson.

b. The reliance of the IO on summarized statements rather than on sworn statements, resulted in an inaccurate/distorted judgment of SFC Forbes.

The IO in this investigation made frequent use of MFR's to summarize testimony. While this is permitted under the regulations, it is important to note that the stated intent of this permission is to primarily accommodate witnesses who are testifying telephonically.[12]

While the use of sworn statements is not required for an AR 15-6 investigation (unless otherwise required under the appointment orders), the use of MFR's in place of sworn statements (by MAJ Weber[13], LTC Furlow[14], and SFC Meredith[15]) does raise serious questions about whether this testimony should be treated with the same level of deference as one would otherwise provide to testimony done by way of an oath.

c. The decision of the IO to make use of unreliable, irrelevant and immaterial evidence, resulted in an inaccurate/distorted judgment of SFC Forbes.

In reviewing the totality of the evidence provided in the AR 15-6 investigation, a few themes keep recurring through multiple witness statements, including the use of generalizations and opinions (often by personnel who have not established on the record the factors that substantiate those opinions), the frequent use of hearsay and more generalized gossip, and the use of irrelevant but negative information.

According to the *Investigating Officers Guide*, AR 15-6 investigations are not bound by the MRE (Military Rules of Evidence), but there are still some limitations on appropriate evidence, most notably:

> *The information must be relevant and material to the matter or matters under investigation. Information not meeting this standard must not be included in the investigation.*[16]

Unfortunately, the IO in this case made extensive use of information that was irrelevant and immaterial, including remarks by witnesses about SFC Forbes' opinions on topics including race,

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[12] *See Investigating Officers Guide*, (C-3)(c)(1), of App. C of AR 15-6.

[13] *See* exhibit 12.

[14] *See* exhibit 14.

[15] *See* exhibit 15.

[16] AR 15-6, App. C, (C-3)(g)(1).

DEPARTMENT OF THE ARMY
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DRIVE
FORT BRAGG, NORTH CAROLINA 28310

AOSC-MI 16-June-2012

MEMORANDUM FOR RECORD

SUBJECT: SFC Forbes, Michael J. Personal Responses to witness statements and related documents

Introduction:
This memorandum is written for a simple but important purpose: to defend my reputation and career from a coordinated onslaught of wrongful personnel actions (including repeated counseling and graduated reprimand recommendations), culminating in a GOMOR being delivered by BG Ferguson.

This memorandum will be addressing each of the sworn statements and memoranda for record that were provided to me as the result of the AR 15-6 investigation. While this memorandum was drafted by myself, it will refer to me in the third person for the sake of consistency

These repeated attempts to justify an ill-intended prolonged investigation of a Soldier that was dutifully and professionally performing duties that his BDE CDR assigned him to perform should be used to modify existing regulations and authorities. This simple situation could have been remediated with appropriate actions at various stages throughout this document by CDRs at any echelon and the lack thereof can easily be assessed as a failure to act by responsible leaders.

I have had to lodge multiple complaints resulting in investigations that the BDE CDR may have no visibility of; I have identified other organizations that may have a vested or oversight interests in these events as well. Unfortunately, at nearly 6 months, my wife reached a frustration level that inspired her to write to Secretary of the Army, the Honorable Christine E. Wormuth (See “01-COL Brunson” folder) on 20230524. She did this because she saw her husband lose a position that he loves, one that he worked his whole Military career to be knowledgeable about to positively impact.

This situation, arguably, began on 20231130 with MAJ Racaza’s actions as she unjustifiably followed me upstairs to report me to the BDE CDR while ignoring her responsibility to follow Public Law, Regulations and the APA CoC as it related to the ad hoc SDI event. This led, due to no fault of myself, into what you are about to read. When a similar endeavor, the USASOC sponsored HPW rollout order, immediately followed, I knew better than to ask any 528th SB Special Staff for any information pertaining to making an ‘informed consent’ decision and attempted to get the information on my own. Those efforts resulted in being unjustly removed from my

NCOIC position and put under intense undue scrutiny at every echelon of two BNs over the last six months under the leadership and culture of COL Tavi Brunson.

The following responses/explanations are made for the witness statements and other supporting documents of the AR 15-6 investigation. Due to the lack of sufficient time to respond to all of the allegations, this memorandum should be understood as being a non-comprehensive response.

Notably, MAJ CH Rivera was interviewed by the IO but no SS or MFR by 2LT Tolston was produced, yet he is mentioned in other hearsay remarks in evidence as having seen SFC Forbes before speaking with MAJ Racaza. I did not meet with or see anyone other than MAJ Racaza until after was ordered to report to COL Brunson's office at the behest of MAJ Racaza; I met with MAJ CH Rivera later that day. Even though the IO MFRs should be excluded, I will address as many of the identifiable issues as I have time to respond.

Also please note: CPT Lowrie and SFC Meredith are not licensed mental health professionals and their purported diagnoses of "a lack of emotional fitness" and a "mental break," respectively, regarding me, are moot. Moreover, these statements coupled with MAJ Racaza's behaviors suggest a probative value into whether anyone was 'coached' to provide these highly charged opinions to the IO. Notably, CPT Lowrie is pursuing a PhD in Psychology and working with, MAJ Racaza on her dissertation questions.

ALL HIGHLIGHTS ARE QUOTED STATEMENTS PROVIDED TO IG

Exhibit A
MAJ Racaza Sworn Statement (20230119)

Summary: This is an impugned witness. See Exhibit H Folder of PMO the criminal assault that SFC Forbes submitted to the Fort Bragg PMO. MAJ Racaza should not have been allowed to submit evidence against SFC Forbes as it provides significant probative value in a different venue, which is likely the reason the BDE CDR recommended a GOMOR instead of UCMJ action (See the accompanying Investigation Timeline memo to identify the multiple actions that MAJ Racaza should have either, not acted until she fulfilled her Lawful and Principled responsibilities and, thereby, divested her authority as an Officer in the United States Army). Moreover, after violating this, MAJ Racaza further impugned herself (as seen in Exhibit E, CPT Korista's SS) when she recommended SFC Forbes after she had complained about him at least twice prior to an investigation in which she was a prominent and sole Officer that COL Brunson alleged SFC Forbes disrespected.

A week after that, MAJ Racaza exacerbated her impugned status by then recommending SFC Forbes (an unwitting suspect of the investigation) for an eCDBHE through the newly replaced (on BDE order, see Exhibit E, "para 7_Q4 eCDBHE" folder, 3x orders dated 20221220 & 20230117) authority of CPT Korista. If the outcome of what SFC Forbes deems a "unwarranted fishing expedition" had been, even remotely, negative (it was not, see Exhibit A, "WAMC" folder) it would have been used against him in the open investigation and could have affected SFC fit-for-duty status.

Having been a 14-year unblemished, licensed professional of FINRA prior to his joining the Army (See "10-CRL/BIO & CIV Resume" folder), SFC Forbes fully understands the most important professional act MAJ Racaza failed to accomplish, given her prior complaints about SFC Forbes. Her lack of recusing herself of anything pertaining to SFC Forbes' eCDBHE and his mental health is troubling. She could have easily contacted another Psychologist on Fort Bragg to objectively assess any concerns in this situation of which she was centrally involved. Instead, she went 'all-in' and committed serious violations of what the APA CoC calls, "Conflict[-]of[-]Interest" and "Multiple Relationships" (See Exhibit A, "AZ BOPE" folder, "APA 3.0 Human Relations…3.05 and 3.06).

Yet, one day after SFC Forbes' questionably ordered (by CPT Korista) eCDBHE evaluation, which was conducted by Mr. Lanier, at WAMC, MAJ Racaza quadrupled down in her likely narrow-minded or shortsighted and predetermined opinion of SFC Forbes that occurred within the less than 1-minute discourse with SFC Forbes on 20221130. MAJ Racaza decided to participate ***as a witness*** in the investigation (See Exhibit A); this was an investigation she already had a hand in starting on 20230112. MAJ Racaza's motive is probative and may have been due to his favorable 3822 results and her need for him to be counterproductive or suffer from a diagnosed personality disorder to explain away her violations of Public Law, Regulations, Office of Management and Budget Memorandum (pertaining to 3rd Party Applications) and the APA CoC. She attempted to get an outside opinion that would align with hers and failed.

The reasons for her failure of a commonly used concept of 'recusal' or avoidance of a perceived 'conflict-of-interest' among licensed professionals will be reported to the Arizona Board of Psychologist Examiners (AZ BOPE) for consideration and possible adjudication following the resolution of this GOMOR rebuttal. In fact, I was, and would be still be, prepared to request a General Court Martial, as I feel the rules of evidence and oversight of his rights and due process in that venue would afford me the opportunity of transparently presenting the evidence provided herein.

The APA's Code of Conduct (APA CoC) was adopted by the (AZ BOPE). Please reference the "Exhibit A, AZ BOPE" folder to find all (highlighted) violations that will be argued in front of this licensing body. Informed consent, an ad hoc event ombudsman and a privacy assessment are some of the items that will be addressed regarding the

SDI 2.0 event that she promoted through the BDE CDR. At no time, during SFC Forbes' failed (less than one minute) request-for-information (RFI) attempt, did he disrespect MAJ Racaza or "[angrily]" demand information; he simply wanted the information and she should have known, through her education and professional licensure, that his reasons "Why?" were irrelevant to her lawful obligation to answer them. She was bound by Public Law, Regulation and APA CoC to answer his two queries. She did not answer either of them then (20221130) and did not answer them up and through the culmination of the event on 20221202. SFC Forbes was relieved to not be included in this Command Directed Behavioral Health Data Gathering event that produced PII identifiable reports back "to the Sponsor" and MAJ Racaza. SFC Forbes has no confidence in MAJ Racaza's competency or professionalism after the ~1 minute exchange and her misperceptions associated of SFC Forbes 'anger' that she reported to the BDE CDR. SFC Forbes had professional exchanges with the BDE CDR over this issue and considered it closed immediately after the exchanges.

SFC Forbes will not be able to address many of the false statements and hearsay of unidentified persons contained in the MAJ Racaza's SS and does not concede or agree with MAJ Racaza's allegations of disrespect or counterproductive leadership behaviors.

SFC Forbes addresses her rendition of SGT Aldeguer's SS, which she was not a party to, or witness of, in Exhibit B narrative. Also, refer to the attached CD or zip-file provided by SFC Forbes (integral part of this rebuttal) for an email exchange between SFC Forbes and COL Brunson (see "01-COL Brunson" folder, email dated 20221201), wherein he documented a communication to COL Brunson; the email pertained to the discussion with MAJ Racaza on 20221130 that following his 'called-on-the-carpet' meeting in the BDE CDR's office, pertaining to MAJ Racaza misperceptions. SFC Forbes included detailed reasoning for asking his questions of her; he simply wanted to be afforded 'informed consent' (per Public Law and Regulation) prior to his participation in the ad hoc SDI data-gathering (and shared) behavior health oriented program. COL Brunson's codified (in the email) response was to state, "I will respect your request and excuse you." He immediately replied again and stated, "P.S. For the record, I read it all twice."

SFC Forbes has never removed or threatened to remove anyone's building access or suspend anyone's clearance without CDR recommendation and/or INSCOM direction in his entire 11+ year career as a highly successful (see all NCOERs in folder entitled "NCOERs)."As the NCOIC and BDE appointed Primary Personnel Security Manager (PSM), the only requirement SFC Forbes enforced was the incentive for Soldiers to fully in-process prior to receiving building access via the CAC Card readers on X-4047. He enforced this to justify the granting of access in DISS. People would go to SSG Meredith to in-process to circumvent this requirement and get access without appropriate training and access notification to DCSA, formerly known as DoD CAF (Please see the detailed issues with how SSG/SFC Meredith executed the S2 Programs

prior to SFC Forbes' arrival in Exhibit N narrative). These are issues MAJ Racaza would not be privy to in her official capacity: and her commentary, opinions, or assessments about these internal S2 issues would have been based only on hearsay, making them effectively moot.

Exhibit B
SGT Aldequer Sworn Statement (20230119)

Summary: SFC Forbes met with MAJ Racaza. Interestingly, SGT Aldeguer stated, "Chaplain Rivera saw him walk in and he called MAJ Racaza to answer his questions." This indicates coaching from someone; he is attesting to events of MAJ CH Rivera, down the hall and out of sight.

This Soldier is a direct subordinate to MAJ Racaza. Given her violations of Public Law, Army Regulation and the APA CoC (CoC issues will be adjudicated in a proper venue). It is in MAJ Racaza's interest to attempt to find corroboration of SFC Forbes as counterproductive or suffering from a diagnosed personality disorder, where none exists to divert any attention from her bad actions (or lack of lawful fulfillment of Public Law, Regulations and APA CoC). This case is a clear fabrication of this witness and there is no testimony to support it. Even if this discussion had occurred, as all of SFC Forbes Character Reference Letters (CRLs) (See "10-CRL" folder) indicate, he never has walked into anyone's office and begun demanding things; because it is not professional.

Furthermore, SFC Forbes would never comment on someone's "English." SFC Forbes was never the subject of an EO complaint related to this event because it did not occur.

Exhibit C
1SG Morgan Sworn Statement (20230120)

Summary: See narrative below. Not enough time to summarize.

para 1 - "2021 Motor pool Incident w/ CPT Valdez:" SFC Forbes created a SS pertaining to the 20210723 discussion as it was a catalyst to later issues with CPT Korista and 1SG Morgan. Separately, SFC Forbes dutifully had motor-pool personnel secure a GSA 2-drawer safe that he observed on the parking surface (outside) near the fence-line of the motor-pool; he immediately wrote an impromptu MFR (see Exhibit C folder), notified the S4 to attempt to identify the owner, and documented the situation. Contradicting 1SG Morgan's own SS is his own evidence submission of the corresponding DA 4856, dated 20210727, which noted in the closeout of the DA 4856 that "SM has not had any problems since the 27 July counseling session."

Interestingly, this close out occurred a couple of days before an investigation was launched against SFC Forbes, lodged erroneously by an unknown and likely

overzealous CDR, due to an overreaction by MSG Kazmierski, Sean that his IOTV went missing (see Exhibit C., "para 5" folder and narrative in this section para 5 for more on this topic).

para 2: - "HHC Supply Issues at S2 HRH:" SFC Forbes signed both initial counseling memoranda from both CPT Mansour and CPT Korista (see Exhibit C, "para 2" folder); statements to the contrary are false. Please see "para 1" evidence and SFC Forbes SS to appreciate the major issues in how equipment was inspected, documented, and accounted for in HHC, STB under both Company CDRS. SFC Forbes did not add to the CD 1 ½ years of monthly signed sub-hand receipt documents in his meticulously kept sub-hand receipt hard-copy binder, but he is willing to provide his records to anyone that needs to see or have them. Notably, on 20210720, SFC Forbes suggested and encouraged CPT Mansour to have a document with the Sub Hand Receipt Holder's signature on it.

para 3: - "Conflicts with BDE Staff Leadership/Platoon Sergeant:" Please see the following paragraph, the first paragraph of "para 7" below and Exhibit M. "example" (x2) interactions therein and elsewhere throughout the entirety of this document, for reference evidence that refutes this allegation. SFC has a good memory but does not recall, nor did he document the conversation with MSG Burgos as it was inconsequential; it was one-of-many conversations he had with the BDE S3 NCOIC (MSG Burgos). They are S3 Operations cell after all. Notably, the lack of specificity on the part of 1SG Morgan does not help SFC Forbes recall the conversation either. The PSG issue can be summed up in the myriad exchanges both SFC Surorodriguez and SFC Forbes could print off; SFC Forbes decided that refuting this is self-evident and only selected examples that easily counter any allegation he did not want to communicate with the PSGs. The examples in Exhibit C, email dated 20220629 and 20220831 refutes any lack of communication on SFC Forbes' part outside the norm. The only issue SFC Forbes ever verbalized was the difficulty in responding to after-hours texts (See Exhibit C, email dated 20220629) and SFC Suro indicated that it was not an issue; after-hours texts have since been discouraged in the unit.

There were minor conflicts, but not with BDE Staff. As this memorandum is rife with examples of CPT Korista and CPT Mansours questionable leadership decisions that are compounded by the lack of an HHD UIC on the MTOE, this email is yet another example. CPT Korista publicized to all on the "to:" and "cc:" lines of the email that SFC Forbes' Soldier (PFC Scheffing) was on a list of Solders entitled "Failure to Train." Moreover,it included threats of Personnel Actions or "future consequences" if the Soldiers repeatedly miss training. PFC Scheffing was a good and dutiful Soldier on Staff Duty, but everyone, other than the PSG (SFC Surorodriguez), SSG Meredith, SFC Markle (S1) and SFC Forbes were made aware that he was otherwise duty bound NOT to attend. This was never remediated by CPT Korista and SFC Forbes did not see this

as material to bring up at that time, given CPT Korista's reactions to Senior NCO guidance in the past.

para 4 – "Interactions with Company Staff:" This refers to the same allegations in CPT Korista's SS (para 2., c.). This is simply not true. This was yet another last minute tasking that CPT Korista and 1SG Morgan would pick Soldiers by name and SFC Forbes simply went down to inquire what the urgency was and upon learning this was a relatively short event and it had to do with the issue that CSM Vargas was intimately familiar with (she garnered some Garrison attention for standing up for our Soldiers in a bold way; SFC Forbes admires her for it) and had eventually received national press attention. SFC Forbes, he left and went back to work upstairs.

para 5 – "Abusive and Dishonest Behaviors:" This is a fabrication. See redacted Investigation report SFC Forbes received via FOIA and LTC Furlow DA 4856 of Forbes in reference to the outcome.

para 6 – "Inappropriate/Racist Statments:" This is categorically absurd. SFC Forbes has been married to his wife, Sabrina, a proud Native American of Lumbee heritage, for nearly 8 years. In fact, he is the only Caucasian family member in his wife's extended family (including both her foster and biological families). The family is approximately 60% Native American and 40% Black. This is untrue and just another instance of witnesses attempting to repeatedly use hearsay and inflammatory statements in the hopes to bolster an untrue statement.

para 7 – "Interactions with Officers:" MAJ Johnson, S1 OIC, 528th SB provided unsolicited feedback when SFC Forbes owed the unit $20, the remaining balance on two clothing items being sold ISO the BDE Ball. After 3 months of excluded from working with colleagues whom he had a working relationship with, he provided her the following feedback and reflection, "You are a professional and I miss working with you. I love working with professionals." MAJ Johnson responded, "Good morning and thank you SFC Forbes. I'm glad for your support. Thank you!, you have always rendered the same courtesy to me, always cordial and professional." MAJ Johnson never talked-down to SFC Forbes and always took his guidance seriously. SFC Forbes has always viewed the S1 shop as one of the only professional offices at BDE, STB and HHC (under UIC: WJTDAA) along with the BDE S3 under MAJ Lester 's leadership though he never expressed that to anyone until we worked on this writing. In fact, SFC Forbes feels that MAJ Lester was the epitome of professionalism due to comments made to SFC Forbes of "Sergeant Forbes, you do not have to schedule a meeting to quickly discuss anything, You are the S2 in my opinion and I will provide you the same courtesy I would provide any other OIC here. Just come and knock, if I can't meet right then I will tell you."

Moreover, MAJ Lester worked with SFC Forbes to get the Primary Physical Security Officer named in the S3 after a vibrant and positive email (See Exhibit F, email dated 20220331) and verbal exchanges over the course of several weeks. SFC Forbes, had not gotten approval for an attached SPO Analyst yet, the Command had tasked SFC Forbes with the TSCIF approval SFC Forbes idea was to support and train SFC Riley for a year and then MAJ Lester would find another Soldier in the S3 or elsewhere

para 8 – "Overall:" All repeated allegations have been addressed above and SFC Forbes does not agree with any of 1SG Morgan's opinions, conclusions, generalizations, hearsay allegations of unspecific events, or characterizations of how the units leadership "condoned" any inferred counterproductive behaviors; they simply didn't occur as perceived, embellished and/or purported. After all he has an excellent recorded history of his leadership of the BDE S2 Section as NCOIC and acting OIC over an 18-month period (See "CRL/NCOERs)", during which 1SG Morgan's commentary resides.

Exhibit D
CPT Lowrie Sworn Statement (20230124)

Summary: CPT Lowrie's SS pertaining to the 2 months (17OCT – 19DEC not three months) contained opinions, allegations, and fabrications of the following:

1) a counterproductive messaging and approach (opinion),
2) "my way or no way" attitude (discussed below),
3) "he may be an incompetent leader" (fabrication),
4) "… he is indecisive and lack[s] the ability to control his emotional center (non-psychologist opinion),"
5) "…[he] does not provide timely guidance," (fabrication)
6) "…but [he] often create[s] a frenzied, chaotic and hostile workplace (opinion),
7) "He engaged in self-serving behaviors…. For example, there was not a proper hand-off [of] duties and responsibilities, when I went through on-boarding," (fabrication) and
8) "I wasn't cc'd on some emails especially the emails he sent to 1SFC and USASOC."

It is recommended that you peruse all evidence that has been provided as examples of the level his professionalism and knowledgeable enforcement and management of S2 Programs over the years. SFC Forbes has embodied and earned the comments through performance of 18-months of work depicted in two NCOERs by his Supervisor, the XO, 528th SB. It is an absurdity for CPT Lowrie to feel competent enough to allege any level of incompetence on behalf of SFC Forbes especially given she can't begin to purport that she understands the unit, SO, or SFC Forbes enough to make such significant claims in a 2-month period. Moreover, it was not a full 2 months either; she

had a car accident upon arrival that had her out of the office for a week with injuries and car repair logistical decisions. Then she put in for another week of leave during this period as well. Other issues can be explained by the fact that ***she could not act in the capacity of a PSM*** until all training was completed and she was named as such on signed appointment orders and they were on file at USASOC.

SFC Forbes does not want to belabor the Initial Counseling (See Exhibit D, "0) Initial Counseling" folder) that CPT Lowrie provided him but it is worth mentioning that portions of the document contained items that lacked any forethought. She instructed SFC Forbes as if: 1) he were a lower enlisted Soldier "(…responsible for preparing and submitting intelligence reports)," 2) he was a youngster "(Get a hobby,...)" or, 3) he had not supported SOF units spanning a proud 12+year career by recommending "H2F" the conventional version of instead of USASOC funded HPW. Most notably, she also instructed SFC Forbes, "This is a Special Operations assignment, so you will be working with people who think and operate differently…." SFC Forbes doesn't believe she has SOF experience, however he gave her the benefit of the doubt. SFC Forbes is vigilant in knowing his Soldiers (See 2x Solder CRLs in "CLR" folder); it seems in the first month of the 2 months we worked together, before this presented counseling, she did not demonstrate any knowledge of his life or work. Earning trust is difficult as any leader can profess, so I offered to edit and revise her counseling so she could focus on DISS training, which she had not informed me was not complete yet. I wanted to save her some time.

Notably, as of 20221202, SFC Forbes was thrilled with LTC Furlow's selection of CPT Lowrie (See Exhibit D, "0) something changed in CPT Lowrie" folder).

Point 1): "counterproductive/destructive leadership" - Please see NCOERS (See "10-CRL/NCOERs" folder) and read entire document for SFC Forbes answer to this generalization. SFC Forbes reacts appropriately to unique situations and denies this generalization.

Point 2): "my way or no way" - CPT Lowrie submitted her SS on 20230124 and PFC Scheffing submitted his 24 hours later on 20230125. The "my[his] way, no way" is very similar yet in fact inaccurate. See PFC Scheffing "Summary:" of Exhibit G below for the actual statement SFC Forbes has made to many Soldiers he has trained over the years.

Another problem with the investigation shows up in the order of investigating a known starting list of witnesses. COL Brunson named CPT Lowrie and PFC Scheffing on 2LT Tolston's appointment memorandum. Given that PFC Sheffing and SSG Henkel (not named originally) both work for CPT Lowrie, it would have been prudent and professional to interview the lower enlisted subordinates first to minimize any suggestion of coercion by a supervisor or incentive to please from a subordinate.

Notably, it was the newly and quickly promoted SSG Henkel who took SFC Forbes NCOIC position and they dissolved the BN position and moved him to the BDE office.

Point 3): "incompetent" - Based on the two month (not three as she stated) period of working with SFC Forbes, CPT Lowrie stated, "Based on my working relationship with SFC Forbes he may be an incompetent team leader because he has adequate cognitive abilities but lack[s] the emotional fitness to be support[ive] and lead his team." After setting aside the fact that CPT Lowrie was presented with SFC Forbes recent NCOERs upon her arrival, this comment is flatly absurd; CPT Lowrie is just unaware because she wasn't there for the 18 months SFC Forbes fulfilled an O-3 level Officer's (CPT's) position. Had she taken the time, she could have inquired about the 'bullet' in his NCOER for the period ending 20220226, which read, ""received 100% 'commendable' rating within 7 months for all S2 PSM programs after inheriting a shop that functioned at 60% (See Exhibit N, "State of the S2" folder, "ppt" dated 0210527, and "10-NCOERs" folder, NCOER dated 20220226)." Please refer to Exhibit N narrative below for more detailed explanation of the "State of the S2" SFC Forbes inherited from SSG Meredith, SFC Kristich and CPT Simkins.

It is SFC Forbes' opinion that CPT Lowrie was attempting to do too much too soon upon her arrival at 528th SB; evidently, she was trying to make a good impression with LTC Sanchez, the DCO and her new supervisor, all while also having been in a car accident upon arriving, and attempting to take leave for household issues (goods and setup). SFC Forbes did his best to insulate her and allow her to focus on her newfound obligations, household priorities, training, and emergencies. In contrast, when SFC Forbes took over in March 2021, he did not have these significant issues and did not PCS from overseas, so he fully expected that he would be doing most of the 'heavy lifting' for a little while in support of CPT Lowrie.

Upon taking over in 2021, SFC Forbes immediately began gathering data points of inefficiencies or failed S2 Programs as he had resurrected a BN S2 Shop at 3/3 SFG when he was a SPC. Therefore, he immediately began training for his new DISS account and created a prioritied tracker he used for every new S2 in the BDE from that day forward (see Exhibit D, "para 7)" folder, file dated 20210512). While in training, he excitedly explained his hasty approach to some glaring and serious issues to LTC Hamman, the DCO; he explained that he wanted to focus on his initial training requirements and quickly be put on orders. and get approval for his DISS account from the USASOC DISS Account Manager quickly (Mr. Vance Noland). Upon the DCO's querying, "Why?" He said, "So I can immediately begin fixing some of the identified and material faults he was finding daily the S2 section." INDUSEC was the issue that carried the most risk, in his professional opinion, as CTRs were working in the building, with access in DISS (that prior S2 personnel granted) but with no DD-254 on file (critical fail item) and sometimes with incomplete S2 personnel files (no NdAs or TS attestation forms properly signed, witnessed on one sheet of paper in each file) or no S2 personnel

file in the office at all! LTC Hamman appreciated his hasty assessment, his short-term plan, and encouraged SFC Forbes to "Hurry up!" LTC Hamman wanted SFC Forbes' complete assessment of the entire S2 Section. SFC Forbes sent him the read ahead on his complete assessment to include recent manning movements that SFC Forbes did not agree with but was facing resistance from the de-facto Senior 35F manning NCO, CSM Prewitt, 389th MI BN, and the STB CSM, CSM Kline.

CPT Lowrie did not fully support SFC Forbes with at least two of the recently emerging significant issues he requested her support to remediate. They were:

1) SSG Hess, the primary PSM, 112th SIG BN, refusing to own or service TSSC Soldiers (~130 pax) in DISS due to a SOCOM Directive and,

CPT Lowrie was notified of 112th's complete failure of a SAV on 20220505 (See Exhibit G, "Example of Conflict SSG Hess" folder ppt and SAV out-brief, both dated 20220714) and that the 112th PSM, SSG Hess' flatly refusing to comply with DCoS memorandum (See Exhibit G, "Example of Conflict SSG Hess, DAMI CD dated 20211015) mandated and communicated by the USASOC G22 Chief of Personnel Security Management (See Exhibit G, "Example of Conflict SSG Hess" emails dated 20221210. Other examples of her failing reasonably address SFC Forbes concerns and attempting to inhibit his enforcement efforts can be seen throughout this rebuttal packet, e.g. PED prohibition, recommendations to Command of reportable incidents, 112th refusal to conduct DISS Ownership, verbally counseling SFC Forbes not to conduct on-the-spot corrections (See "02 LTC Sanchez," email dated 20221208).

2) CPT Dambeck stonewalling of Soldier specific UCMJ and administrative actions tracker to support the impending INSCOM PSAP Program pilot program.

The only legacy unit issue that SFC Forbes feels CPT Lowrie verbally supported (albeit begrudgingly) upon her arrival was the request for the BDE SJA to begin having biweekly meetings to share UCMJ and administrative actions with S2 personnel. This has always been a regulatory necessity per AR 380-67 but became more important with the impending rollout of the INSCOM PSAP Program that relies on a synchronized BDE Staff Team approach (see evidence in Exhibit D "3)" folder, file dated 20211028). Essentially, SFC Forbes requested a tracker of what Soldier Personnel Actions CPT Dambeck was working in the BDE to compare to SFC Forbes' S2 Reportable Incident (formerly Derogatory Report) tracker, IET better support the BN PSMs and BN Command Teams. He responded that he couldn't because he has "Attorney/Client Privilege." Immediately alarmed by that response SFC Forbes spent his weekend researching the multiple JAG regulations to understand if this concept applied or whether he would have to try to reason with him. CPT Dambeck's assertion of

"Attorney/Client Privilege" had never been encountered by SFC Forbes in his experience. His research yielded enough information that SFC Forbes deemed that and email was the only way to address this complex ruse. It got rectified, with no help from CPT Lowrie (that she ever indicated). The email he sent to CPT Dambeck while cc'ing LTC Sanchez and CPT Lowrie (See Exhibit D, "3, email dated 20221115) folder, email dated 20221115) was a professional success and spurred a series of permanently scheduled biweekly JAG/S2 sync meetings (See Exhibit D, "3, calendar acceptance dated 20221201) with the BDE SJA. SFC Forbes'had NEVER encountered that with any of the SJA Officers he ever worked with. Please refer to any of his 15 NCOERs to get a better picture of SFC Forbes competence than CPT Lowrie's 2-month old assessment that is a brash, incorrect, and incomplete at best.

Point 4): "frenzied" CPT Lowrie evidently wants to become an organizational Psychologist (see scheduled meeting CPT Lowrie allowed SFC Forbes access to) and would like to have a follow-up meeting with MAJ Racaza to this end. Respecting CPT Lowrie's goal and evident tertiary relationship with MAJ Racaza, SFC Forbes would appreciate if she would keep her unlicensed mental health opinions private (whether they come from an aspiring student's perspective, a book, some other unlicensed source, or MAJ Racaza for that matter), and not discuss his mental health with MAJ Racaza due to her divestiture of MAJ Racaza's authority by violating Public Law, Regulation and multiple principals of the APA CoC in her 20221130 ~60-second interaction. Another reason for this requirement is that SFC Forbes would not consent to any treatment or assessment by this licensed Psychologist as he has questions regarding her knowledge base and her ability to abide by the law, constitution, and the "do no harm" principle, which is commonplace understanding in all medical fields. He feels he controls his emotional center very well for many reasons that this forum is inappropriate to discuss. Moreover, the evidence he has provided throughout this rebuttal indicates decisiveness and more importantly successful implementation of remediation plans and improvements to his assigned duties, Section, and overall, the protection of all Soldiers at every echelon of his unit (528th SB).

Point 5): "…[he] does not provide timely guidance." SFC Forbes was constantly communicating ongoing and impromptu issues immediately upon CPT Lowrie's arrival, though he did attempt to insulate her so she could focus on the onerous training on the excel sheet (See Exhibit D, "para 7)" files dated 2021012) that SFC Forbes prioritized the training and created an excel tracker to ease the confusion with the USASOC training plan. This was his first act upon his installation as acting S2 OIC while he was conducting the same training himself. This USASOC G22 training is extensive and time-consuming and historically has taken S2 personnel a focused and diligent approach to accomplish in a few weeks. Other examples of his timely guidance were the emails notifying her he put up "posted security reminders" that morning per USASOC 25-2 on 20221207, prior to her arrival to work. A second example (of many more) was on

20221213 at 1010, ~1 ½ hours after he neglected to cc her on his advice in which he indicated that the STB CDR "may want to investigate the posting of PICs depicting phones on the Internet," (See Exhibit D, "5) timely guidance" folder, picture dated 20221209) which is in violation of USASOC 25-2. This claim is untrue and this this document should be completely consumed to get an accurate assessment of SFC Forbes work ethic and his 'flat-comms' approach.

Point 6): Regarding her statement, "create a frenzied, chaotic and unhealthy workplace," CPT Lowrie realized quickly upon her arrival, just how intense the optempo of 528th was. Her new unit was very busy and commented as such multiple times. At no time did SFC Forbes create an unhealthy workplace. In fact, he did everything he could to protect his Soldiers from highly questionable orders from many sources while attempting to run a BDE level S2 Sections and all of his appointed duties (See SFC Surorodriquez commentary herein, appointed duties in Exhibit D, "03-ADOs" folder and the complaint to 1SFC that was investigated by MAJ Chustek of 1SFC located in Exhibit D, "6)" folder).

Point 7): CPT Lowrie stated, "…there was not a proper hand-off [of] duties and responsibilities." Please see the evidence in the appropriate folder (on provided CD). SFC Forbes has evidence of coordinating the approval and scheduling of CPT Lowrie's TS read-on no less than 3 weeks prior to her arrival. Furthermore, he provided her with a personally designed (by SFC Forbes when he arrived and completed the extensive training) excel spreadsheet (See Exhibit D, "7)" folder, excel sheet dated 20221031) that provided all tasks in a prioritized order for efficiency.

Point 8): - "I was cc'd on some emails but not all" SFC Forbes cannot be expected to be perfect, as no one can be. That said, SFC Forbes did his best to balance what CPT Lowrie needed to be involved in vs her training requirements to get her DISS account. She was in fact learning a new unit and he has an extensive library of emails he cc'd her on over their 2-months working together.

Exhibit E
CPT Korista Sworn Statement (20230125)

Summary: CPT Korista is a central figure in this situation. Had he not spread his misinformation of his incorrect perception of the exemption of "Gyms" in USASOC 25-2 to all echelons of Command and even some Soldiers, a whole string of bad decisions and actions could have been averted and good decisions enacted instead; both follow:

1) He would not have ripped down SFC "posted security reminders,"
2) CSM Emekaekwue would have supported SFC Forbes National Security message to STB BN on 20221212,
3) The sweep would not have occurred,

4) The pics of phones on Facebook could have been removed with some professional verbal retraining,
5) A internal policy could have written by both the S2 and S6 and signed by BDE CDR for appropriate venues for Family and HPW events to allow phones,
6) SFC Forbes would still be in the BDE NCOIC slot to support his BDE CDR with his in-depth experience and insights,
7) Massive assets would not have been expended to unwittingly investigate to entrap SFC Forbes or gather evidence on him to deflect others bad actions,
8) An eCDBHE would not have been requested,
9) MAJ Racaza would not be intended to be named as the subject of an AZ BOPE complaint,
10) Falsifications would not have been needed to disparage a good and dutiful Soldier,
11) The temptation to violate laws and regulations through entrapment ploys (such as DA 4856 recommendations for LOR and GOMOR presented) would have been unnecessary (Note: agreeing to the counseling was an open investigation 'pitfall')
12) The BDE CDR would not have had to poorly navigate this corrupted situation because the decisions and guidance he received would not have occurred, and,
13) The BG would not have been bothered to adjudicate this rebuttal (note, may not be an inclusive list).

MAJ Racaza and CPT Korista provided the bad actions and likely bad guidance or perceptions that were the catalysts to a spiraling situation that has only grown, to date. All events were either driven by or connected to a prior event until the Commander decided to 'attack the person because they could not win the issue.' All of this to protect bad actors and cover the unit's reputation.

<u>para 3_Q2., a.</u>: SFC Forbes recalls this very differently. He keeps meticulous records and went to HHC Ops to request a copy of his training because he was being tasked by Co. Leadership to do it again only 6 months later. He asked SPC Terry for a copy of it and CPT Korista appeared out of SFC Yoder's office on the way to his makeshift "battle-room" (he commandeered the HHC conference room for a second office upon taking Command) and asked me, "Why I needed it? Is someone giving you a problem?" SFC Forbes replied, "Oh no, Sir. You know me. I always want my own copy for my 'love-me' book." He commented he can easily get it and send it to me. He did. His subsequent recollection of events is false. Please see Exhibit E, "para_3., a." folder, both files dated 20221208. SFC Forbes was never counseled verbally or otherwise and no mention was made in his email communication referenced in the prior sentence.

<u>para 4_Q2b</u>: SFC Forbes would never disparage people like this (See "CRL" & "CRL/NCOERs" respectively. He has NEVER been scrutinized and/or investigated in his entire 30+years of Professional work in the Army or as a licensed Financial

Professional, nor in his extensive Educational work. SFC Forbes was never the subject of an EO complaint related to this event, even though, if it occurred so blatantly as CPT Korista purported in writing (no less), any one of the 100 Soldiers present of all ranks (he indicated) down to a PVT could have easily lodged a complaint with our in-house EO representative. This would have launched an investigation. Why didn't that happen; because this is an embellishment and augmented statement differing in scope and content from what SFC Forbes did ask. SFC Forbes simply asked, "Will there be a schedule of any type if a Soldiers spouse is concerned about their Soldier showering with a member of the opposite sex?" CPT Korista's inaccurate and embellished recounting of what SFC Forbes did say is unbecoming of an officer under Article 133 of the Uniform Code of Military Justice.

para 5., Q2c: SFC Forbes has not experienced the level of success in the U.S. Army that he has by walking into anyone's work area and demanding anything. This claim by CPT Korista is another inflammatory and false allegation that not only wasn't documented contemporaneously, but also, was designed to bolster other unsubstantiated or uncorroborated opinions, perceptions, and/or generalizations located throughout this evidence. SFC Forbes prides himself in acting like an NCO as his CRL's, NCOERs, and awards show.

para 7: Notably, on 20230125, CPT Korista blatantly fabricated a meeting SFC Forbes had with MG Angle, in his SS with 2LT Tolston, likely, in an attempt to bolster the justification of the eCDBHE (See Exhibit Q and Exhibit A narratives, and this document in its entirety, for more information on the eCDBHE and how it fits in the overall situation) he ordered SFC Forbes to participate in, and filled out FB Form 1462-E to accomplish. This meeting was requested but never occurred and is consistent with other documented fabrications and embellishments of his (See Exhibit E, "para 4_Q2b)" throughout this rebuttal. To date, SFC Forbes has never met with MG Angle.

para 8: - "SFC Forbes should never be trusted with leading Soldiers ever again, in any form or fashion. He has total disregard for dignity and respect." SFC Forbes, out of a self-developed, longstanding strong sense of confident humility, would prefer to let his track record coupled with Supervisors, Colleagues and Subordinates answer this hateful, unsubstantiated and counterproductive, absolutist opinion (see "10-CRL" & "NCOERs" folder for professional assessments and direct, recalled observations).

para 9: - "His erratic behaviors and actions, in addition to his counterproductive outbursts …degrade the BDE's morale…and…poses a threat to the security of all those who work in the BDE." This is false (See "10-CLR/NCOERs" folder). This entire document serves as rebuttal to the "counterproductive" portion of his statement. CPT Korista may feel this way resulting from his unprofessional demeanor witnessed through his decisions and actions leading up to SFC Forbes' investigation.

On 20221209, SFC Forbes asked to meet with MAJ Weber in SFC Forbes' office (208d, X-4047) to "keep this topic at the lowest level." MAJ Weber agreed. As SFC Forbes had done previously with the "skulls on the wall" and the Clean Sweep en masse "grass cutting incident" issues with LTC Furlow, SFC Forbes did not wish to codify the information in an email. SFC Forbes understood that CPT Korista was still learning how to lead in his relatively newfound role as Company CDR; after all, SFC Forbes has seen CPTs grow and learn many times in his 16+year career. In that meeting SFC Forbes discussed with the STB BN XO and CPT Korista's supervisor, MAJ Weber, the following 3 items: 1) SFC Forbes was the BDE appointed INFOSEC Officer, 2) excerpts from USASOC 25-2 (namely Ch. 10-3., c. then Ch 9 and Table 9-1), and 3) video evidence of CPT Korista ripping down all of SFC Forbes "posted security reminders" (re: PEDs prohibited on premises) on the morning of 20221208 (the morning of the BN holiday party). His actions, within 27 hours of his retaliatory action, resulted in 2 phones being found during a Wireless Detection Scan (WDS commonly called a "sweep)" on 20221209 (See Exhibit E, "counterproductive" folder, file dated 20221209) and arguably 2-4 phones depicted in a holiday party picture (See Exhibit E, "counterproductive" folder, files dated 20221209) of the BN classroom, located in X-4047. This picture was uploaded by someone other than the PAO on the morning of 20221209; the PAO, SSG Baker, Amanda, informed SFC Forbes on 20221212 at 0910 (after SFC Forbes was assaulted by CSM Emekaekwue at 0615) that she was on leave on 20221209 and "[she] did not post that picture" (See WDS in Exhibit E, para 9, "Overall 2)." SFC Forbes requested the XO's guidance on whose responsibility it should be to put the "posted security reminders," back up; SFC Forbes did not feel it was fair (or emanated a sense of dignity and respect) if he were ordered to put the signs back up for CPT Korista to rip them down again.

SFC Forbes is convinced that CPT Korista was disregarding his guidance and destroying his prevention efforts due to a CPT Korista's misreading or misunderstanding USASOC Policy 25-2. Regardless, SFC Forbes attempted to remediate this on many occasions but was unable to get CPT Korista to view him as a Subject Matter Expert (SME). After being assaulted by the CSM, SFC Forbes decided to request a concurrence confirmation from USASOC G6; he received it on 20221216 (See Exhibit E, para 9, "Overall 2" email dated 20221216).

Given the gravity of the situation as seen by the following attempts to minimize, thwart and obfuscate SFC Forbes PED prohibition prevention efforts that began as verbal discussions, and graduated into debates (see Exhibit M, email dated 20221212 and Exhibit H, "PEDs" email dated 20221206 & 2022212 "counseling form)," destroyed work (See Exhibit E., "counterproductive) 2x videos dated 20221208)," and ultimately in SFC Forbes being assaulted and humiliated in front of the entire BN.

SFC Forbes reported CSM Emekaekwue's assault 2 days later (See Exhibit H, "impugned witness" SS dated 20221214). This assault made many in the BN formation

outwardly laugh. SFC Forbes will never forget that morning. No leader of the STB or BDE HQ Command, at any echelon, ever professionally addressed the event with SFC Forbes to the date of this submission. CPT Korista's lack of adherence to regulation, or his not understanding it fully while he disregarded a seasoned PSM and INFOSEC Officer, was a central catalyst to the mistreatment of SFC Forbes. Moreover, it was indicative of bad behavior SFC Forbes came to expect from CPT Korista, yet he consistently attempted to professionally keep it within the unit and inspire interest in BN mentorship of him. It is for these reasons that any recommendation to revoke his clearance by CPT Korista should be met with the greatest of skepticism; he has proven he does not understand DCSA and USASOC will likely view SFC Forbes National Security Prevention efforts as dutiful and integral to his appointed duties.

Exhibit F
SGT Henkel Sworn Statement (20230125)

Summary: SPC/SGT/SSG Henkel is correct that "[he] experienced a lot of missed deadlines." While he worked at in the BDE S2 office, he would be assigned tasks by SFC Forbes and soon, disappear. One example was when SFC Forbes asked SPC Henkel to audit the files with SPC Farmer. This task takes an entire day for two people. Soon after SFC Forbes found him in the HHC OPs area sitting on a couch talking with SGT Rhodes. After receiving excuses, SFC Forbes went back upstairs and completed the task with SPC Farmer. This would happen on multiple occasions but SFC Forbes was working with SPC Henkel and he was improving rapidly. In fact, SFC Forbes found himself comfortable enough to sponsor and assist SPC Henkel to the Promotion Board and he was successful. SFC Forbes does not take credit where it is not due and would like to state that SPC Henkel worked hard for that Promotion. SFC Forbes provided him with his large box full of training notecards and worked with him but SPC Henkel's desire to be promoted was incredibly high.

CSM Kline had promised SGT Rhodes that he would serve as the BN S2 PSM for only one year; the CSM and SFC Forbes did not agree on this as the duties are intricate and it takes a minimum of 6 months to become, even remotely, to become fully functional. If every PSM did this the BDE S2 would be in a constant state of turnover and training. That said, SGT Rhodes went on leave for two weeks prior to coming back to the unit for 2 weeks and then being reassigned back to 389th MI BN. SGT Henkel and I decided he was ready to take the BN. PFC Scheffing had only been with us for a few months. Soon after SGT Rhodes left, SGT Henkel walked into SFC Forbes office (208d, X-4047) and verbally lobbied for an Request for Support RFS to take PFC Scheffing down to the BN to help him, "fix the mess that SGT Rhodes left me." SFC Forbes expressed to him that SFC Forbes was in the middle of training him and he had a list of things to do for the BDE. Moreover, SFC Forbes knew that the 2-week overlap of SGT Henkel and SGT Rhodes was "the perfect storm of an opportunity" for him to have "SGT Rhodes help you fix his mess." After a long discussion, SGT Henkel sulked out of the office.

SFC Forbes missed the email from SGT Henkel and found out that SGT Henkel went to LTC Furlow to get his leave approved instead of the BN S2/3 leadership or even the XO. SGT Henkel put in for leave for the same weeks SGT Rhodes was going to be back for 2 weeks thereby not gaining the help he said he so badly needed. SFC Forbes checked his emails and found Exhibit F email dated 20220519 and later went to see LTC Furlow. When SFC Forbes described the RFS that SGT Henkel wanted to LTC Furlow and his reasoning for not supporting it (the impact to BDE manning and PFC Scheffing's training) LTC Furlow apologized to SFC Forbes. He said, "Sergeant Forbes, Henkel didn't say anything to me about an RFS. He wanted to go church hunting with his fiancée. Had I known I would have spoken to his leadership." SFC Forbes told him we will provide normal support to SGT Henkel for the near term and, "Sir, this is a teachable moment." SFC Forbes asked one final question, "Do you normally approve leave, Sir?" He replied, "No, he came to me upset and I wanted to help him out." This was not the only time that SGT Henkel performed a 'working mom against dad' strategy to get his way. It was known throughout BDE and some staff leadership.

para 2.: SFC Forbes never yelled at SPC Henkel. Other allegations, in the form of generalizations, opinions, hearsay and mostly fabrications are dealt with below and throughout this document. Once SGT Henkel expressed an interest in becoming a BN asset, SFC was supportive as he felt he taught him all that SGT Henkel was willing to learn from him. SFC Forbes treated STB BN personnel the same way as the other two battalions; SGT Henkel did not need access to our offices, the non-standard physical security CAC card certificate computer or our BDE safe. In fact, SFC Forbes found an unused one-drawer safe and gave it the SGT Henkel for his S2 (only) use; he was very thankful that day. Furthermore, the CAC card reader (as discussed under Exhibit N.) it was the only "carrot" BDE had to incentivize Soldiers to ensure they brought back a completed in-processing packet; everyone wanted access through the doors in the rear of the building because they were the most direct route to the X-4047 parking area. This naturally segues into the Physical Security issues that SGT Henkel mentions.

para 3: SFC Forbes had begun to notice that SGT Henkel had been adopting SSG Meredith's disregard for our unit SOP and give Soldiers access immediately after handing them an in-processing packet. SFC Forbes retains his belief that this was the right answer so that the personnel files did not fall into the "State of the S2" also discussed in Exhibit N. Note: there was only one password for "the cameras" and SGT Henkel had it. SFC Forbes put in another one so that BDE S2 personnel could be tracked when they got on the system as BN and BDE both shared space in X-4047. It was the only way to attempt to identify issues, at a later date, if any arose regarding the granting of physical access to shared space; after all, we had sensitive areas, a motor pool and even a "drug locker" in X-4047 Later, SFC Forbes intended to have each one for each S2 PSM for the same reasons. SFC Forbes never yelled at SPC/SGT Henkel.

para 4: SFC Forbes had a lot of Additional Duties (See "10-CRL/ADOs" folder). This folder does not have the BDE Motorcycle Mentor Additional Duty that required his planning, route reconnaissance, CONOP routing and approval, marketing, tracking of BDE riders and sitting in on quarterly Safety Council meetings.

SFC Forbes' professional, doctrinal, and philosophical disagreement with SGT Henkel's beliefs regarding Physical Security place in the war-fighting functions was understood by the former BDE S3, MAJ Lester and SFC Forbes would refer him to para 7 of Exhibit C above (and see Exhibit F email dated 20220331) for the same defendable argument again. That said, SFC Forbes has been a part of, and executed, inspections for this unit and multiple units in the past, never once withholding keys; they need to be audited after to complete the inspection. The fact remains that the spare set of keys in our safe likely needed to get downstairs, which implied the inspected unit must coordinate with the keeper of the keys (in this case BDE S2). Regardless of the oversight, SFC Forbes set aside his schedule and took the keys downstairs to be audited as PFC Scheffing was unavailable to accommodate this event. The safe was found for SGT Henkel immediately following this event as the spare keys should be at the BN level anyway. SFC Forbes yelled at no one; this is a fabrication. In fact, SFC Forbes helped with the audit.

para 5: SFC Forbes was never counseled for being late. In fact, SSG Meredith and I had an agreement and we constantly communicated to remediate any coverage issues. More details are located in Exhibit N, para 1 c.,(1) below for details.

para 6: SFC Forbes believe SSG Henkel means the 'Shang-Chi' movie and he and his wife loved the movie. They both loved 'Eternals' as well and have it on disc. SFC Forbes has never been racist and is not racist (See Exhibit C para 6 for more detailed explanation. SFC Forbes denies any assertion of inference that he is a Homosexual-phobic individual. The BDE CDR removed SFC Forbes from the BDE S2 NCOIC position due to similar fabricated allegations and authorized an investigation with SFC Forbes as the subject. SSG Henkel's allegations are simply the falsifications, opinions and generalizations of a Soldier that did not take direction well and got promoted quickly and is now, due to the BDE CDR relying on fabrications like these, the BDE S2 NCOIC. SFC Forbes hopes he is successful, not only at this unit, but also over the long-term, in life.

Exhibit G
PFC Scheffing Sworn Statement (20230125)

Summary: PFC Scheffing is highly intelligent and a hard worker due to his desire to successfully complete missions. He is young and new to a professional workplace so I can understand his willingness to regurgitate the "his way or no way" comment that CPT Lowrie quoted in her sworn statement of "my way or no way" the day before PFC

Scheffing produced his sworn statement. The actual quote that I have used for years is "There is only one best way to do anything in life. Our job, as a team, is to always seek [strive, search] for it. We may never find it but the result will be closer than the 'more than one way to skin a cat' approach." I have brought many of the trackers and SOPs from my 11-plus years of PSM experience and as a BDE NCOIC did, with varying levels of success, improve almost every aspect of the state of S2 operations throughout 528th footprint by using these premade (by me) tools. I was met with resistance, for example, SSG Hess flatly refused, via emails to follow the TMT Tasker due to the Army DCoS and the responsibilities inherent in its adoption.

SFC Forbes enjoyed working with PFC Scheffing and feels he has a great future ahead of him, given his work ethic and intelligence. SFC Forbes always sought to protect PFC Scheffing in this unit.

Note: PFC Scheffing is not a Psychologist either so any decline he noticed is irrelevant and should not be considered (See Exhibit E, "para7_Q4 eCDBHE" folder, "infamous missing 10 pages" dated 20230420)

Exhibit H
CSM Emekaekwue Sworn Statement

Summary: This is an impugned witness. See Exhibit H Folder of PMO the criminal assault that SFC Forbes submitted to the Fort Bragg PMO (See Exhibit H, "impugned witness" SS dated 20221214). CSM Emekaekwue should not have been allowed to submit evidence against SFC Forbes as it provides significant probative value in a different venue, which is likely the reason the BDE CDR recommended a GOMOR instead of UCMJ action. In fact, SFC Forbes was, and would be still, prepared to request a General Court Martial. He feels the rules of evidence and oversight of his rights and due process in that venue would afford him the opportunity of transparently present the evidence provided here.

SFC Forbes had not been relieved from any position (See NCOER folder) as CSM Emekaekwue purports, especially GSB, 3/3 SFG where he served with then MSG Emekaekwue and knew him only to see him. CSM Emekaekwue was likely swayed by others to think the premature rollout of the USASOC HPW Program (See "01-COL Brunson" email dated 20221218), with its QR codes, intent to use PEDs in the X-4047 gym, historical use of IPADs in the BDE Classroom, and lackluster support to enforce USASOC 25-2 (See Exhibit E, para 9, "Overall 2" email dated 20221216), led him to commit his crime in front of the BN Formation on20221212. He humiliated SFC Forbes in front of everyone and now seeks to defame his character to deflect his bad decisions and actions. Regarding the aforementioned HPW Program, SFC Forbes, upon viewing 20221218 email (the email exchange referenced as 20221218 immediately above), immediately got in his POV, drove to the local office of the Hon. Richard Hudson and

filed a congressional complaint; he feared his discovery having been sent down to other members of STB, 528th SB, namely CPT Forte and 1SG Morgan, would result in a negative Personnel Action from the BDE CDR. After all, the email from the USASOC HPW Director, LTC Webb, showed that all inferences and statements on the unsigned 528th SB OPORD, which was distributed by S3, indicated that all references to purported support of the order at echelon, were inaccurate. Notably, one of the recipients of LTC Webb's email was COL Brunson's POC that was spearheading the premature 528th SB HPW rollout, CPT Forte, of the Surgeon's Cell (a part of 528th SB Special Staff). It turns out, ~3 hours later that, his fears were realized. He was removed from his position as the 528th SB, S2, NCOIC, as retaliation for the OPORD discovery that was communicated to Soldiers within the unit, and possibly also as reprisal (adjudication will occur in separate effort).

Please refer to "01-COL Brunson" Article 138 Redress memorandum, dated 20230331 and COL Brunson's response to it, dated 20230411, for more information about the HPW program and SFC Forbes requests to decline COL Brunson's order to participate in the HPW Program and to "withdraw the unlawful order" for other unit members to be unlawfully ordered to participate.

Exhibit I
2LT Tolston's CPT Lowrie MFR (20230222, S:20230413)

Summary: See Exhibit D and Exhibit N for any applicable commentary regarding the optempo of 528th SB. SFC Forbes is smart but yet struggled with the inflammatory nature of the dual metaphors contained within this augmented and questionable addition of the IOs characterization of CPT Lowrie's comments. Clarification, like that asked for in Exhiibit 1 is needed to respond appropriately. Otherwise, please consider SFC Forbes' assumption that this may be an attempt to address how SFC Forbes deals with the number of normal S2 Programs coupled with Additional Duties and Extraneous Duties (not typically S2 function, e.g. Passports in S1 at echelons above and Physical Security in S3 at echelons above) embedded in 528th SB's training plan and operations schedule.

Exhibit J
2LT Tolston's PFC Scheffing MFR (20230222, S:20230413)

Summary: Some of this was redundant. SFC Forbes addressed the "out to get him" comment in Exhibit M and in the "Investigation Timeline MFR that accompanies SFC Forbes Legal brief from his counsel and this document.

Exhibit K
2LT Tolston's MAJ Weber MFR (20230222, S:20230413)

Summary: Please see portions of Exhibit D "point3)" referencing reportable activities and Exhibit E, "para 9" narratives above for rebuttal of MAJ Weber's MFR. SFC Forbes flatly rejects the complete contents of this MFR's characterization made by 2LT Tolston and notes MAJ Weber's unwillingness and or lack of confidence in his views to go 'on the record.' That said, SFC Forbes has never "gone after" anyone. The content is refuted throughout this entire document.

Exhibit L
2LT Tolston's CSM Emekaekwue's MFR (20230222, S:20230413)

Summary: For SFC Forbes rebuttal of this Exhibit, please see Exhibit H above and Exhibit O below and all references to CSM Emekaekwue found throughout this document. He is another central figure that this investigation was designed in an effort to deflect attention from his bad decisions and actions, found throughout this document.

Exhibit M
2LT Tolston's LTC Furlow MFR (20230222, S:20230413)

Summary of para 1. a.: This paragraph of 2LT Tolston's characterization of LTC Furlow's comments is full of uncorroborated opinions made by the BN CDR and, though opinions are less credible, these generalizations can be refuted with SFC Forbes' detailed and documented perspective found within this entire document.

Sentence 1: "By the book when it fits him." SFC Forbes has this similar perspective WRT LTC Furlow and his CSM as seen in the email exchange (See Exhibit M., "1) dated 20221102) evidence that SFC Forbes presents. On at least 3 occasions prior to the 20221102 SFC Forbes had impromptu conversations about the Soldiers in the subject line ('Soldier X' hereafter referred), that SFC Forbes redacted for use in this rebuttal. LTC Furlow asked each time, in one fashion or another, if they "had to put in a derogatory report" (now called a reportable activity) on Soldier X's prior criminal incident in 2012 that was uncovered in an internal 15-6. SFC Forbes answered "Yes" in every instance and, as he always does, explained why. This never seemed good enough as the issue kept resurfacing instead of them engaging their BN PSM, SGT Henkel to simply process the paperwork. Notably, SFC Forbes learned during the third Solder X discussion, in late October, that LTC Furlow had been informed by an unnamed SJA that the statute of limitations had passed and no action would be taken. SFC Forbes explained to him that that is correct; no action would be taken from a legal standpoint, but that has absolutely no bearing on how INSCOM or DCSA views it. They still want to know the details because it represents the "whole person" concept that they use to periodically adjudicate Soldier's clearance eligibility; moreover, they are going to want to

know why the Soldier did not report it for over a decade! SFC Forbes walked away still feeling like his expert opinion on the matter, as a seasoned PSM and the BDE S2 NCOIC, was ignored and not what LTC Furlow wanted to hear. This perception was confirmed in the email referenced above, where CSM Emekaekwue at 1410, on 2022102, repeated the same legal argument regarding Soldier X's 2012 incident was discovered through INSCOM's CE/CV program that feeds the PSAP report cards.

Coincidentally, SFC Forbes had debunked this legal argument directly to the LTC Furlow just days prior to INSCOM finding out about the 2012 incident. Most significantly, INSCOM's email sent at 1244 to SFC Forbes was also forwarded a second time to the BN Command team and SGT Henkel at 1326 as a reminder and offer to help. The entire BN Command Team and SGT Henkel had been informed what needed to occur, in detail, by both SFC Forbes and an INSCOM professional, no less.

Yet, CSM Emekaekwue, the BN CSM, still seemingly was trying to rationalize and believe what he wanted to, instead of the truth. Evidently, he wanted to make a point about it too! He addressed an email to SFC Forbes (who merely offered to help) that contained the following paraphrased summation, 'It's too old, what do you need from us?' A BN CSM and CDR should, at least minimally, understand the reporting requirements that pertain to clearance adjudications, and ask the BDE NCOIC vs. their assigned BN S2, SGT Henkel was curious. Later, after SFC Forbes went down to their office and went over this again with both of them; SGT Henkel begrudgingly put in the second 5248-R on Soldier X.

This is indicative of this unit, on a BDE cultural level. Soldiers in this unit just refused to believe the truth regardless of communicated regulatory support for it, and like a child, would ask you 5 different ways the same question hoping to get a different response or, at the very least, get one they wanted to hear. This is of paramount concern in this unit under this leadership. With the impending rollout of the Personnel Security Accountability Program (PSAP), which will begin to send 'report cards' to BN CDRs and above IOT document trends and scrutinize their performance, it becomes more important. CDRs will be expected to fulfill their non-transferable (per AR 380-67) obligation to report every incident is defined by the published and publicized 13 adjudicative guidelines; eventually they will be held accountable, which is necessary. INSCOM was likely frustrated in repeated incidents going unreported and underreported events that would show up during scheduled Periodic Reviews over the last few decades under the old system of Clearance adjudication.

They likely decided to build PSAP as an eventual enforcement tool to eradicate the prevalent misconception CDRs have that they can "decide" if and when to report a reportable incident. SFC Forbes was firmly committed to preparing his CDRs, whether it was appreciated or not; they needed to understand why they should be, as LTC Furlow cited in his SS on SFC Forbes, "willing to change…" and not be "hard-headed and

resistant to change." SFC Forbes was patiently exemplifying a competent and visionary professional by leaning forward on this to ensure our unit and its CDRs had the best possible initial performance, which should be pragmatically understood as, **in THEIR best interest**!

SFC Forbes has always supported Army Regulations, unit policies, Public Law and licensing boards to the best of his ability and achieved high success; he is even more effective when he receives the implicit and required regulatory support from leaders. Unfortunately, that was not the case at 528th SB; COL Brunson's cultivated culture espoused dignity and respect, but did not emulate it through the actions of Soldiers under his leadership. That said, SFC Forbes did the right thing, did his best, and got better every day: he didn't just read it and believe it, he LIVED it.

While a licensed 'wall-street' professional, SFC Forbes enjoyed a lucrative and unblemished 14 year Financial Services career because of his determined attention-to - detail. The Financial Industry Regulatory Authority (FINRA) BrokerCheck website is https://brokercheck.finra.org/ (records are removed from the website after 10 years) and phone number is 1 (800) 289-9999; SFC Forbes former CRD # of 2338630.

Sentence 3: "…he often thinks people are trying to undermine his actions." SFC Forbes does more than think this; he believes it because of the following non-inclusive list of examples that follow:

Example 1) CPT Korista had undermined SFC Forbes time by needlessly deciding to activate the Alternate SI Inspector (SFC Forbes) for a monthly SI Inventory (See Exhibit M "4 & 5)", email dated 20220708).

Example 2) CPT Mansour and CPT Korista undermined SFC Forbes' authority, which was granted by them via order, to be the SHR holder for HQ20 (S2 JLTV). See SFC Forbes' SS dated 20220207 which describes and codifies what SFC Forbes witnessed and experienced with the lackluster adherence of equipment accountability regulations and policies

Example 3) CPT Korista did undermine SFC Forbes as seen in the camera footage of CPT Korista going through the entire BDE HQ building (X-4047) and destroying 1 ½ hours of SFC Forbes' work (Exhibit E, 3) folder, "undermine his actions" videos x2 dated 20221208) to satisfy CSM Emekaekwue's repeated in-office questioning on 20221206 (see Exhibit H, "PEDs") to notify the BDE CDR of the institutionalization of PEDs in the building by HPW personnel in a BDE CDR mandated meeting "(01-COL Brunson, HPW" folder) for 389th personnel on 20221205. Notably, SFC Forbes was acting in his BDE Capacity of BDE INFOSEC OFFICER appointed IAW AR 380-5, Ch. 1-9. A., and Ch. 1-11. The following paragraphs are from SFC Forbes USASOC WBR submissions.

AOSC-MI
SUBJECT: SFC Forbes, Michael J. Personal Responses to witness statements and related documents

Exhibit N
2LT Tolston's SFC Meredith MFR (20230222, S:20230413)

Summary: First, SFC Forbes has never suffered a "mental break" and SFC Meredith is incapable to make such a career-ending diagnosis. His statement is inflammatory and only serves to undermine SFC Forbes while assisting a coordinated effort to disparage SFC Forbes as he methodically addresses the following: His…

1) being misperceived by a licensed Psychologist and subsequently, lied about,
2) being called into the BDE CDR's office to "die on this hill"
3) having his work destroyed by a Company CDR,
4) being assaulted and humiliated in front of a BN Formation,
5) being removed from his successful work in as BDE S2 NCOIC position,
6) being unwittingly investigated for "disrespect/Officer" & toxic leadership,
7) being ordered to eCDBHE while an unwitting subject of an investigation,
8) being flagged but it not being implemented as leverage
9) having 1SFC misinform a Congressman that SFC Forbes "was not assaulted,"
10) having 1SFC not address privacy, 3rd Party Apps, and informed consent issues
11) being rebuked in 4 of 5 attempts to get DA 3822 from WAMC for 3 months,
12) being recommended for a LOR in a blatant reprisal attempt
13) being recommended for a GOMOR in another blatant reprisal attempt
14) being given a GOMOR
15) having to address myriad hidden allegations found in GOMOR rebuttal

SFC Forbes is resilient and will not stop pursuing justice until it manifests itself in any form. He has not suffered any mental break, even during all of the listed items above.

SFC Forbes disagrees with SFC Meredith's opinion that he is counterproductive; it is false. SFC Forbes would like to highlight an endemic pattern of behavior by SSG/SFC Meridiith within our BDE S2 that SFC noticed within weeks. His attitude and level of detail can be seen by starting with his simple statements made. In para 1, b., (1), of 2LT Tolston's characterization of SFC Meredith' alleged statement, was the statement, "[He] was the BDE S2 NCOIC before SFC Forbes. SFC Meredith gave SFC Forbes the wheel." There are a few falsifications in these two statements listed as follows:

1) SSG Kristich was the NCOIC until she ETS'd as seen in her signature block on the last email she sent to me on my birthday (See Exhibit N, "para 1, b., (1). Folder, emails dated 20210412 and 20210416), which clearly reads "S2 NCOIC." SFC Forbes gave up trying to find any evidence that SFC Meredith was the NCOIC of the BDE S2. This was false also.
2) SFC did an examination of the operations of the S2 at LTC Hamman's request (discussed below in "para 1, b., (1) ''State of the S2.)" This

metaphorical comment infers that the wheel was attached to the car and the car was functional. Though it is true, a "wheel" was handed over by SSG Kristich, and arguably later even CPT Simkins, it is false that it was handed by SSG Meredith. Moreover, the "wheel" was broken and missing the car! SFC Forbes inherited a broken automobile as you will learn below. SFC Forbes had to rebuild the car and SFC Forbes rebuilt it, with reluctant but informative help from SSG Meredith, good work from SPC Henkel and diligence from SPC Farmer, within 7 months. This is merely another falsification within the testimony and MFRs provided by SFC Meredith or 2LT Tolston.

para 1, b., (1): SSG, now SFC, Meredith, Joseph R. and SSG Kristich, Tara A. ran the S2 Section supporting COL Summers, Michael G. prior to SFC Forbes' arrival with CPT Simkins, Erik N. My tertiary initial observation upon arrival was that the 2 SSGs ran the shop as I found CPT Simkins sleeping in his office on multiple occasions and was informed had some issues in the unit that were handled informally by giving him extra duties (like PAO).

SFC Forbes quickly learned that Personnel Security files were incomplete, access was being granted as soon as a Soldier was handed an in-processing packet and walked out of the office, and the Industrial Security Program was the "bane of [SSG Kristich's] existence. SFC Forbes' education and experience translated these procedural issues as straightforward, but intricate and time-consuming, challenges. Identifying procedural inefficiencies, after all, is one of the inherent capabilities that must be achieved to earn a Masters of Business Administration, and one of the first steps when taking over an operation of any size. This is why SFC Forbes proactively built a product for LTC Hamman entitled "State of the S2" (See Exhibit D, "3) incompetent)." He did this because the S2 section was in some state of failure in many programs and he wanted a product to present to the DCO (LTC Hamman, we had no XO ATT) and SSG Meredith so open dialogue without judgment could occur to fix the problems as fast as possible. SFC Forbes was able to lead a begrudged SSG Meredith and inexperienced SPC Henkel to earn the following bullet in an NCOER for the period ending 20220226, that stated, "received 100% 'commendable' rating within 7 months for all S2 PSM program after inheriting shop that functioned at 60% (See Exhibit D, "Incompetent" folder, NCOER dated 20220226). SFC Forbes customized an old training tracker for the unit, customized the in-processing packets to accommodate Soldiers, Contractors (CTRs) and Civilians, alike and implemented many other efficient SOPs to accomplish this feat.

As much as SFC Forbes attempted to get SFC Meredith to stop providing access to Soldiers after handing them an in-processing packet, SFC Forbes would constantly have people walking in with partially filled-out packed weeks and months after arrival. Upon CPT Lowrie's arrival, he requested that SFC Meredith go to 112th to fix the state it

had fallen into after SSG Rivera's ETS. SFC Forbes' request was denied. SFC Forbes never disturbed the fact that SFC Meredith was in an un-slotted billet as SFC Forbes felt the MTOE was too small for a BDE echelon S2 Section and there was not much he could do to affect that; he welcomed the extra body even though SFC Meredith regularly argued cutting corners on SOPs that he helped write.

As an example of this lackluster follow-through displayed by SFC Meredith, I would like to feature a formal document (112th WAAR report from a follow-up inspection on 20220810, after the SAV conducted by SFC Forbes on 20220714). I encourage you to compare the two documents. SFC Meredith not only, did not emphasize a DCoS mandate of DISS ownership as SFC Forbes had done, but moreover, failed to simply give the reader an idea of what programs were commendable, satisfactory, or unsatisfactory. This is a representative example of why SFC Meredith likely would not swear under oath that SFC Forbes "would make it a point that the faults of the unit were on SFC Meredith" but instead levied the allegation through 2LT Tolston. SFC Forbes would argue that it was no small feat to restore the BDE S2 Section to a fully operational support effort supporting Soldiers all over the globe. In order to accomplish these results, SFC Forbes said to SSG/SFC Meredith and SPC/SGT Henkel many times, "You can't be walking every office in the building every day, talking to people for hours, and get your to your goals as many do."

para 1, b., (2):SGT Lopez, STB BN S3 Soldier, came into SFC Forbes office (208d, X-4047) and interrupted him while he was on a phone call. SFC Forbes motioned and whispered to him that he was on an important call. SGT Lopez would not stop telling SFC Forbes that he "needed an immediate answer to the email that SFC Forbes received." SFC Forbes had to interrupt his call by letting the colleague know he would call them right back. SFC Forbes informed SFT Lopez that he had not been in his email yet that morning and will reply. SGT Lopez was adamant that SFC Forbes had the email. SFC Forbes learned that this situation was being escalated due to SGT Lopez feelings of pressure because the names were late for a tasking detail's planning. SFC Forbes attempted to explain that SGT Lopez should not interrupt phone calls, but SGT Lopez ignored that guidance and demanded to have PFC Scheffing (it could have been any STB Soldier, of any rank, see Exhibit N, para 1, b., (2) folder). SFC Forbes said he would review the tasker and email him back. SGT Lopez became agitated and verbally raised his voice in his next demand, citing, "S3 needs to know!" SFC Forbes asked him to leave his office. SSG/SFC Meredith agreed with SFC Forbes that SGT Lopez was "out-of line."

para 1. b., (3): The counseling forms SFC Meredith speaks of here are dealt with elsewhere in this rebuttal. SFC Forbes denies his opinion regarding SFC Forbes' meeting behavior and no counseling forms have ever been presented regarding any issue inside any meeting during his tenure as BDE S2 NCOIC.

para 1, c., (1): "Workplace was not productive." SFC Forbes would like to reference SSG Meredith's draft NCOER and PCS award of an MSM, both signed and submitted by SFC Forbes (See Exhibit N, "para 1, c., (1)" folder, files dated 20220822 and 20221027. Also refer to SFC Forbes NCOERs to determine the credibility of SFC Meredith's statement. SFC Forbes vehemently disagrees with this statement as the improvement of the S2 Programs and the accomplishments therein are clearly delineated. Notably, SSG/SFC Meredith would be in the office at 0800 and leave every day at 1300 for regularly scheduled appointments for his son and 1500 on every other day. SFC Forbes would stay late regularly. SFC Forbes approved of this to support SSG/SFC Forbes family and it worked well for coverage for the entire workday.

"People would not talk to SFC Forbes" Certain Soldiers were likely encouraged (by other Soldiers) to engage SSG/SFC Meredith and preferred to work with him for in-processing, not because SFC Forbes was counterproductive, but SFC Forbes would enforce the incentive to complete the in-processing prior to granting access to the building; SSG/SFC Meredith would not. He would hand them the in-processing packet and immediately escort them to the PAO office computer and put the credentials to X-4047 on the Soldier's CaC card. This was many Soldier's first impression of SFC Forbes and his reputation was that of a professional and dutiful regulation-abiding Soldier (See "10-CRL/NCOERs" folder): he has been a law-abiding citizen his entire life.

para 1, d., (1): Please see Exhibit N summary above.

Exhibit O
CSM Emekaekwue DA 4856 to SFC Forbes (20221212)

Summary: SFC Forbes disagreed with this and CSM Emekaekwue acknowledged his protected communication. Not enough time to summarize but refer to this witness above. This is an impugned witness and this document was presented immediately after this CSM committed a crime against SFC Forbes IET deflect his criminal action and is now being used as some justification in an ill-intended investigation.

Exhibit P
1SG Morgan DA 4856 to SFC Forbes (20210727)

Summary: Please see Exhibit C, para 1 for narrative and evidence.

Exhibit Q
CPT Korista's SIR email ordering SFC Forbes to eCDBHE (20230118)

Summary: This documented proof of MAJ Racaza's violation of APA CoC Principles of "Conflict-of-Interest and Multiple Relationships will be adjudicated in a multiple separate venues. SFC Forbes is challenging the timing and intent CPT Korista's decision, based

on "a reasonable person's judgment," and contends that CPT Korista ordering SFC Forbes to an after-work-hours eCDBHE was ill-intended and an attempt to procure evidence of a Personality Disorder that does not exist. SFC Forbes believes that CPT Korista simply did not view SFC Forbes positively as he may have felt that SFC Forbes was challenging his authority when in reality SFC Forbes was only attempting to protect the Company CDR, and CDRs at all echelons, from undue negative scrutiny stemming from CPT Korista's questionable decisions and the treatment of subordinates. It is for these reasons that SFC Forbes never formally complained about CPT Korista until him until the horrible experience of being needlessly sent to an emergency room, having his clothes removed and inventoried, and being told that he could have a phone cord to charge his dead phone IET keep his extremely upset wife calm at home. It is for these reasons, SFC Forbes yet again recommends that CPT Korista's decisions in his official capacity and Company Commander of HHC, STB, 528th SB require further in-depth scrutiny; unfortunately, this is a formal recommendation given that it is being made in a formal rebuttal of an unjustified GOMOR SFC Forbes denies but recently and only, acknowledged receipt of. COL Brunson and MAJ Racaza's (and anyone else in this email testimony) should receive the same in-depth scrutiny and policies modified so that the eCDBHE is used for support of Soldiers and not a 'weaponized,' evidence-seeking tool as it has been here.

The eCDBHE that CPT Korista ordered SFC Forbes to participate in could have been done in an hour, if it had been done earlier that day (with an available Psychologist other than the biased and unprofessional MAJ Racaza) and SFC Forbes would have been afforded the opportunity to interact with IG as regulations and policies indicate. As it stands he frantically only got to leave a voice mail that evening. This level of planned coordination of the time and place (which was different than the day before) to have SFC Forbes forced to be in an emergency room for 9 hours was unnecessary and unwarranted; moreover, it is indicative of a sense of malice for SFC Forbes' well-being, which is contrary to the Army's intent to remove the negative stigma of BH engagements. It was also contrary to CPT Korista's stated interest in a performing "Safety Check" out of concern (which is a probable falsehood). A non-inclusive chronological list of events pertaining to that needless and horrendous evening, which shows the likely ill-intended use of an SIR event (that SFC Forbes will never forget), follows (for the remainder of this section - Exhibit Q):

On 20230118 (1645), a meeting was opened by HHC, CO CDR, CPT Korista, as he asked, "How are you feeling?" SFC Forbes responded, "I am fine. How are you?" SMs also present were 1SG Morgan, 1LT Jennes, CPT Devine, CPT Lowrie (at the beginning), MSG Grix (at the end). During this meeting CPT Korista repeated that he wanted SFC Forbes to receive a "Safety Check." Near the end of the conversation SFC Forbes expressed that a CDBHE cannot be used as retaliation or reprisal. He repeated, again, to SFC Forbes, that he was ordering him to a "Safety Check." CPT Korista finally

stated, "I am ordering you to go to the emergency room to be checked out because I have noticed erratic behavior." SFC Forbes agreed to go with MSG Grix to WAMC.

On 20230118 (~1809), SFC Forbes left voicemail with 1SFC IG (after hours) stating that he was being ordered to an emergency CDBHE due to no Psychological professionals being available after hours. He further stated, that he was told that some Psychologist from 1SFC (unknown individual; SFC Forbes didn't meet any medical professionals there) said something to someone in my unit that caused CPT Korista to decide to perform what he deemed was "a Safety Check," but what he finally admitted was an emergency CDBHE. 1SFC IG likely has the recorded voicemail SFC Forbes left with the appropriate time stamp.

On 20220118 (1843), SFC Forbes was admitted to WAMC's emergency room for an eCDBHE. The wrist band provided stated 1743, likely due to DST, as SFC Forbes called his wife, Sabrina, at 1819 while MSG Grix (FN?) was driving SFC Forbes to WAMC.

On 20220119 (~0311) SFC Forbes had been released: he was diagnosed with "Stress." He was driven back to his vehicle in X-4047 parking area by MSG Michaux circa 0330 and went home to his, still awake and upset, wife.

The next day, after getting a partial copy of the medical record pertaining to this incident, SFC discovered a document; FB 1462-E. It is a mandatory form that must be completed prior to a Soldier's "assessment." Mr. Lanier told CPT Korista in his report contained in the 'infamous' 10 pages missing from his records requests, that took SFC Forbes 5 requests over 3 months (and having to ultimately engage WAMC Director) to procure, that a FB 1462-E was required. Mr. Lanier further clarified this in his report by writing, "SM initially arrived without FB 1462 but one was completed by the [C]ommander on instruction of this provider and this document was reviewed prior to assessment." CPT Korista must not have known the document was mandatory. If this weren't enough to show how the eCDBHE was 'weaponized,' SFC Forbes can clearly see CPT Korista's intent was ill-intended as block 10 of FB 1462-E states, "Your future plans for dealing with this soldier are:" He replied with two bullets: "- Making sure the Soldier receives adequate care for his paranoia and erratic behavior" and, "-Remove him from USASOC/levels of responsibility" (See Exhibit Q, "symptoms not corroborated" document dated 2023018).

SFC Forbes did an exhaustive write-up for another venue on the 'shot-gun-blast' approach CPT Korista used in filling out the 1462-E in the emergency room that evening (circa 2330), however, SFC Forbes left it out of this rebuttal due to the overwhelming amount of evidence already documented and submitted of CPT Korista's ill-intended order. Needless to say, the 1462-E was largely false, with much of it refuted by Mr. Lanier, except SFC Forbes diagnosed [occupational] "Stress." Ultimately, was released

from WAMC with nutritional and lifestyle guidance paperwork (similar to a pamphlet). Notably, CPT Korista indicated on the FB Form 1462-E that SFC Forbes was the subject of disciplinary actions, by stating: "15-6 Inv; 12JAN23; Counter-productive leadership; on-going," on the form.

Exhibit R
BDE Town Hall Comments (20221212)

Summary: These statements appear to be written by the same person and it is troubling that this is the evidence that COL Brunson verbally notified SFC Forbes he would "report to 389th on 20230119 and he intended to order the investigation into "someone who is being disruptive" in his unit. SFC Forbes believed he was investigating CPT Korista or CSM Emekaekwue based on their behaviors with respect to thwarting SFC Forbes attempts to fulfill his BDE appointed duties of Primary INFOSEC Officer. SFC Forbes denies all allegations of "yelling" and "blowing up" and has never in his 16+year career created or participated in a hostile work environment. In fact, he has a history of standing up for persecuted and abused Soldiers wherever and whenever he witnesses it. He does remediate issues for reasons and has always communicated his reasoning with his colleagues at every echelon, as the contents of this entire documents supports with actual evidentiary support provided.

Exhibit S
2LT Tolston's Questions to SFC Forbes (20230221, S:20230413)

Summary: These questions were vague and clarification was requested in SFC Forbes answer. Also, it is troubling that the IO had no further witness interviews from 20230209 thru 20230221 and SFC Forbes could have been afforded this time to perform what he is attempting to do in this rebuttal; defend his reputation, and career from these allegations, opinions, generalization, hearsay, and falsifications. SFC Forbes is convinced this is a biased, incomplete, inaccurate, and unreliable examination of the allegations levied against him by Leaders and Subordinates in an organization whose CDR created an environment and culture conducive to ignoring policies and not accepting SFC Forbes regulatory-based guidance in this SOF support unit.

Point of Contact information is moot as formal lines of communcations via the presentation of the GOMOR in question already exist.

FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY Date: 2023.06.16 15:27:38 -04'00'

MICHAEL J. FORBES
SFC, USA
Former NCOIC, BDE S2 & Mentor

ethnicity, sexual orientation, and gender,[17] all topics that were outside the scope of the matters of the investigation.

d. The failure of the IO to recognize that many of the allegations made against SFC Forbes, are made by personnel who have an obvious conflict of interest.

The IO failed to note in her report that SFC Forbes has a pending whistleblower reprisal case with IG against multiple RMO's (responsible management officials), as well as the fact that SFC Forbes had previously accused CSM Emekaekwue of a physical assault against him. This failure to recognize a potential conflict of interest of these two witnesses calls into question the objectivity of the investigation.

The IO also failed to note that MAJ Racaza violated the ethical rules of her practice by engaging in a conflict of interest by way of multiple relationships, in that she: (1) wrongfully accused SFC Forbes of disrespectful communication, (2) ordered an involuntary eCDBHE of SFC Forbes, and (3) testified against SFC Forbes in the AR 15-6 investigation.[18]

Conclusion

The evidence provided by SFC Forbes shows clearly that the allegations made against him are without merit. He did not engage in disrespectful or unprofessional communications with MAJ Racaza, and his leadership approach has been positive in nature, and is in no way toxic or counterproductive.

SFC Forbes has, however, been subject to illegal reprisals and retribution, which has unfortunately tainted the AR 15-6 investigation held against him.

It is for these reasons that you are urged to: (1) withdraw the recommendation of a GOMOR, (2) remove the flawed AR 15-6 proceedings from the record, (3) drop the relief for cause action, and (4) transfer SFC Forbes to another unit where he will not continue to be targeted.

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[17] As discussed in exhibit 1, SFC Forbes did not make these statements.

[18] As discussed above, psychologists licensed by the state of Arizona are bound by the APA's "Ethical Principles of Psychologists and Code of Conduct" (online at https://www.apa.org/ethics/code). The relevant provisions are rules 3.05 and 3.06.

SUBJECT: SFC Forbes, Michael J. rebuttal of 2LT Tolston findings and evidence

James M. Branum
Attorney at Law

Enclosures:

A: Memorandum addressing select portions of the statements and other documents provided by the AR 15-6 investigation.
B: Timeline of AR 15-6 Investigation
C: Character Reference Letters

Exhibits:

These are all found in the zip file provided electronically but are also available via CD.

D E P A R T M E N T O F T H E A R M Y
528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DRIVE
FORT BRAGG, NORTH CAROLINA 28310

AOSC-MI 16-June-2012

MEMORANDUM FOR RECORD

SUBJECT: SFC Forbes, Michael J. Timeline of AR 15-6 Investigation

The following timeline (prepared by the SFC Forbes) is accurate and complete to the best of his knowledge:

2LT Tolston Findings and Recommendations (20230222, signed 20230413)
Investigation Timeline

Summary: This investigation, with its procedural flaws and surprising choice of a 2LT to conduct an investigation of a Senior NCO, reinforces why a post-command CPT or higher should have been selected instead. The IO had 42 days to investigate; the IO gathered evidence on only 10 of those allotted days, with the bulk of the IOs data gathering occurred between 20230119 that was included in the findings.

It is extremely troubling that after conducting interviews and reviewing SS evidence, the IO spent massive amounts of time generating MFRs to augment her witnesses' SSs and waited until one day before her extension deadline to ask questions of SFC Forbes (the Subject). He requested, under the advice of CPT Carras', his suspect rights Legal Assistance Lawyer, to review the request with his representation. SFC Forbes responded on 20230223 (one day after the IO deadline), which may indicate the IO did not consider SFC Forbes' answer. Notably, he requested clarification of the vague questions concerning the counterproductive leader charge in his answer to the IO. He received no response, likely due to the deadline that had already passed for another extension request. This is highly unorthodox and did not provide SFC Forbes the opportunity to due process to refute the allegations with the IO in the time provided by COL Brunson.

Further flaws are as follows:

1) The investigation IO's findings and recommendations memo and all supplemental MFRs were dated 22FEB2023 but not signed by 2LT Tolston until 13APR2023, but then were modified by the BDE CDR on 20230420; and modified again on 20230522 to add back the disrespect charge.
2) The IO was in possession of evidentiary allegations for months, even after the she requested an extension; the evidentiary allegations of multiple events were not brought forth to SFC Forbes to address during the investigation, thereby forcing these matters to be refuted in rebuttal of a General Officer Memorandum

of Reprimand (GOMOR) because of an incomplete assessment by the IO. This is a highly unorthodox IO procedure and cumbersome for the rebuttal of a Personnel Action such as a GOMOR.

3) Unit Psychologist (MAJ Racaza) complained about SFC Forbes on 30NOV2022 to the BDE CDR, SFC Forbes addressed this incident with a replied email from the BDE CDR; SFC Forbes understood the issue as resolved when released from the mandate to participate in the SDI event in that email exchange - See Reprisal Catalyst Events & Timeline Folder (20221201 email 1of2; 2of2 is identical with the COL indicating he read it twice) for this exchange.
4) MAJ Racaza brought the same 30NOV2022 complaint at an unknown time (circa 6 weeks later), which was at least part of the reason for the appointment of the IO for an investigation on 12JAN2023 that SFC Forbes was the unwitting subject of, as MAJ Racaza was the named Officer that SFC Forbes allegedly disrespected in the IO appointment order; MAJ Racaza then submitted a sworn statement against SFC Forbes on 19JAN2023 for the same 30NOV2023 discussion in the same investigation she was a catalyst for.
5) The BDE CDR influenced the assignment of SFC Forbes back to STB to be ordered by CPT Korista to be escorted to an eCDBHE while he was an unwitting subject of 2LT Tolston's investigation.
6) The only documented report of MAJ Racaza's is her 3rd complaint of the 30NOV2022 discussion, which was in the form of a sworn statement provided to the IO on the day of SFC Forbes' release from WAMC emergency room and only ***after*** a "fit-for-duty" result from the eCDBHE that MAJ Racaza provided the regulatory basis for CPT Korista to order the unwitting SFC Forbes to participate in. Would MAJ Racaza still have created the sworn statement if the diagnosis result from the eCDBHE was more severe? We will never know.
7) SFC Forbes was not flagged by CPT Korista, or anyone, until 07FEB2023 at which time he became a witting subject; furthermore, the flag was not entered into IPPS-A through HRC until he received his GOMOR on 01JUN2023. The motivation for this failure to follow Army Regulations could be explained as leverage for SFC Forbes to remain silent regarding the further pursuit of the evidentiary truth associated with CSM Emekaekwue's assaulting him, MAJ Racaza's multiple complaints about the same discussion on 30NOV2022, MAJ Racaza's conflict of interest and multiple violations of the APA Code of Conduct in her recommendation to have SFC Forbes ordered to eCDBHE. Moreover, MAJ Racaza violated many APA Code of Conduct Principles in her solicitation and implementation of the Strengths Deployment Inventory through COL Brunson. This ultimately resulted in COL Brunson's clandestine investigation of SFC Forbes, via this poorly executed investigation that denied SFC Forbes the opportunity to persuade the IO through testimony of alleged wrongs.
8) Notably, SFC Forbes documented the situation the same day (on 30NOV2022) whereas the only recorded documentation of MAJ Racaza's allegations occurred

after the investigation began (over 6 weeks later) and post-eCDBHE mundane result findings.

9) The IO used a disputed allegation as evidence in her findings by stating "I find that SFC Forbes engaged in disrespectful behavior towards MAJ Rhea Racaza…. This can be supported by MAJ Racaza[']s statement claiming that SFC Forbes demanded aggressively that she provide him with information and cut her off without letting her explain or answer any questions."
10) The investigation is predominated by generalizations, uncorroborated opinions, hearsay, falsifications and the aforementioned ill-intent by leaders of the unit.

The Investigation began on 12JAN2023;

- **20220112 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220113 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220114 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220115 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220116 NO INVESTIGATION ACTIONS TAKEN BY IO**
- 20230117 (0607) CPT Lowrie texted me that CPT Korista wanted to meet with us both at 1330.
- **20230117 (1500) Legal meeting with CPT Dycus[, 95th CA BDE and IO]**
- 20230117 (1330) SFC Forbes met with CPT Lowrie and CPT Korista and was dismissed by CPT Korista for being "assigned to 389th MI BN" at 1340.
- **20230117 (1500) LEGAL MEETING WITH CPT DYCUS (95th CA BDE).**
- 20230117 (1554) BDE directed move to "Revoke" SFC Forbes assignment to 389th MI BN via a BDE directed Personnel Action on 20221220.
- 20230117 (1555) BDE directed move to "Attach" SFC Forbes to 389th MI BN via a BDE directed Personnel Action thereby assigned him back under the authority of CPT Korista the Company CDR, HHC, STB, 528th SB.
- 20230117 (~1600) CPT Davenport, Company CDR, HHC, 389th MI BN, 528th SB, calls SFC Forbes into her office while CPT Korista was on the phone with her and notified SFC Forbes to be at CPT Korista's office on 20230118 at 1600.
- **20220118 NO INVESTIGATION ACTIONS TAKEN BY IO**
- 20230118 (~1000) SFC Forbes travels to 1SFC for in-person request open-door with MG Angle. He was persuaded to meet with CSM Munter on 20230119 at 0900.
- 20230118 (1600) SFC Forbes arrives with CPT Devine, 389th Chaplain, at SFC Forbes request. He nearly immediately asked to attend a mental health "Safety Check" at WAMC. SFC Forbes immediately notified CPT Korista that he had no suicidal or homicidal ideations, and was not suffering from any symptoms of a Personality Disorder. These are the only three reasons a CDBHE can be ordered and then only after a Psychology consult. SFC Forbes continued to refuse the repeated attempts to get him to attend the "Safety Check" voluntarily. Finally, in

front of all present, CPT Korista admitted he was ordering SFC Forbes to an eCDBHE. SFC then, and only then, complied with the order. Notably, SFC Forbes is still an unwitting subject of a BDE level investigation at this time.

- 20230118 (1743) SFC Forbes is admitted to the emergency room with armband emplaced. During this event SFC Forbes was ordered to strip, put on a hospital gown, watch a medical worker inventory the contents of his uniform and was not allowed a charging cord to continue to attempt to keep his wife calm. His wife, who was extremely angry about this, got no sleep that night and commented during a telephonic meeting, "They were trying to piss him off" and later said, "They are hunting him."
- 20230119 (~0318) SFC Forbes is released with "No duty limitations" and, "No follow-up needed" by Mr. Brian Lanier, a Behavioral Health Provider at WAMC. This can be seen in the DA Form 3822, which took 3 months (20230420) and 5 requests for SFC Forbes to receive a copy. The form indicates a billable diagnosis code of R45.89 with the words, "OTHER SYMPTOMS AND SIGNS INVOLVING EMOTIONAL STATE" noted. This document is in the Exhibit E folder (para 4.). Further clarification can be found on page 18 of 71 of SFC Forbes medical records associated with this incident, where Dr. Christopher Anderson, the Emergency Room Physician, wrote under "Diagnosis," which reads "Stress;" all of this was after being screened for "Depression" and "Substance Misuse." This was a 9.5 hours ordeal that, if held earlier in the day could have lasted 50 minutes (the amount of time the assessment did last with Dr. Anderson) with an unbiased (other than MAJ Racaza) Psychologist or Clinical Social Worker during normal business hours. No evidence was procured to support the investigation during this heavy-handed order by CPT Korista that was recommended by MAJ Racaza.
- **20230119 (1245) Witness meeting with MAJ Racaza [and IO.]**
- 20230119 (1252) MAJ Racaza provides the first on-record written statement that my client has to date of the 30NOV2022 communication wherein my client lawfully and professionally requested the "scope and statutory support" of the SDI event that MAJ Racaza was lawfully obligated to answer.
- **20230119 (1350) Witness meeting with SGT Aldeguer [and IO.]**
- **20230120 (1100) Witness meeting with 1SG Morgan [and IO.]**
- **20230120 (1400) Witness meeting with MAJ CH Rivera [and IO.]**
- **20230120 Extension request**
- **20230121 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230122 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230123 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230124 (1450) Witness meeting with CPT Lowrie [and IO.]**
- **20230124 Extension request approved**
- **20230125 (1000) Witness meeting with MAJ Weber [and IO.]**
- **20230125 (1100) Witness meeting with CPT Korista [and IO.]**

- **20230125 (1400) Witness meeting with PFC Scheffing [and IO.]**
- **20230126 (1400) Witness meeting with CSM Emekaekwue [and IO.]**
- **20230127 (1030) Witness meeting with LTC Furlow [and IO.]**
- **20230127 (1200) Witness meeting with 1LT Lyons [and IO.]**
- **20230127 (1400) Witness meeting with LTC Furlow [and IO.]**
- **20230128 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230129 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230130 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230131 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230201 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230202 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230203 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230204 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230205 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230206 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230207 NO INVESTIGATION ACTIONS TAKEN BY IO**
- 20230207 CPT Korista provide SFC Forbes with a counseling and flag. Flag is not submitted to IPPS-A (HRC) until circa 20230601.
- **20220208 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220209 Witness meeting with Mrs. Margarret Lindquist over phone**
- **20220210 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220211 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220212 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220213 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220214 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220215 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220216 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220217 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220218 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220219 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20220220 NO INVESTIGATION ACTIONS TAKEN BY IO**
- **20230221 (1600) M[FR] for accused sent to CPT Carras**. 2LT Tolston notifies SFC Forbes of suspect questions for the investigation. Questions about counterproductive leadership are vague (See Exhibit S).
- **20220522 2LT TOLSTON's INVESTIGATION ENDS PER THE EXTENSION GRANTED BY COL BRUNSON. ALL MEMOS ARE BACKDATED TO THIS DATE. SHE DID NOT INCLUDE SFC FORBES' RESPONSE ON 20230523 THAT CAME IN AFTER REQUESTED ATTORNEY CONSULT AND DID NOT CLARIFY THE QUESTION TO PROVIDE ANY FIDELITY ON THE EMBEDED ALLEGATIONS AGAINST HIM.**

- 20230223 SFC Forbes responds to 2LT Tolston questions and requests clarification regarding counterproductive leadership question vagueness. He gets none (See Exhibit 1).
- 2020420 SFC Forbes finally receives missing 10 pages of medical records refuting all of CPT Koristas alleged symptoms but "stress" and thievery (which is refuted elsewhere) that he indicated on FB 1462-E.
- 20230501 SFC Forbes is presented with a DA 4856 from 1SG Kelley, Amanda, HHC, 389th MI BN wherein she notifies him she is recommending him to the Company CDR, CPT Davenport, Hollis, HHC, 389th MI BN for "Failure to follow direct orders" and "counterproductive leadership." SFC Forbes disagreed with the counseling as he is not guilty of those allegations. Again, the event did not produce any evidence for the still open and modifiable investigation as seen by COL Brunson's memo dated 20230522 wherein he provided a "Clarification of Approved findings dated 20 April 2023."
- 20230511 SFC Forbes is presented with a DA 4856 from CPT Davenport that notified him that the "BDE Commander has recommended that you receive a …GOMOR." SFC Forbes disagreed with the counseling as he feels this is unwarranted and he has professionally enforced regulations. Again, the event did not produce any evidence for the still open and modifiable investigation as seen by COL Brunson's memo dated 20230522 wherein he provided a "Clarification of Approved findings dated 20 April 2023."
- 20230601 SFC Forbes receives a GOMOR from BG Ferguson (DCO, 1SFC), a Military Protection Order (MPO) from CPT Korista and a DA 4856 from CPT Lowrie wherein she is contemplating writing a Relief for Cause NCOER. Notably, CPT Lowrie has only worked with him for 2 months and he has not been anything but a 389th Mentor since being assigned to 389th MI BN on 20221220, which is an unofficial and unheard of role for a Senior NCO.

MICHAEL J. FORBES
SFC, USA
Former NCOIC, BDE S2 & Mentor

ENCLOSURE C

Character Reference Letters

DEPARTMENT OF THE ARMY
U.S. ARMY COMMAND AND GENERAL STAFF COLLEGE
100 STIMSON AVENUE
FORT LEAVENWORTH, KANSAS 66027-2301

REPLY TO
ATTENTION OF:

ATZL-LSK June 11, 2015

TO WHOM IT MAY CONCERN

SUBJECT: Character Letter for Michael J. Forbes, SFC.

1. During the period from January 2012 through June 2014 I served as the S2 NCOIC for 3rd Special Forces Group, 3rd Battalion. In that position, I was responsible for the health and welfare of Michael J. Forbes, Staff Sergeant at the time. I also served as the Group Support Company Commander/1SG on Assumption of Command orders for over 18 months, still having Michael Forbes under the same chain of command. It is with great pleasure for me to write this character letter for SFC Forbes, Michael J. To date, I have known SFC Forbes for the past eleven years through military positions held and through continued mentorship. I can personally attest to his intelligence, fortitude, and professionalism. Others and I can confirm his exceptional qualities and potential as a leader, trainer, and motivator. I have witnessed firsthand his growth in both military knowledge and experience, and as a person.

2. I wanted to make sure that on this day, at this time, this letter would serve its purpose, by briefly highlighting a great Soldier and a great person. There is no document that could ever be produced to summarize or cover all the things that Michael J. Forbes has done to help, lead, guide and protect others throughout his Army career. Regardless of what this letter is used for, whether soon or 50 years from now, reading this document will never sum it up. You would have to get to know Michael J. Forbes for yourself to understand and appreciate his attributes. Forbes joined the Army at an older age than most, however that has never been an excuse to why he couldn't accomplish the task at hand nor go the extra mile. I have always known Michael Forbes to perform in an exceptional manner and he continues to possess the breadth and depth of knowledge seldom seen in Non-Commissioned Officers. He has the natural ability to express complicated and technical information clearly and concisely. His patience and compassion will serve him well and guarantee his continued success as a Senior Leader.

3. I joined the Army in 1994, currently still serving with almost 30 years of service. I have seen and worked with many enlisted personnel of all ranks, however I have never met or worked with anyone like SFC Forbes. I noticed great desire to be a professional, a leader, a mentor, even a great follower when needed in Forbes and that fire has never died. He is a by the book type of person, which is great and much needed in the profession of Military Intelligence. During the many years, months, days, hours spent alongside Michael Forbes, I never had a problem with him being by the book, this was a requirement from me to him. His work ethic spoke for itself. We never had an investigation, we never mishandled classifieds, we always got commendable during personnel security and physical security inspections, we trained others in the proper techniques of personnel and physical security and they too, benefited from the mentorship provided and I owe this to SFC Forbes.

ATZL-LSK
SUBJECT: Character Letter for Michael J. Forbes, SFC

4. SFC Forbes made my job and life easy as his NCOIC, but he also taught me a lot. Depending on the situation, I had to learn different communication techniques, I had to develop a higher level of compassion and empathy. These qualities would serve me best later in my career as a Command Sergeant Major. This is why I mention this, Michael Forbes did not show signs of weakness, he stood steadfast, excepted responsibility, and showed many Soldiers in the unit what it meant to be resilient. Not once did I have to worry about his physical, spiritual, or mental fitness, because he was a total Soldier that took pride in his unit and himself. Forbes was going through some emotional times, having to endure a separation and divorce, but he never faltered, never failed me, never lied; never missed work unless it was prior planned, never looked for or considered handouts, never looked for an excuse, and never compromised his integrity as a Soldier. I stand here today as a testament to his perseverance. I will tell you this, if given the chance as a CSM in the United States Army, I would hand pick SFC Michael Forbes to work for me right now.

5. SFC Michael J. Forbes is loyal, honest, dedicated, and continuously wants to be a great leader to Soldiers and his community. Allow this Soldier the opportunity to continue to provide structured leadership and leader development to all that encounter him. I am convinced that SFC Forbes will be successful in any endeavor he attempts. To be honest he has shown more potential in becoming a great leader than other promoted Sergeant First Classes and other senior enlisted personnel that I have met throughout the 29 plus years I have been in the Army. Anyone not wanting this person, this man, this Soldier, this Senior Non-Commissioned Officer on his or her team frankly is foolish and know nothing about what denotes or classifies a great Soldier, a leader, nor an Intelligence Professional. It is hard to find someone that will always tell you the truth, whether good or bad, but you will always get that from SFC Michael J. Forbes. I will always be grateful for his help in making me a better leader and I'm proud that we have one another as mentors.

6. Point of Contact for this memorandum is CSM Aubrey L. Crenshaw at aubrey.l.crenshaw.mil@army.mil or by cell phone at [redacted]

AUBREY L. CRENSHAW
CSM, USA
CGSC Instructor

Dane A. Bergeron

[redacted] • [redacted]

June 10, 2023

To Whom It May Concern,

I have known SFC Michael Forbes in various capacities for 15 years. I was the Targeting Officer and Personnel Recovery Director for CJSOTF-A, 2007-2008. SFC Forbes was my lead Intelligence Analyst for both of my positions. SFC Forbes' dedication to duty, integrity, and outstanding attention to detail directly eliminated numerous High-Value Targets (HVTs).

SFC Forbes possesses excellent communication skills (both written and verbal), allowing him to effectively interact with all levels of personnel in the Chain of Command.

SFC Forbes is one of the finest soldiers I served with throughout my 30-year career. He has been a tremendous asset to The United States Army and The United States of America.

POC for this letter is Dane A. Bergeron, [redacted]

Respectfully,

Dane A. Bergeron
CW4(R), SF
Chairman Republican Executive Committee
[redacted] La.

CC: Senator John Kennedy, La
Senator Bill Cassidy, La
Senator Tom Cotton, Ar
Congressman Steve Scalise, La
Congressman Mike Johnson, La
Congressman Clay Higgins, La

June 8, 2023

BG Ferguson, Lawrence G.
Deputy Commanding General
2929 Desert Storm Dr.
Fort Bragg, NC 28310

SFC(R) Bleyl, Donald
[redacted]

Sir:

My name is SFC(R) Bleyl, Donald, and I am writing to you on behalf of SFC Forbes, Michael J. He recently informed me that he received a GOMOR and explained his situation. After hearing that news, I felt I needed to write to you and present to you a different picture, the real picture, of who SFC Forbes really is, and what he stands for. I was honestly surprised to hear this news, as everything I know of SFC Forbes was, and is, only of the utmost professionalism.

I first met SFC Forbes in 2010 when we were both in 3rd BN, 3rd SFG (A). I was an 18C assigned to ODA 3322, and he was assigned to the BN S2 Section. I remember him being the only person that worked in the S2 Section at that time. He was always there, usually staying late, and working on off days, and was always willing to help, no matter how much work he had to get done. Everyone knew that "Forbes" was organized, professional, and unit first! He was always there for anyone or anything that needed to be done.

In 2012, I had some legal issues that affected my TS clearance, and it ended up being flagged. After all that was cleared, I needed assistance with getting my clearance straightened out. I was so confused and unsure of what to do, so I went to his office for help. SFC Forbes stopped what he was doing, and without judgement said, "I got you," and quickly retrieved a single sheet of paper that had the words "wish list" on it. He began circling and crossing things off this paper while he quickly asked questions of me. Within two minutes I left his office and could hear him feverishly typing away again. He could have simply just told me the basic steps of what to do, but instead, over the course of a couple of days, he walked me through step by step, making sure I understood all that needed to be done. He told me what to do, what kind of letter I needed to write, all the way down to the detail of checking my structure and content of my letters. He gave me the legal reasons for doing so, and how to do them in order to succeed the right way. He took extra time to ensure that I would have the best chance to successfully retain my clearance. He was and still is extremely competent in his job. He was a Wall Street Advisor for 14 years prior to his enlistment, and that should say a lot about his character. He voluntarily gave up a successful career to give his time and life for his country, and his fellow Soldiers. He has been nothing but a great influence and friend to me over the years. I have also seen him at countless charity events supporting the Special Forces Association, participating in charity motorcycle rides, being Santa Claus on several occasions, and just giving his own personal time. The first time he met my little girls, he even sent them home with some special souvenirs that he had collected from his personal travels. SFC Forbes has such a giving heart, and

he is always willing and excited to support whatever the greater cause is, whether it's Gold Star Families or Toys for Tots.

When I was nearing retirement, I went to see him to check on my situation after everything regarding my legal issue was dropped. He sat down at his computer and notified me that my clearance was good. He began talking me through a series of questions (I have seen him do this repeatedly with others). All of them had to do with my career or service. Upon mentioning the TAP Program, he abruptly asked me, "How many months do you have until you get out?" I replied it was about 18. He sat down and looked me up again and looked for my renewal window. He told me to put a date 30 days prior to the earliest renewal request date on my calendar and he would ensure we put in for my PPR. He wanted to do this so that I could have some coverage in the civilian world to have a better chance for professional employment. Even after I had been out for years, I called him, and he helped me by getting me phone numbers to get in touch with DoD CAF to restart another review process for a potential employer. I retired in May 2015. Now I have a new home here in SC with my wife and children, a great job, and still an active DOD clearance, thanks to SFC Forbes' dedication to his profession.

Sir, SFC Forbes has never wavered in his commitment to doing the right thing. He stands for justice and would sacrifice himself (figuratively or literally) for any one of us. He is one of the most competent Soldiers and people I know. I would gladly and proudly serve with him again. He is an asset to his unit, and to the United States Army. Please reconsider your decision on this GOMOR. From what he has told me, and I completely trust him, there may be some bigger issues in his unit that are falling on him without reason, and that is unfair. He has, and will always do the right thing, even under pressure. Please feel free to contact me if you have any questions.

Respectfully,

Donald Bleyl SFC(R)
Robert Bosch LLC
Mechanical Engineer
[redacted]

DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQURTERS BATTALION
82ND AIRBORNE DIVISION
FORT LIBERTY, NORTH CAROLINA 28310

AFVC-HBN-CO 11 June 2023

MEMORANDUM FOR Commander BG Ferguson,

SUBJECT: Letter of Character for SFC Michael J. Forbes

1. The purpose of this memorandum is to speak to the character of SFC Michael Forbes. Thank you for the opportunity to address my personal experience as one of his former Soldiers. I would like to address how much this leader has positively contributed to my career, my personal success as a leader, and how he remains a mentor of mine in our United States Army.

2. SFC Forbes and I worked together for approximately two years while I was assigned to HHC, 3/3 SFG (SO) (A). He was my S2 NCOIC and provided oversight to my assigned duties. SFC Forbes personally mentored and coached me on my duties and assisted me on many personal and professional issues, which prepared me to later assist my Soldiers and colleagues during my time as a leader of Soldiers. SFC Forbes' in-depth understanding of Army Policy, Regulations and procedures has helped me become a knowledgeable leader while deployed and/or serving in subsequent assignments. I still remain in contact with him as he continues to coach and mentor me as a peer, serving as the 82nd Division, Counterintellignce Coordinating Authority, which is at the G2/G2X Division Intelligence Architecture. Though SFC Forbes does not consult me in operational matters in relation to Counterintelligence, he is a supurb resource in leading/training soldiers, mentoring/coaching peers, and guiding Senior Leaders at any echelon. He is excellent at providing and/or researching Policy and Regulation references that many times change Commanders and OICs decision-making process. He is the epitome of a professional guide; he does not tell people what they want to hear or participate in group-think.

3. SFC Forbes is everything a leader, junior leader or Soldier should aspire to be. He LIVES the Army Values. Some could say, he fully represents these values. His coaching and mentorship, has guided me through the following processes: he was instrumental to my retention in my MOS back in 2015 (see below); he has coached and mentored me from a SGT to SFC (pinning me during a recent promotion ceremony last year); he has mentored me to pursue my BA in Criminal Justice, MS in Criminal Justice and MBA in Project Management; and he has continued to be my point of contact for regulatory guidance and personal development now and in the future.

4. Back when I was an Buck Sergeant, then SSG, Forbes became the sole reason I continue to serve in the MOS, of my choosing, today. It was due to his intervention and tough words, behind the HHC, 3/3 SFG building, that I realized what kind of man SFC Forbes was. I was in a situation where counterproductive mid-level leaders had convinced our BN Commander that I should go back to the Infantry. A group of SSGs and SFCs created MFRs they presented, embellished, and falsified to the BN Commander without notifying me. Subsequently, I was given a first reading for a reassignment. I immediately contacted my Congressman and discussed my situation with SSG Forbes periodically.

5. On the morning of the day, of my third reading of my pending reassignment to an 11B, I decided to reach out to SSG Forbes again. Carrying my binder of extremely organized evidence, I went to the S2 Office and asked him to speak with me out back. He and I, both, knew I was being pushed out of my MOS by a corrupted process. I said to him, "I don't know what to do. Congress is taking their time. Its all right here!" I will never forget this; he sternly said, "I have told you two times now, Congress takes forever. IG can stop this! They can put it on hold until you get due process. Now either you take that book to them (pointing to their office through the trees) or go be an Infantryman, again. You must decide and, it seems, you need to do it right now." He was right. He gave me their number on a post-it and I was at IG in an hour. Everything stopped. The meeting with the BN Commander was cancelled and two weeks later I was reassigned to 525th MI BDE.

6. Thanks to SSG Forbes' blunt encouragement in getting me to contact IG, someone stopped the process. It hadn't occurred to me they could even help; SSG Forbes' insight in how the Army works helped me preserve my chosen career and is the reason I remain in the Army today.

7. When SFC Forbes shared with me what is going on with him right now, I felt compelled to write this letter on his behalf. I believe he should not receive a GOMOR or a Relief for Cause NCOER and that something or someone else is out of place. Please consider my character assessment of this great leader. The US Army would be greatly impacted without leaders such as SFC Forbes.

8. Point of contact for this memorandum is the undersigned at eric.l.salinis.mil@army.mil or 910-551-9347.

ERIC L SALINIS
SFC, USA
Senior Counterintelligence Sergeant

OFFICE OF THE UNITED STATES REPRESENTATIVE
MILITARY COMMITTEE
NORTH ATLANTIC TREATY ORGANIZATION
PSC 81, BOX 300
APO AE 09724

USDELMC-SLD 10 June 2023

MEMORANDUM FOR ALL REVIEWING AUTHORITIES

SUBJECT: Character Statement for SFC Michael J. Forbes

1. My name is SSG Valerie M. Hughes. I have served as a Security Representative with the United States Military Delegation to NATO since July 2022. I worked with SFC Michael J. Forbes from September 2016 to June 2017 when he was a SSG and I was a SPC in Delta Company, 54th Brigade Engineer Battalion (Airborne), 173rd Infantry Brigade Combat Team (Airborne). During this time, he was assigned as my squad leader.

2. As a junior enlisted service member, SFC Forbes was critical in the development of myself and my peers, as a Soldier and future leaders in the military. He exhibited humility, knowledge, decisiveness and courage; characteristics that he reinforced in his leadership style. The following events displayed his characteristics.

3. After arriving to the unit and observing our behaviors for about a month, SSG Forbes held a squad meeting under the BDE flagpole. During this meeting, he explained that we were a team and that he would not tolerate us talking bad about each other. If he found out about it, then he would bring everyone together to resolve the issue. From that moment on, I no longer saw my teammates as annoying and I put my negative feelings aside so that our team could accomplish its mission. During this meeting he also explained his Soldier development method, a three-strike progression. SSG Forbes placed an importance on Soldier development by establishing a working environment where mistakes were encouraged as long as Soldiers were able to learn from their mistakes and no one was injured. When a mistake was made, he would walk Soldiers through critical thinking to determine a different resolution for the future. He followed through on his method and consequently the squad had excellent meetings where individual's mistakes were discussed openly and we worked together to become a team. In one example, I recall one of our Soldiers lacked the discipline to show up on time. SSG Forbes addressed her individually the first time, then addressed her, with her team leader, the second time that she was late. The third time she was late, SSG Forbes addressed the squad and how we needed to work together to help our peer be on time. The team leader took responsibility for her lateness and SSG Forbes allowed the individual one more chance. In the end, the Soldier was no longer late so SSG Forbes counseled her to let her know that she would have her strikes reset to zero. His process allowed for mistakes, remediation and, more importantly, recovery.

4. SSG Forbes discovered that our PSG had abused his authority and violated the civil rights of many Soldiers by coercing Soldiers to allow him to search their phones prior to SSG Forbes' arrival to the unit. Later, SSG Forbes noticed that the same PSG was counterproductively targeting two of SSG Forbes' assigned Soldiers. SSG Forbes immediately intervened, but soon after, the attention of the PSG turned to SSG Forbes. I believe SSG Forbes' intent was to deflect

the abuse from the Soldiers. All I know is that this turned into an IG complaint and the two Soldiers were removed from platoon while the PSG was reassigned to a BDE manning position.

5. SSG Forbes also created an environment where he taught us to be humble and encourage suggestions from everyone, regardless of rank. Even as a SSG, with about 9 years of experience in the military, he believed it was normal for PV2s to have good ideas. SSG Forbes had no issue implementing the idea of a PV2 instead of his own. By doing this, he also taught Soldiers how to bring forth a different idea or how to bring forth problems if there were any.

6. Despite the good and bad times that our platoon experienced, SSG Forbes wanted to improve the platoon's cohesion and esprit de corps. He was able to accomplish this by inviting all platoon members to his house on a regular basis. He made an effort to have birthday parties every two months for everyone that was celebrating a birthday. For the Soldiers this was a meaningful gesture because most Soldiers were single and in a small overseas community. They did not have anyone to celebrate a birthday with.

7. I highlighted these lessens to you because these are ones that I emulate as a SSG. I have maintained contact with SFC Forbes since I left the unit in 2018 because I know that I can rely on him as a mentor for my development as a Soldier and Leader. I can rely on SFC Forbes because he always cared about me and my peers. He got to know us as individuals because he was concerned about our well-being. I still rely on him and what he taught me to this day, which is almost five years after working together. SFC Forbes is an effective leader and should be supported to continue developing Soldiers. If provided the opportunity, I would work with SFC Forbes in any capacity.

8. This character letter does not reflect the views of my unit. Please contact me if you have any questions or concerns. I can be reached at valerie.m.hughes4.mil@army.mil or DSN: 314-597-9433.

Valerie M. Hughes

VALERIE M. HUGHES
SSG, USA
US Military Delegation to NATO

June 8, 2023

BG Ferguson, Lawrence G.
Deputy Commanding General
2929 Desert Storm Dr.
Fort Bragg, NC 28310

Armijo, Anthony J., MSG(R), 18Z
[redacted], [redacted]

Sir:

I am writing this letter you for SFC Forbes, Michael J. He called me and explained his current situation and your decision to present him with a General Officer Memorandum of Reprimand (GOMOR). You may be getting some misinformation from those who seek your fulfillment of this GOMOR. I have worked with, now SFC, Forbes from 2009 to 2012 at both the 3rd Special Forces Group (Airborne) (SFG-A) HHD and at 3/3SFG when he worked in the S2 Section as a Personnel Security representative. You must be aware of SFC Forbes characteristics; he is a very unique person.

I first met SFC Forbes in 2009 when we were both in HHC 3SFG (SO) (A). I was asked to take over by CSM Peters as the NCOIC of the Group S2 Section (intelligence production and personnel security) because the incumbent was abruptly removed. After a changeover and enough time to assess the section, I realized that these Soldiers were divided into factions due to the hands-off leadership style of my predecessor. Also, SPC Forbes and two female NCOs were being informally targeted with extra work, details, and disparaging comments behind closed doors. I devised a plan to destroy the wall that had been created between the Soldiers and get them to begin to trust each other and, hopefully, cohesively work together. I held rank-graduating meetings (from the highest NCO rank to all lower-enlisted) where I was open and candid about what I learned had occurred to SPC Forbes and the two female NCOs prior to my taking over. I wanted complete transparency between my Soldiers prior to our upcoming OEF XIII deployment, which was necessary if we were going to have any chance to become a team. We began doing everything as a team from our Physical and Army training, to our tasked intelligence production. I believe we began functioning as a unit prior to deployment.

During OEF XIII as the Combined Joint Special Operations Task Force-Afghanistan (CJSOTF-A) J2 SGM, I sent, then SPC, Forbes to Special Operations Task Force-East (SOTF-E) to support their Intelligence efforts. Regardless of all he had been through in Garrison with prior leadership, he remained positive. In fact, SOTF-E, which was run by 19th SFG, quickly repurposed him to be the Battle NCOIC's direct assistant. He worked on the JOC floor and supported current OPS via multiple roles; he did everything from: TIC documentation, UAV liaison, and CONOP de-confliction work with the S35, to name a few. The most significant thing I remember about SPC Forbes and OEF XIII was that within two weeks of being reassigned back (mid-deployment) to CJSOTF-A, he produced an impactful intelligence product about Aqtash Valley in Konduz Province. SPC Forbes' initial assessment of his newly assigned duty responsibility of covering RC North, resulted in an order from the CJSOTF-A Commander (CDR), COL Benton, to provide weekly updates on the topic. SPC Forbes had identified a key trend that had been

missed for over 6 weeks; a Warlord had autonomously begun standing up militias without uttering a word in the Shura and, significantly, without any US Army assistance. When asked by the CJSOTF-A CDR, "Why do you believe this so strongly?" SGT Forbes responded, "Sir, I don't believe anyone read [the Warlords] Bio, that I found. It's very clear what his motivation is and mannerism in the [three letter agency] document. It was thorough." Given we were in the 3rd or 4th rendition of renaming our partnering militia recruitment and training efforts, SPC Forbes identified within two weeks one of the most important developments in RC North. Weeks later he was asked to Brief his accurate growth predictions of the militia groups to COL Buldoc, the in-coming CJSOTF-A commander, via a VTC. He was the only lower enlisted SME in the room and enhanced CJSOTF-A intelligence reputation in theater. SPC Forbes is dynamic and well spoken.

During OEF XVII, as the SOTF-E Operations SGM, now SGT, Forbes who was the NCOIC of our night-shift operations for 3 months was selected to go forward and support AOB 3330 in RC East, Afghanistan. During this time SGT Forbes spear-headed a Comprehensive (FUSION) All-Source Intelligence Presentation for the AOB CDR. This product was designed to be 'evergreen' with independent updates from the usual intelligence sources and the more unusual sources, like Civil Affairs, Psychological Operations and Information Operations on our in-theater shared-drive. This product shaped the AOB CDR's Village Stability Operational (VSO) Plan recommendations to the SOTF-E CDR that were later approved and implemented. Due to this product's success, the AOB commander asked him for another one in a different area in his AO. SGT Forbes believed that the FUSION concept should be standardized whereas each intelligence discipline updates it regularly, because he showed it can be done via phone and email. All of this was before the online collaboration tools we have today.

Sir, SFC Forbes is not a typical out-of-high-school Soldier; he never has been, nor will ever be. He is highly intelligent, insightful, dutiful, and he brings tons of life and work experience with him in every daily engagement he has. He joined at 38 years of age and has been older than every CDR (except possibly his first one formerly COL HAAS). He has always enjoyed open-door access to every BN CDR as a long-time Personnel Security Manager. He never gave any of them bad guidance because he double checks his work. It is for these reasons that SPC/SGT/SSG Forbes was always assigned to the HHC, 3SFG S2 Section. In fact, he worked in the office and for years was only provided 1 Soldier over 8 years at 3rd BN. They got 2 Soldiers for the price of 1 with him; they exploited his work ethic and intelligence after he single handedly rebuilt what he inherited. It took him 9 months to consolidate, sort, retain relevant/destroy outdated Personnel Security Files in 3 separate BN locations. He did this while he set up trackers and SOPs that made the shop run unlike it ever had and likely ever has since. I have remained in contact with him since I left 3SFG and later retired from the Army.

Please rescind this GOMOR, Sir. I know SFC Forbes, I know he is rebutting this GOMOR and the investigation that underpins it. I can assure you, he would not argue a losing point. He would concede if he was wrong; he is a true professional! Please feel free to contact me if you need more examples, my phone number is below.

Respectfully,

Anthony J. Armijo SGM(R), 18Z
[redacted]

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BLDG X-4047 NEW DAWN DR
FORT BRAGG, NORTH CAROLINA 28310

AOSC-CO 21 July 2021

MEMORANDUM FOR ALL PERSONNEL (528th Sustainment Brigade (Special Operations) (Airborne))

SUBJECT: Commander's Policy Letter Treatment of Persons

1. REFERENCE: AR 600-20, Army Command Policy, 24 July 2020.

2. PURPOSE: To establish the 528th Sustainment Brigade (Special Operations) (Airborne) policy for treatment of persons.

3. SCOPE: This policy applies to all military and Department of the Army (DA) Civilian employees who are assigned, attached or on temporary duty to 528th BDE (SO) (A) to include all Component Subordinate Units (CSU), and 528th BDE (SO)(A) Directorates and Special Staff offices and their Family members. This policy applies both on and off post during duty hours and non-duty hours.

4. POLICY: 528th BDE (SO)(A) is a values-based organization where all persons can expect to be treated with dignity and respect. Hazing, bullying, and other mistreatment of persons directly and negatively affect the morale, safety, motivation, performance, and cohesion of our Soldiers, Family members, and Civilian employees, as well as unit readiness. These behaviors have no place in 528th BDE (SO) (A), and will not be tolerated. Anything that undermines dignity and respect are opposed to our Army Values and prohibited. This policy is punitive. Soldiers who violate this policy may be subject to punishment under the Uniform Code of Military Justice. I am personally committed to preventing and/or eliminating these behaviors in this command.

5. DEFINITIONS:

a. Hazing. Any conduct whereby a military member or members, or DA civilian employee or employees regardless of service, rank, or position, and without proper authority, recklessly or intentionally cause a person to suffer or exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is hazing. Hazing need not involve physical contact among or between military members or employees; it can be verbal or psychological in nature. Likewise, it need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Without outside intervention, hazing conduct typically stops at an identified end-point.

b. Bullying. Bullying is any conduct whereby a military member or members, or DA civilian employee or employees, regardless of service, rank, or position, intends to exclude or reject another person through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other person's dignity, position, or status. Absent outside intervention, bullying will typically continue without any identifiable end-point. Bullying may include an abuse of authority. Bullying tactics include, but are not limited to, making threats, spreading rumors, social isolation, and attacking someone physically, verbally, or through electronic media.

c. Harassment. Behavior that is unwelcome or offensive to a reasonable person, whether oral, written, or physical, that creates an intimidating, hostile, or offensive environment. Harassment can occur through electronic communications, including social media, other forms of communication, and in person. Harassment may include offensive jokes, epithets, ridicule or mockery, insults or put-downs, displays of offensive objects or imagery, stereotyping, intimidating acts, veiled threats of violence, threatening or provoking remarks, racial or other slurs, derogatory remarks about a person's accent, or displays of racially offensive symbols. Activities or actions undertaken for a proper military or governmental purpose, such as combat survival training, are not considered harassment.

d. WHAT CONSTITUTES HAZING AND BULLYING?

(1) A military member or DA Civilian employee may still be responsible for an act of hazing and bullying, even if there was actual or implied consent from the victim and regardless of the grade/rank, status, or service of the victim. Hazing and bullying can include both physical and nonphysical interactions. Hazing typically involves conduct directed at new members of an organization or individuals who have recently achieved a career milestone. It may result from any form of initiation, "rite of passage," or congratulatory act that includes unauthorized conduct such as: physically striking another while intending to cause, or causing, the infliction of pain or other physical marks such as bruises, swelling, broken bones, internal injuries; piercing another's skin in any manner; forcing or requiring the consumption of excessive amounts of food, alcohol, drugs, or other substances; or encouraging another to engage in illegal, harmful, demeaning, or unauthorized dangerous acts. Unlike hazing, bullying often, but not always, takes the form of excessive corrective measures that, like hazing, involve the infliction of physical or psychological pain and go beyond what is required for authorized corrective training.

(2) Hazing and bullying are not limited to superior subordinate relationships. They may occur between peers, or under certain circumstances, may involve actions directed towards senior personnel by those junior in rank, grade, or position to them. Hazing may occur during graduation or promotion ceremonies or similar military "rites of passage." However, it may also happen in military settings, such as in small units, to initiate or "welcome" a new member to the unit. Bullying may also occur in all settings but it most often appears as excessive correction of, or punishment for, perceived

performance deficiencies. Hazing and bullying are prohibited in all cases, to include off duty or "unofficial" celebrations or unit functions, on or off post.

e. WHAT DOES NOT CONSTITUTE HAZING OR BULLYING?

(1) Hazing may occur when otherwise authorized or permissible conduct crosses the line into impermissible conduct. Bullying is always committed with the intent to exclude or reject another from inclusion in a group and, while the bullying conduct may appear to be corrective training, it is never authorized or permissible. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying: (1) the physical and mental hardships associated with operations or operational training; (2) lawful punishment imposed pursuant to the UCMJ; (3) administrative corrective measures, including verbal reprimands and command-authorized physical exercises; (4) extra military instruction or corrective training that is a valid exercise of military authority needed to correct a Soldier's deficient performance in accordance with paragraph 4-6; (5) physical training and remedial physical training; and (6) other similar activities that are authorized by the chain of command and conducted in accordance with this or another applicable regulations.

(2) Many time-honored customs of the Army include traditional events that celebrate personal milestones and professional achievements. These events are part of our heritage and include hails and farewells, promotion and graduation ceremonies, and other official command functions. The chain of command will ensure these traditions and customs are carried out in accordance with Army values and that the dignity and respect of all participants is maintained.

6. ISSUES AND CONCERNS COMMON TO BOTH HAZING AND BULLYING

a. The willingness of any participant is irrelevant; therefore, expressed or implied consent to prohibited behaviors under this policy is not a valid defense to a violation of this regulation. A USASOC Soldier or Civilian may still be responsible for an act of hazing or bullying even if there was actual or implied consent from the victim and regardless of the grade/rank, status, or Service of the victim.

b. Soliciting, coercing, or knowingly permitting another person to solicit or coerce acts of hazing or bullying may be considered acts of hazing or bullying.

c. Hazing and bullying are prohibited in all circumstances and environments, including off-duty or in "unofficial" unit functions and settings.

d. Hazing and bullying are prohibited in deployed, combat, operational, and both garrison and "field" training environments and settings.

e. Incidents of hazing or bullying that may involve allegations of sexual assault, sexual harassment, or discrimination must be addressed in accordance with the laws, regulations, and policies pertaining to such allegations. In all cases, appropriate reporting and investigative protocols shall be followed and support and care shall be provided to complainants and victims.

7. COMMAND RESPONSIBILITIES.

a. Commanders and supervisors will enforce this policy at all levels.

b. Commanders at all levels down to company (or equivalent) level will publish and post written command policy statements on the treatment of persons. Treatment of Persons policy statements will be consistent with 528th BDE (SO)(A) and Army policies, include the local command's commitment to prevention of hazing and bullying, and reaffirm that these behaviors will not be tolerated. The command policy will explain how and where to file complaints and will state that all complainants will be protected from reprisal. Commanders must consult their respective legal office prior to publishing.

c. Commanders will conduct hazing and bullying training at least annually as part of the EO training requirements related to promoting a healthy unit climate. Incorporating training and education on preventing and responding to hazing and bullying is an important component of changing military culture. Therefore, training must occur at all levels, from the lowest level to our most senior leaders. Training will differentiate between hazing and bullying and appropriate administrative corrective measures, extra military instruction, and command-authorized physical training. The training must emphasize that bullying and hazing are unacceptable and prohibited. Finally, training must include examples of hazing and bullying behaviors and illustrate how these behaviors negatively affects the mission, as well as information on how to report hazing and bullying incidents, and victim rights and resources.

d. Commanders will immediately report allegations of criminal behavior in violation of this policy to law enforcement. A commander will investigate all reported hazing or bullying allegations as possible violations of Article 92 of the UCMJ in accordance with the informal board procedures set forth in AR 15-6 or as a commander's inquiry. Individuals may also report incidents of hazing to the appropriate Inspector General's (IG) Office and may be investigated by that office or referred to the command for investigation. Regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative), commanders are responsible for coordinating with their unit Equal Opportunity Advisor (EOA) to ensure that all hazing or bullying allegations are recorded and tracked in the Equal Opportunity Reporting System (EORS). Additionally, commanders will ensure the security manager records the derogatory information as an incident report in JPAS in accordance with AR 380-67, Personnel Security Program, 24 JAN 2014.

e. Commanders will investigate allegations of mistreatment promptly.

f. Commanders will protect victims, witnesses, and other individuals who file complaints from the presence or perception of intimidation, harassment, reprisal, or retaliation.

g. Commanders must seek the advice and counsel of their legal advisor when taking actions pursuant to this policy.

8. INDIVIDUAL RESPONSIBILITIES:

a. Individuals will conduct themselves in accordance with this policy and treat all persons with dignity and respect.

b. Individuals will advise the command of any incidents of hazing or bullying. Report incidents of hazing, bullying, or other mistreatment of persons to supervisors, the chain of command, law enforcement, and/or the inspector general.

9. The elimination of hazing and bullying is one of 528th BDE (SO)(A)'s top priorities and it is everyone's responsibility. Likewise, every Soldier, Civilian employee, and Family member is responsible for treating one another with mutual dignity and respect. We cannot tolerate or condone hazing or bullying in our units and work areas. It is incumbent upon all leaders to set a positive example and create an environment conducive to good order and discipline. Again, I am personally committed to eliminating hazing and bullying in 528th BDE (SO)(A). I will provide commanders, units, and supervisors with the resources they need to eliminate these behaviors.

10. EXPIRATION: This policy memorandum is in effect until superseded or rescinded.

11. The point of contact for this policy is the 528th BDE (SO)(A) EOA at (910) 396-7385.

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Date: 2024.08.02 22:14:52 -04'00'
TAVI N. BRUNSON
COL, LG
Commanding

389th MI BN (SO) (A) Equal Opportunity Leaders

Army Equal Opportunity Policy:

Commanders and organizational leaders will foster and maintain positive command climates. A positive command climate is an environment free from personal, social, or institutional barriers that prevent Soldiers from rising to the highest level of responsibility for which they are qualified. Soldiers are evaluated on individual merit, performance, and potential. The evaluations of commanders will include an assessment of their compliance with MEO policy.

The Army will provide an environment that is free of unlawful discrimination. Discrimination occurs when someone, or a group of people, is harassed, intimidated, insulted, humiliated, or is treated less favorably than another person or group, because of their race, color, sex (to include gender identity), national origin, religion, or sexual orientation. It includes use of disparaging terms with respect to a person's race, color, sex (to include gender identity), national origin, religion, or sexual orientation which contributes to a hostile work environment.

When discrimination is alleged, commanders will take immediate and appropriate action to investigate the allegations and correct any unlawful discriminatory practices. In substantiated cases, commanders will consider appropriate disciplinary action.

The chain of command will promote, support, and enforce MEO and Harassment Prevention and Response policy and programs. The chain of command has primary responsibility for identifying and correcting discriminatory harassment.

The operational language of the Army is English. Commanders may require Army personnel to use English when performing official duties but may not require the use of English for personal communications which are unrelated to official duties.

BDE Equal Opportunity Advisors:

SFC Edgar V. Suro
Brigade EOA/Equal Opportunity Advisor
528th Sustainment Brigade (SO) (A)
[redacted]
Offi[redacted] 910-396-7385
cell: [redacted]
BB: 910-651-4972

SFC Jedidiah (Jed) Sevrey
[redacted]
389th MI BN Primary EO Leader
Cell: [redacted] Office: (910) 432-1722

SSG Tavon Gray
[redacted]
389th MI BN Alternate EO Leader
Cell: ([redacted] Office: (910) 396-0129

24/7 DoD Safe Helpline #1-877-995-5247 or www.safehelpline.org

Forbes, Michael J SFC USARMY USSOCOM USASOC (USA)

From: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA)
Sent: Thursday, December 1, 2022 9:30 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA)
Cc: Vargas, Sandrea A CSM USSOCOM USASOC (USA)
Subject: RE: long Thank you, apology, goals and some personal background
Signed By: tavi.n.brunson.mil@mail.mil

SFC Forbes:

Thank you for your thorough and comprehensive feedback.

I will respect your request and excuse you from this team-building event. While I regret you not being there, I am glad that we still have one senior leader at the headquarters to handle any emergencies.

COL Tavi Brunson
CDR/528SB
BB: [redacted]
Off: 910-432-4649

Sent with BlackBerry Work
(www.blackberry.com)

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Date: Thursday, Dec 01, 2022 at 18:15
To: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Cc: Vargas, Sandrea A CSM USSOCOM USASOC (USA) <sandrea.cruz@socom.mil>
Subject: long Thank you, apology, goals and some personal background

Sir:

We only had one Office Call when I was Acting OIC, so I thought you deserved a little more of my history after yesterday's interactions.

BLUF: 2 THANK YOUs, an APOLOGY and GOALS; WARNING: Passive voice writing and background information is prevalent below. I recommend a cup of coffee before you continue.

Thank you for your time during our impromptu meeting that CSM Vargas summoned me immediately after MAJ Racaza left your offices. Your understanding of my concerns regarding being forced to engage with a third-party corporation and agree to their "Terms of Service and Privacy Policy" re: what could be perceived as a behavioral health assessment, is appreciated. You demonstrated your understanding by verbally allowing me to not participate in the data-gathering event or the in-person sharing of the insights contained in the personalized produced reports from, Dr. Elias Porter's conceived, SDI 2.0 by corestrengths (an outside Corporation).

My background – a little about me - Unlike CSM Vargas inferred, I rarely make un-researched decisions or assumptions without real data. A tertiary look at corestrength's website totaling 6 hours has been conducted by me (on my own time over the past two nights; 3 hours per night since your email). I have concluded that the empirical data gathered about a user's preferences in various behavioral weightings in SDI 2.0 is a Perception-Based model and can easily be faked by a user to create a result that the user believes the sponsoring agent (in this case our unit) would prefer. In short, its often

unreliable; especially when the identities of the users is public to the sponsoring agent. This is evident by the corestrength's example report displayed on their website with every individual users name on it, per the example.

Perception-Based models have the same problems any subjective profession that requires oaths or creeds as certification. To wit, it is only the ethical nature of the individual Doctor or Attorney that can determine if the consumer of their services is getting reasonably authentic advise or guidance; a moral compass must be working for the consumer. In contrast, a biased or, worse yet, ignorant, malicious or criminal actors in a position-of-trust can have devastating effects on consumers lives and/or careers. Moreover, perceptions are individually based and typically affected by one's frame-of-reference. For instance, MAJ Racaza's characterization of my request to understand the scope and regulatory basis of the mandatory nature of the SDI 2.0 was inaccurate. Yet, she followed me up the stairs to report to you that I was angry. She misperceived my demeanor and speaking characteristics, which typically include fast talking, complex sentences, confident conversations with quick transitions. In fact, without taking the SDI 2.0 but being somewhat self-aware, I am likely a Red-Green on the SDI Triangle (if that helps the group). I am all about performance and procedure with a judicious and competing nature. That is why I have expended so much energy in attempting to have our unit lean-forward with the PSAP program because we are a tip-of-the-spear SOF Support Element and we should be performing at a professional level when it comes to non-discretionary regulatory requirements that is better than most units in our Army. Simply, I want our S2 to be one of the best when PSAP goes live in PHASE 1; not one of the many units that will have repeating failed quarterly 'report cards' because they will likely need to reinvigorate their Clearance Suitability Programs and the known published procedures therein. We are all different and I except everyone's idiosyncrasies without judgment unless they affect my livelihood or health; I have gathered enough empirical data in my life to conclude that people sometimes don't practice what they preach and accept mine. I am 54 years old and though I am not done learning there are certain aspects of my life and communication that are likely 'baked in the cake,' by now.

Having developed a multi-platform (consisting of Value- and Logic-based) survey in my Graduate work at the University of Pittsburgh, when I was tasked to support Adtranz (a light-rail airport tram manufacturer) in 1996. We were tasked to design a custom-made survey of their massive engineering staff at their Corporate Headquarters location. They wanted my team to determine why their employment turnover rate was high. We purposefully considered not to employ a Behavioral-Based criteria model as we determined the weakness of perception-oriented data. We chose more intrinsic Value-Based criteria questions dealing with compensation, benefits, workplace environment, etc., coupled with a second survey that used Dr. Thomas L. Saaty's Analytic Hierarchy Process; a decision-making framework used for large-scale, multiparty, multi-criteria decision analysis. AHP uses Pairwise Comparison matrices to derive the priorities for a set number of alternatives. This method of estimating criteria weights take the comprehensive Values-Based results and applies the engineering staff's weighted preferences to them. It produced comprehensive prioritized results. But how did we get comprehensive results we could rely on? We preserved the anonymity of the participants, which produced an incredible 90% participation rate. This success was due to, 1) our promise to the highly educated staff that the raw data would not be released to the management and 2) fully explained the method of the survey. Moreover, Corporate Management expressed their appreciation for the breadth and depth of this two tiered survey, because it significantly enhanced the data's worth to them more than any prior attempted survey had (the university sent a team of graduate students to annually for years prior and after our visit). Our unique approach was something they could rely on and base corporate Human Resources policy decisions on. They liked it so much that upon leaving the location, (the day of the out-brief), a few of the Human Resource executives followed me to my car and requested that I give them the raw user surveys (that I stupidly commented were in my trunk during the brief). I refused, citing the promise that they and the rest of their leadership team agreed to. We had garnered written signatures that the participant understood that their answers or handwriting would not be provided to anyone in the company. My Professor, asked for the data on the last day of class and was given the same response by me. This was the only C grade I received in my Graduate work that culminated in a 3.47 GPA (on a 4.0 scale). I am still proud of my decision to this day, because we gave them quality results that far exceeded their expectations and we kept our promises to the staff.

I considered the subjective grade I was given for that project, retaliation, but had no proof; life moves on and this was inconsequential to me. In my Army Career I have been retaliated against for starting a Derogatory Incident Reporting Program at a BN that was in a BDE in which no element of the entire BDE had reported one 5258-R (Derogatory Report) in years. That's right, Sir; years! It took two years and an IG complaint, a Congressional Complaint and Article 138 for me

to expose this retaliation to the appropriate level to have it all unwound with the clicking of a print button which produced a singular memo from a MG. I have experienced such unprofessional behavior in my career, yet I remain positive and carry no grudges. That said, I have been there, done that, and 'ate the cookie.'

I am sorry that I am uncomfortable with this training and respectfully wish to not participate. The logic based brief lab that you provided to your staff last year was excellent and I would jump at the chance to participate in any of their advanced training.

I have proactive goals for your BDE S2 PSP. I don't want to "die on [any] hill," in fact, I want to take this opportunity to let you know how I admire your leadership style and your dedication to all of us. I have always been proud to serve this unit and, more importantly, to serve you and CSM V. I would do so again in a heartbeat; a unit is its people and the two of you have consistently stuck your reputations on the line on behalf of all of us. It is because of that I have always given you and your staff, leaders and SMs my personal best. I have always provided guidance in an effort to do the right thing to serve you and our unit; even when it has been resisted by others. Having the opportunity to serve you at a BDE S2 echelon has provided ample opportunity to make myself and our unit better every day. Your tenets are paramount to an individual's success and I have come to practice them. It is my hope that I will continue to be able to serve you for the remainder of my tenure of my current assignment.

My top 3 goals prior to my PCSing in SEP23 are as follows:

1) Thorough (Step-by-Step) Continuity Flow Charts for every conceivable multistep process in the Personnel Security Program (PSP). We have circa 50+ Task Flowcharts in various stages of development, which will be tested and put in a hard copy "Go-Book" for S2 at all echelons and replicated on Digits for USASOC to distribute to every CSU BDE S2 for distribution.
2) BDE Reportable Activity (formerly Derogatory Incident) Reporting Policy rewrite, which we agreed to use 1SFC S2s policy, which we agreed needs more detail. Our work will become SOP at their level, which will impact 11 CSUs and become the 1SFC standard for Reportable Activities reporting, going forward.
3) Vibrant Reportable Activity Command Team education (with outside SMEs) in preparation for Personnel Security Accountability Program transition from Pilot Phase to Phase 1 –Phase 3 (full implementation).

Thanks again for your time. If you happened to make it through this proactive explanation, I hope you found it enlightening and worth it. I pride myself in making no rash decisions, only principled gambles with as much data as I can garner in the shortest amount of time: sometime based on hunches. I am intel after all.

Always Out Front, Support to the Utmost,

Michael J. Forbes
528th Sustainment Brigade (SO) (A),
S2, NCOIC
SMO: [redacted]
☎ NIPR: (910) 908-8788
☎ BB: [redacted]
☎ Staff Office: (910) 908-8787
☎ SIPR: [redacted]
NIPR: michael.j.forbes.mil@socom.mil
SIPR: michael.j.forbes.mil@socom.smil.mil

"In peace there's nothing so becomes a man As modest stillness and humility: But when the blast of war blows in our ears, Then imitate the action of the tiger; Stiffen the sinews, summon up the blood, Disguise fair nature with hard-favour'd rage; Then lend the eye a terrible aspect;" – William Shakespeare

Recommended reading from LTC Hamman's farewell email to 528th staff:
https://fromthegreennotebook.com/2019/08/23/the-map-on-the-wall/

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To: Furlow, Burton LTC USARMY USSOCOM USASOC (USA) <burton.furlow.mil@socom.mil>
Subject: respectful request

Sir;

Given what CSM Emekaekwue did to me in front of formation, please do not assume I am comfortable with smacks on the arm/shoulder or handshakes while someone holds my shoulder. In fact, a simple handshake will do. Touching me anywhere other than a handshake is not ok. I do not condone physical touching that provides dominance of one person over another. I was very uncomfortable with you coming into the counseling today, during a flagging counseling by your CO CDR in which you are authenticating, and having you "smack" me as a hello. This is not ok with me. I hope you'll understand.

SFC Forbes

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DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST SPECIAL FORCES COMMAND (AIRBORNE)
H-3531, 9TH INFANTRY LANE (STOP A)
FORT BRAGG, NORTH CAROLINA 28310

February 21, 2023

The Honorable Richard Hudson
United States Representative
Attention: Kimberly Baldwin
225 Green Street, Suite 202
Fayetteville, North Carolina 28301

Dear Representative Hudson,

Thank you for your recent letter regarding the issues raised by Sergeant First Class Michael Forbes. We take these allegations very seriously. As a matter of fact, prior to your inquiry, the 1st Special Forces Command addressed these allegations through appropriate channels. Sergeant First Class Forbes' whistleblower complaint is already addressed through the Inspector General's office at the United States Army's Special Operations Command, in accordance with Army Regulation 20-1. Furthermore, on February 9, 2023, the command initiated an inquiry to investigate the other allegations raised by Sergeant First Class Forbes. The senior commissioned officer appointed as the Investigating Officer is a disinterested party appropriately selected to conduct a thorough investigation.

For your awareness, the Fort Bragg Military Police already investigated the assault allegation raised by Sergeant First Class Forbes. The military police found that Sergeant First Class Forbes was not assaulted, and they closed the investigation. Despite that, the appointed Investigating Officer is tasked to investigate the circumstances surrounding that incident and all the allegations raised by Sergeant First Class Forbes, to ensure that his concerns are thoroughly investigated and addressed. Currently, the command's investigation is still ongoing.

In summary, once Sergeant First Class Forbes' allegations came to our attention, our command took every prudent measure to inquire into these allegations. I thank you for your interest in this matter and I hope the information we provided was helpful. Please rest assured knowing that we will continue to support our Servicemembers who bring forward any allegation of wrongdoing.

Sincerely,

Patrick R. Nelson
Colonel, U.S. Army
Chief of Staff

FW: Forbes HPW response

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) (michael.j.forbes.mil@socom.mil)

To: [redacted]

Date: Thursday, June 15, 2023 at 09:35 AM EDT

Cordially,

Michael J. Forbes
528th Sustainment Brigade (SO) (A),
S2, NCOIC
SMO: [redacted]
☎ NIPR: (910) 908-8788
☎ BB: [redacted]
☎ Staff Office: (910) 908-8787
☎ SIPR: [redacted]
NIPR: michael.j.forbes.mil@socom.mil
SIPR: michael.j.forbes.mil@socom.smil.mil

From: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Sent: Tuesday, April 11, 2023 5:47 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Cc: Bell, Joshua D CPT USARMY USSOCOM USASOC (USA) <joshua.d.bell.mil@socom.mil>
Subject: RE: Forbes HPW response

Sergeant First Class Michael J. Forbes:

Attached you will find my response to you, in rebuttal to the inquiry you made into the HPW "Assessed the Unassessed" Program.

v/r, Tavi

COL Tavi N. Brunson
Commander, 528th SB (SO)(A)
1st Special Forces Command (A)
Office: (910) 432-4649 (DSN 239)
BB: [redacted]

NIPR Email: tavi.n.brunson.mil@socom.mil
SIPR Email: tavi.n.brunson.mil@socom.mil
VoSIP (706) 239-4650
Tandberg: [redacted]

DO THE RIGHT THING | DO YOUR BEST | GET BETTER EVERYDAY

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Sent: Tuesday, April 4, 2023 12:13 PM
To: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Subject: RE: Forbes HPW response

Thank you, Sir.

From: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Sent: Monday, April 3, 2023 11:01 PM
To: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Cc: Bell, Joshua D CPT USARMY USSOCOM USASOC (USA) <joshua.d.bell.mil@socom.mil>
Subject: RE: Forbes HPW response

SFC Forbes:

1. **The ball was phenomenal.**
2. **I acknowledge receipt of your message; I will respond in due course.**

BRUNSON

COL Tavi N. Brunson
Commander, 528th SB (SO)(A)
1st Special Forces Command (A)
Office: (910) 432-4649 (DSN 239)
BB: (910) 882-3389

NIPR Email: tavi.n.brunson.mil@socom.mil
SIPR Email: tavi.n.brunson.mil@socom.mil
VoSIP (706) 239-4650
Tandberg: [redacted]

DO THE RIGHT THING | DO YOUR BEST | GET BETTER EVERYDAY

From: Forbes, Michael J SFC USARMY USSOCOM USASOC (USA) <michael.j.forbes.mil@socom.mil>
Sent: Friday, March 31, 2023 5:21 PM

To: Brunson, Tavi N COL USARMY USSOCOM USASOC (USA) <tavi.n.brunson.mil@socom.mil>
Subject: Forbes HPW response

Sir:

I hope our unit ball went well and all in attendance enjoyed themselves.

Here is a memorandum and associated enclosures for your perusal and response.

Cordially,

Michael J. Forbes
528th Sustainment Brigade (SO) (A),
NIPR: michael.j.forbes.mil@socom.mil

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Response to Initial Request for Redress-SFC Forbes.pdf
172.3kB

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
1ST SPECIAL FORCES COMMAND (AIRBORNE)
FORT BRAGG NORTH CAROLINA 28310-8500

AOSC-CO 5 April 2023

MEMORANDUM FOR SFC Michael Forbes, 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310

SUBJECT: Response to Initial Request for Redress Under Article 138, Uniform Code of Military Justice, and In Accordance with Army Regulation 27-10

1. I received your initial request for redress under Article 138, Uniform Code of Military Justice (UCMJ) on 31 March 2023. I acknowledged receipt of your request via email on 3 April 2023.

2. Under AR 27-10, paragraph 19-6, you are allowed to submit an initial request for redress under Article 138 to your commanding officer. I am the Brigade Commander of 528th Sustainment Brigade (Special Operations) (Airborne) (528th SB (SO)(A)).

3. In your initial request for redress, you mentioned the following basis for why you and other members of 528th SB (SO)(A) were wronged:

a. That you not be required to consent to participation in the portions of the Health Performance and Wellness (HPW) assessment via a third party application, called Bridgetracker, due to personal privacy concerns;

b. That the HPW Assessment (in its current form) violates military regulations that prohibit the creation of records involving the exercise of yours and members of 528th SB (SO)(A) first amendment rights; and

c. That the HPW Assessment (in its current form) is a form of research, and as such requires the informed consent of all participants, including yourself.

4. Pursuant to AR 27-10, paragraph 19-7, I am required to respond to requests made as it pertains to why you are wronged within 15 days of receipt of your request. My response as of the date of this memorandum satisfies that response time.

5. In response to your basis for redress, I provide the following response IAW AR 27-10, paragraph 19-7 as it relates to your wrongs:

a. Your request for exemption from participation in the HPW Assessments is appropriate and I grant your request.

AOSC-CO
SUBJECT: Response to Initial Request for Redress Under Article 138, Uniform Code of Military Justice, and In Accordance with Army Regulation 27-10

b. As it relates to your request for redress for other members of the 528th SB (SO)(A), your request is not appropriate and denied under AR 27-10, paragraph 19-6 as it does not address why you specifically were personally wronged as the complainant.

6. The POC for this memorandum is CPT Joshua Bell, Brigade Judge Advocate, at joshua.d.bell.mil@socom.mil or at (910)-908-8863.

TAVI N. BRUNSON
COL, LG
Commanding

May 23, 2023

Hon. Christine E. Wormuth
Secretary of the Army
101 Army Pentagon
Washington, DC 20310-0101

Mrs. S[redacted] R. F[redacted]
[redacted]

Honorable Christine E. Wormuth:

I am writing you about my husband. I decided that you were the right official to write, after I saw the pinned Twitter post you made on October 14, 2022, that said, "There has been confusion on an issue where there should be none. So let me be clear: I expect @USArmy leaders to stand up for women—and all Soldiers—who are unduly attacked or disrespected." I am very worried about the situation he is facing, so I'm hoping that writing to you, woman-to-woman, that you would be willing to look into his situation. I feel you are about to read a horrible series of events.

My husband, SFC Michael J. Forbes, of 528th Sustainment Brigade (Special Operations) (Airborne) has been retaliated and reprised against by his BDE CDR through and with his Unit Psychologist's help. They both have broken laws and conducted a series of unprofessional actions to attempt to entrap my husband and end his career. They have failed thus far, but I feel, given the BDE Commander's (CDR's) most recent action of a recommended GOMOR, that they will not stop this behavior. I'm reaching out to you because I do not know what else to do.

Let me start at the beginning. On November 28, 2022 My husband came home and told me that he could not watch the news with me (as we always do) because he had to read the terms of service of an online corporation that he was being required to participate in and answer questions about how he deals with conflict. It was called Strength Deployment Inventory (SDI). For two nights, he was in our office reading about what seemed to be some sort of mental evaluation (at least that is how I understood his comments to me). The day after that, he came home upset that he had been called into the BDE CDR's Office and scolded for asking questions to the unit's Psychologist about the online program that he was being ordered to participate in. After that (Thursday, December 1) he told me he got a reply to the long email he sent his BDE CDR and that he did not have to participate in that BDE event anymore. He was relieved.

The day of the offsite event above (Friday, December 2), my husband told me that his boss sent an email about another phone app from a 3rd-party about suicide prevention. He was upset again and did not know why this was happening so soon after being released from the other

one. He was afraid to ask anyone about being excused from this one because of what happened the last time. He told me it was mandatory, but he also told me they were not allowed under the law to make it mandatory. This one was called Health, Performance and Wellness (HPW).

A week later, he told me that he went to a meeting during his PT hours and found out they were encouraging Soldiers to use phones in his secure building to put 3rd party apps on the Soldiers' phones in support of HPW. He said it was brought up because of the Health Program they were starting. He went on tell me that it included more behavioral health questioning being forced on Soldiers without proper consent. This sounded so strange to me. I have been married to him for almost 8 years and he is an intelligence Soldier. I've been to his buildings and no one is allowed phones inside. He was stressed this week, as his job makes him responsible for this. My husband tried to stop Soldiers from bringing phones in the building by putting up signs; they were ripped down in one day. The Company Commander ripped his signs down (and my husband has proof).

After that, at the next Monday morning formation, my husband called me at work and informed me the BN CSM had put his hands around his neck and forced him back into formation while he was trying to tell the formation that phones are not allowed in the building. The CSM assaulted my husband. I have no idea how my husband controlled himself and didn't fight back.

My husband told me later that he couldn't believe no one stopped the BN CSM's assault and, even worse, that he was counseled not to correct people when he catches them with phones. Two days later, my husband couldn't sleep and went to the PMO to report the assault. He told me that morning that the BDE CDR and BDE CSM were both present during the assault and for two days just ignored that my husband was assaulted. A week later my husband was removed from his job as a BDE NCOIC.

Here is a complete list of what my husband's leaders have done to him over the above information (we have pieced this together by now):

1) An Army Psychologist reported my husband was angry because he asked questions about the first program,
2) A Company Commander ripped down the phone-signs that my husband went in early to post,
3) My husband was humiliated and assaulted during a BN formation,
4) He was removed from his BDE NCOIC job and assigned to a subordinate BN (389th),
5) The Psychologist lodged a complaint 6-weeks after the SDI event claiming that my husband disrespected her when he asked about the first program,
6) My husband was put under investigation by the BDECDR (but wasn't told about it until weeks later),
7) The STB Co. Commander called my husband in on 17JAN2023 and released him, upon realizing he was assigned to 389th BN (another BN in the BDE),
8) The next day my husband as ordered to meet with the STB Company CDR again after the BDE Commander revoked my husband's orders to 389th and put him back under STB Co. Commander,

9) During this meeting with the STB Company CDR and while we were in-the-dark about the BDE CDR's investigation of my husband, the STB Company CDR ordered my husband to be escorted to Womack for an emergency mental health evaluation,

10) The FB Form 1462-e the STB Company CDR stated his "future plans" for my husband were, "Removal from USASOC/levels of responsibility.'

11) My husband wasn't notified of the investigation for three weeks; he was finally notified on 7FEB2023 when he was flagged,

12) Yet, my husband has told me he still has never been flagged per IG and administrative Soldiers in S1

13) My husband notified me 3 weeks ago that the 389th CO. 1SG recommended him for a LOR,

14) My husband notified me last week that the BDE Commander is recommending a GOMOR,

15) As far as I know, investigation is still ongoing for an allegation of being toxic and disrespecting that Psychologist.

16) My husband has put in USASOC FOIA requests and was told he needed to contact the Pentagon,

17) My husband asked for an open-door meeting with the USASOC General and got one that will be after the GOMOR decision is made.

I feel this BDE Commander (that my husband had previously received excellent commentary on his NCOERs from) is coming after my husband for doing his job, which conflicted with the BDE Commander's disregard for regulations in order to put out his programs, as well as my husband's willingness to report violations of law and regulations by the command. Unfortunately the BDE Command is more focused on protecting bad actors (including the Psychologist, BN CSM, STB Co. Commander) rather than in actually remedying the situations.

Please help by stopping these people from railroading my husband's 16-plus year, unblemished career. We just want to PCS, as ordered, to his last duty station where he will finally get the opportunity to teach Soldiers in his job at Fort Huachuca. He doesn't deserve this for doing his job and doing it well. Please help us; they are hunting him!

With hope,

S[redacted] B. F[redacted]

Re: IG Matter (Final Notification)

From: Michael Forbes [redacted]

To: chase.e.smith.civ@socom.mil

Date: Friday, June 9, 2023 at 11:20 PM EDT

Thank you Mr. Smith

What level of Command were these referred back to? I do have questions about the due process review. Below is partly why:

---draft excerpt of a small portion of my Article 138 redress rebuttal to BG Ferguson below---

This investigation, with its procedural flaws, reinforces why a post-command CPT or higher should have been selected instead. The flaws are as follows:

1) The investigation findings and recommendations memo was dated 22FEB2023 but not signed by IO, 2LT Tolston (IO), until 13APR2023.

2) The IO was in possession of evidentiary allegations for months, even after the she requested an extension; the evidentiary allegations of multiple events were not brought forth to SFC Forbes to address during the investigation, thereby forcing these matters to be refuted in rebuttal of a Personnel Action because of incomplete assessment by the IO. This is highly unorthodox procedure.

3) Unit Psychologist (MAJ Racaza) complains about SFC Forbes on 30NOV2022 to the BDE CDR, SFC Forbes addressed this incident with a replied email from the BDE CDR; SFC Forbes understood the issue as resolved when released from the mandate in that email exchange.

4) MAJ Racaza brought the same 30NOV2022 complaint at an unknown time (circa 6 weeks later), which was at least part of the reason for the appointment of the IO on 12JAN2023 that SFC Forbes was the unwitting subject of, as MAJ Racaza was the named Officer that SFC Forbes allegedly disrespected in the IO appointment order; MAJ Racaza then submitted a sworn statement against SFC Forbes on 19JAN2023 for the same 30NOV2023 discussion in the same investigation she was a catalyst for.

5) The BDE CDR influenced the assignment of SFC Forbes back to STB to perform eCDBHE while he was an unwitting subject of 2LT Tolston's investigation.

6) MAJ Racaza's 3rd complaint of 30NOV2022 was in the form of a sworn statement provided to the IO after a "fit-for-duty" result from the eCDBHE that MAJ Racaza provided the regulatory basis for CPT Korista to order the unwitting SFC Forbes to participate in.

7) Notably, SFC Forbes documented the situation the same day whereas the only recorded documentation of MAJ Racaza's allegations occurred after the investigation began (over 6 weeks later).

8) The IO used a disputed allegation as evidence in her findings by stating "I find that SFC Forbes engaged in disrespectful behavior towards MAJ Rhea Racaza…. This can be supported by MAJ Racaza['']s statement claiming that SFC Forbes demanded aggressively that she provide him with information and cut her off without letter her explain or answer any questions."

9) The investigation is predominated by generalizations, uncorroborated opinions, hearsay, falsifications and the aforementioned ill-intent by leaders of the unit.

---draft excerpt of a small portion of my Article 138 redress rebuttal to BG Ferguson above---

SFC Forbes

On Friday, June 9, 2023 at 09:46:40 PM EDT, Smith, Chase E CIV USSOCOM USASOC (USA) <chase.e.smith.civ@socom.mil> wrote:

CUI

SFC Forbes,

This email is a final response to your 13 December 2022 request for IG assistance concerning multiple numbed concerns below.

It's a bit of a long email but addresses all of the particular items that I'm tracking. If I missed one please advise.

Concern #1: Requesting IG assistance with concerns about CSM Emekaekwue's alleged assault (ref hands on shoulders and pushing) event on 12DEC22 during a unit formation. RESPONSE: Our office has referred allegations of impropriety (AR 600-20, Para 4-19) to the command for action. You previously reported allegations of assault to the Fort Bragg MP Station. After receiving the resulting command product, we reviewed the document and determined that the command addressed the allegation. STATUS: Closed. This office will take no further action pertaining to this allegation. --break— We are aware that this final response is vague, but the Inspector General is limited by IG regulations on what can be released due to IG confidentiality rules. However, I'd like the opportunity to explain our processes so you might understand the IG's role in providing this type of response to you. Our guidance from the Department of the Army IG specifically directs IGs to formally refer all command-appropriate allegations and issues to the chain of command for action. Once allegations are referred, and if the CMD elects to investigate, the appointed Investigating Officer (IO) will conduct all notifications to either the subject(s) or complainant(s). Upon completion of the investigation, the IG office will review the command product in a thorough and complete manner and determine if the command addressed all referred allegations and related issues. If so, we send final acknowledgment like the one you are receiving. You may request the command product and any actions the command took, in redacted form, by submitting a Freedom of Information Act (FOIA) request to the command. Please note that if you decide to file a FOIA request this was not an IG investigation, but rather a command investigation, so be sure to submit your request to the command not the IG office to ensure proper routing.

Concern #2: Requesting IG assistance with concerns about CPT Korista allegedly exhibiting counterproductive leadership. Some examples were the removal of phone signs in the building, event counseling attempt, painting skulls on the wall which represented the number of UCMJ actions taken, and ordering SMs to cut the grass with scissors. RESPONSE: We referred the

allegation to the command for action. After receiving the resulting command product, we reviewed the document and determined that the command addressed the allegation. STATUS: Closed. This office will take no further action pertaining to this allegation. --break— We are aware that this final response is vague, but the Inspector General is limited by IG regulations on what can be released due to IG confidentiality rules. However, I'd like the opportunity to explain our processes so you might understand the IG's role in providing this type of response to you. Our guidance from the Department of the Army IG specifically directs IGs to formally refer all command-appropriate allegations and issues to the chain of command for action. Once allegations are referred, and if the CMD elects to investigate, the appointed Investigating Officer (IO) will conduct all notifications to either the subject(s) or complainant(s). Upon completion of the investigation, the IG office will review the command product in a thorough and complete manner and determine if the command addressed all referred allegations and related issues. If so, we send final acknowledgment like the one you are receiving. You may request the command product and any actions the command took, in redacted form, by submitting a Freedom of Information Act (FOIA) request to the command. Please note that if you decide to file a FOIA request this was not an IG investigation, but rather a command investigation, so be sure to submit your request to the command not the IG office to ensure proper routing.

-

Concern #3: Multiple leaders', Soldier's failure to act / intervene with alleged assault occurring at the 12DEC22 unit formation with approximately 150 persons present. RESPONSE: The circumstances surrounding the unit formation are being explored within concern #1 listed above. STATUS: Closed, our office will take no further action on this specific item at this time.

-

Concern #4: Requesting IG assistance with alleged hostile work environment at 528th not related to race, color, sex (to include gender identity), national origin, religion, or sexual orientation. Examples provided were see concern #1 items, see concern #2 items, and CSM Emekaekwue's DA Form 4856 on 12DEC. RESPONSE: Our office understands that the terminology "hostile work environment" only falls within Equal Opportunity (EO) chapters within AR 600-20, CH6. The examples provided have been provided to the command for further exploration, reference concern #1 and #2 which are currently with the command for action. You mentioned you might speak with the EO office to explore further. STATUS: Closed, our office will take no further action on this specific item at this time.

Concern #5: Improper personal electronic devices (PED) usage within 528th by Soldiers. Lack of understanding of the regulation/policy governing PED use within 528th STB by Soldiers. RESPONSE: Our office has referred an issue to the command for action. We conducted a thorough inquiry into your request for assistance. Our inquiry determined that the command is taking the appropriate actions to address PED usage. STATUS: Closed, our office will take no further action on this specific item at this time.

-

Concern #6: You had concerns about the BDE CDR notifying you of a command directed investigation into something (reference topics the BDE CDR discovered during town hall meetings) and also having been counseled (ref CSM Prewitt's DA Form 4856) that you were under investigation. You received a DA Form 4856 from CPT Korista on 7FEB23 informing you

that you were being flagged for being the subject of a Commander's Investigation. RESPONSE: The primary function of any preliminary inquiry or administrative investigation is to ascertain facts, document and preserve evidence, and then report the facts and evidence to the approval authority. Commanders are authorized to direct these actions and they are routine actions that have many rules/procedures in place. Sometimes these fact-finding missions serve to clear a person's good name. If the BDE CDR discovered items of concern during town hall meetings, he may direct an action. Once the investigation is complete you may request the IG office conduct a due-process review. Due-process reviews do not litigate or overturn the results. While performing a due-process review the IG's primary concern is that the complainant is afforded an opportunity for redress and that the redress was conducted in accordance with the applicable standard. A due-process review is not an investigation. You may continue to utilize the legal assistance office to receive legal counsel. Other potentially helpful resources: 1. You may read AR 15-6, paragraph 1-12 that discusses the use of results of preliminary inquiries and administrative investigations in adverse administrative actions. 2. You may read AR 600-37 which sets forth policies and procedures to ensure the best interests of both the Army and Soldiers are served by authorizing unfavorable information to be placed in, transferred within, or removed from an individual's Army Military Human Resource Record (AMHRR). 3. You may request a copy of the Command's investigation/inquiry through the Freedom of Information Act (FOIA) by completing the attached form and emailing to: USASOC.FOIA@socom.mil. This link will provide you additional information on the USASOC FOIA process: http://www.soc.mil/FOIA/FOIA.html. If you have additional questions please contact the command FOIA points of contact:

Christopher Nesbitt

CIO G-6, FOIA/PA Officer

U.S. Army Special Operations Command

(910) 432-9233

christopher.nesbitt@socom.mil (NIPR)

Stephanie Osborne

FOIA Analyst

U.S. Army Special Operations Command

(910) 432-3774

(NIPR) stephanie.l.osborne@socom.mil

STATUS: Closed, our office will take no further action on this specific item at this time.

Concern #7: Request to file a WBR complaint. RESPONSE: You are working with USASOC IG to file your WBR complaint. STATUS: Closed, our office will take no further action on this item because you are working with USASOC IG.

Concern #8: You're requesting to receive the command product associated with a potential GOMOR. RESPONSE: AR 15-6, paragraph 1-12 has particular rules that the command must follow for if the investigation is being used as a basis for a GOMOR and one of those rules is

that you would be provided with appropriate material from the investigation. While the counseling you received indicates that the BDE CDR recommended a GOMOR, it does not mean that the GOMOR has been initiated. If you receive a GOMOR you will have to sign for the GOMOR as a part of the many steps that the structured process must follow. AR 600-37 (Unfavorable Information), Chapter 7 outlines the pre-established appeals process for GOMORs. As a matter of policy, the IG does not normally become involved in complaints where an established avenue of redress is available to resolve a problem. Once the pre-established appeals process has been utilized, please contact the IG office if you're requesting additional IG assistance. Previously discussed, you can FOIA the material through the USASOC FOIA office (not associated with our office), I provided you with that information in an earlier email. STATUS: Closed, our office will take no further action on this specific item at this time. Please let me know if any new related topics arise.

Concern #9: You're requesting IG do a review of a eCDBHE. Response: The eCDBHE is part of your WBR as a personnel action. If your concerns are related to the quality of health care that a health care professional provided I can refer your concern to the appropriate IG office that handles quality of health care concerns or provide you with that IG office's point of contact. Status: Closed, our office will take no further action on this specific item at this time.

Concern #10: You requested IG do a due-process review of a command investigation that named you as a subject/suspect of the investigation. RESPONSE: Our office has conducted a due-process review of the command investigation and determined that no fault was found. You did receive due-process. While performing the due-process review the IG's primary concern is that the complainant is afforded an opportunity for redress and that the redress was conducted in accordance with the applicable standard. A due-process review is not an investigation. Please give me a call for a more detailed explanation of what processes were used during the due-process review. Status: Closed, our office will take no further action on this specific item at this time.

Concern #11: You requested to file a complaint against PMO on Fort Bragg (now Liberty) and were willing to discuss your concerns directly with the servicing IG office for PMO (18th ABC IG office. RESPONSE: I provided you with two points of contact for the 18th ABC IG office. Status: Closed, our office will take no further action on this specific item at this time.

This office will take no further action pertaining to the concerns listed above and the case will be closed.

If you have any new matters you would like to discuss or need to request assistance from the IG office in the future, please give us a call.

V/R,

Chase

Mr. Chase E. Smith
Command Inspector General
1st Special Forces Command (A)

Fort Liberty, NC
OFFICE: 910-806-3318
FRONT DESK: 910-806-3316

Controlled by: The Inspector General of the Army (SAIG-ZA)

Controlled by: 1st Special Forces Command (A) Inspector General (AOSO-IG)

CUI Category: WHSTL, PRIIG, PRVCY

Distribution/Dissemination Controls: FEDCON

POC: Mr. Chase Smith, 910-806-3318

THE LAW FIRM OF JAMES M. BRANUM

Email: GIRightsLawyer@gmail.com - Voice/Text: 405-494-0562 - Web: JMBranum.com
Postal: James M. Branum, PO Box 134, Piedmont, OK 73078

To: COL Tavi N. Brunson, Headquarters, 528th Sustainment Brigade (Special Operations/Airborne), Fort Liberty, NC 28310-9500
From: SFC Michael Forbes through James M. Branum, Attorney at Law
Date: June 12, 2023
Subject: Request for extension of deadline to submit rebuttal of 15-6 investigation findings and recommendation for GOMOR

SFC Forbes (through legal counsel) requests that his deadline to rebut the findings of the 15-6 investigation and GOMOR recommendation be extended by three days, from COB 13JUN2023, to COB, 16JUN2023 for the following reasons:

1. On 8JUN2023, USASOC G6 blocked SFC Forbes from accessing his military email account (which contains potential evidence that SFC Forbes wanted to use for his rebuttal). SFC Forbes reached out to the helpdesk which initially refused to assist him due to the pending investigation. While SFC Forbes was given back access to his email account later in the day, this delay resulted in him being unable to work on his rebuttal for much of the day.

2. Due to the failure of the IO in the 15-6 investigation to ask appropriate follow-up questions, SFC Forbes was unaware of many of the specific allegations made against him prior to receiving the 15-6 investigation findings and supporting documents, which has made the task of submitting this rebuttal more difficult.

3. SFC Forbes is having to rebut two major documents at the same time: CPT Lowrie's contemplation of a RFC to COL Brunson, as well as the BG Ferguson's decision to pursue a GOMOR.

In light of these concerns and the complexity of this case, SFC Forbes requests that his deadline to submit a rebuttal be extended.

Very respectfully,

James M. Branum

Attorney at Law

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BUILDING X-4047 NEW DAWN DRIVE
FORT BRAGG NORTH CAROLINA 28310-8500

AOSC-JA

S: 7 February 2023
12 January 2023

MEMORANDUM FOR 2LT Miriam Tolston, 112th Signal Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310-8500

SUBJECT: Appointment as Investigating Officer

1. **Appointment.** You are hereby appointed as an Investigating Officer (IO) pursuant to Army Regulation (AR) 15-6, *Procedures for Administrative Investigations and Boards of Officers*, to conduct an investigation into allegations of disrespect toward a superior commissioned officer and counterproductive leadership regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO)(A).

2. **Instructions.** The purpose of an AR 15-6 investigation is to elicit facts. Your investigation should explore any issues or deficiencies with policy, procedures, resources, doctrine, training, and leadership that might have contributed to this incident.

a. Your responsibilities as an IO take precedence over all other military duties. You have 15 duty days from the date you receive this appointment memorandum to submit your completed investigation to your legal advisor. Coordinate any requests for extensions through your legal advisor.

b. Consult with your legal advisor before making substantive efforts regarding your investigation. CPT Suzanne Dycus, Brigade Judge Advocate, is your legal advisor, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

c. Read the relevant portions of AR 15-6, AR 600-100, ADP 6-22, Article 89 UCMJ, and any other applicable authorities prior to beginning your investigation.

d. At a minimum, you should interview MAJ Rhea Racaza, MAJ CH Alvaro Rivera, 1SG Larry Morgan, CPT Patrina Lowrie, PFC Matthew Scheffing, SFC Michael Forbes, and any other relevant witnesses in order to address the following questions and issues:

(1) 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?

(2) 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?

e. If something happens that could cause me to consider enlarging, restricting, terminating, or otherwise modifying your investigation, you should immediately report this to me through your legal advisor.

3. **Conduct of the Investigation.** You are to conduct this investigation using the general guidance and procedures outlined in AR 15-6, Chapters 3 and 5.

a. To the extent possible, witness statements will be written and sworn on a DA Form 2823. Do not collect social security numbers. You have the authority to administer oaths pursuant to Article 136, UCMJ. If it is impracticable to obtain a written and/or sworn statement from a witness, you will attest to the accuracy of the statement in whatever form it appears in your report.

b. No U.S. military or civilian witnesses can be ordered to provide information that may incriminate them. If you come to suspect a person may have engaged in criminal conduct, consult with your legal advisor. Under no circumstances should you attempt to elicit any incriminating information from a witness without first advising that person of his/her rights under Article 31, UCMJ, or the Fifth Amendment of the U.S. Constitution, as appropriate. Document your rights advisement and witness waivers of their rights on a DA Form 3881, Rights Warning Procedure/Waiver Certificate.

c. Should you determine in the context of your investigation that a Soldier's status has changed from favorable to unfavorable, as defined in AR 600-8-2, *Suspension of Favorable Personnel Actions*, you must notify me through your legal advisor.

4. **Report of Investigation.** Use a DA Form 1574-1, Report of Proceedings by Investigating Officer, and attach all required enclosures and exhibits.

a. Findings. A finding is a clear and concise statement of fact that can be readily deduced from exhibits in the record. For each potential instance of misconduct, you will reach a finding of "substantiated" or "unsubstantiated." Misconduct is "substantiated" if you find it to be true by a preponderance of the evidence, which means 51% or "more likely than not." Cite the exhibits that support your findings. If evidence conflicts, make a finding as to which evidence is more credible and why you believe it to be so.

b. Recommendations. Based on your findings, make recommendations as to what changes, if any, are needed in terms of policy, procedures, resources, doctrine, training, and leadership to avoid incidents of this nature in the future. Also, if appropriate, make recommendations of administrative or punitive action consistent with your findings. Each recommendation will cite to the finding that supports it, and should comport with the guidance in AR 15-6, paragraph 3-11.

c. Assembly. Your completed investigation will include, in the following order:

(1) This memorandum of appointment;

(2) A completed DA Form 1574-1;

(3) A memorandum with your findings and recommendations;

(4) A detailed chronology of the daily actions you took during your investigation;

(5) A list of the witnesses you interviewed;

(6) An index of the attached exhibits;

(7) All exhibits, labeled and numbered, including the ERB/ORB of any Soldier flagged pursuant to your investigation;

(8) A tabbed/indexed hard copy of the complete investigation. Do not use document protectors; and

(9) A scanned copy of the complete investigation.

5. POC for this memorandum is CPT Suzanne Dycus, 95th Civil Affairs Brigade Judge Advocate, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

TAVIN N. BRUNSON
COL, LG
Commanding

REPORT OF PROCEEDINGS BY INVESTIGATING OFFICER

Note. Completed forms may contain personally identifiable information and require handling as set forth in AR 340-21.
For use of this form, see AR 15-6; the proponent agency is OTJAG.

IF MORE SPACE IS REQUIRED IN FILLING OUT ANY PORTION OF THIS FORM, ATTACH ADDITIONAL SHEETS

SECTION I - APPOINTMENT

Appointed by COL Tavi Brunson
(Appointing authority)

on 20230112 *(Date)* *(Attach enclosure 1: Letter of appointment or summary of oral appointment data.) (See para 3-15, AR 15-6.)*

SECTION II - TIMELINE

1. The *(investigation)* commenced at FORT BRAGG, NORTH CAROLINA *(Place)* at 0900 *(Time)*

on 20230117 *(Date)*

2. The *(investigating officer)* finished gathering/hearing evidence a 1600 *(Time)* on 20230221 *(Date)* and completed

findings and recommendations at 2330 *(Time)* on 20230222 *(Date)*

SECTION III - CHECKLIST FOR PROCEEDINGS

A. COMPLETE IN ALL CASES	YES	NO[1/]	NA[2/]
1. Enclosures *(para 3-13, AR 15-6)* Are the following enclosed and numbered consecutively with Roman numerals: *(Attached in order listed)*			
a. The memorandum of appointment?	☒	☐	
b. All other written communications to or from the appointing authority?	☒	☐	☐
c. Privacy Act Statements *(Certificate, if statement provided orally)?*	☐	☐	☒
d. Explanation by the investigating officer of any unusual delays, difficulties, irregularities, or other problems encountered *(e.g., absence of material witnesses)?*	☐	☐	☒
e. Any other significant papers *(other than evidence)* relating to administrative aspects of the investigation?	☐	☐	☒
f. An Executive Summary, Index of Exhibits, Chronology of the Investigation and lists of all persons interviewed and evidence gathered. *(Complex, serious and/or high profile cases)?*	☒	☐	☐
2. Exhibits *(para 3-14, AR 15-6)*			
a. Are all items offered *(whether or not received)* or considered as evidence individually numbered or lettered as exhibits and attached to this report?	☒	☐	☐
b. Is an index of all exhibits offered to or considered by investigating officer attached before the first exhibit?	☒	☐	☐
c. Has the testimony/statement of each witness been recorded verbatim or been reduced to written form and attached as an exhibit?	☒	☐	☐
d. Are copies, descriptions, or depictions *(if substituted for real or documentary evidence)* properly authenticated and is the location of the original evidence indicated?	☒	☐	☐
e. Are descriptions or diagrams included of locations visited by the investigating officer *(Appendix C-3, AR 15-6)?*	☐	☐	☒
f. Is each written stipulation attached as an exhibit and is each oral stipulation either reduced to writing and made an exhibit or recorded?	☒	☐	☐

FOOTNOTES: *1/ Explain all negative answers on an attached sheet.*
2/ Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation.

SECTION IV - FINDINGS *(para 3-10, AR 15-6)*

The *(investigating officer)*, having carefully considered the evidence, finds: *[Each paragraph should be one conclusion based on the evidence gathered during the investigation. These findings should provide answers to each question posed by the appointing authority in the appointment memorandum. The evidence that supports each finding must be cited.]*

See Findings and Recommendations

SECTION V - RECOMMENDATIONS *(para 3-11, AR 15-6)*

In view of the above findings, the *(investigating officer)* recommends: *[Each paragraph should be one recommendation based on the findings in Section IV. Address what actions, if any, should be taken with regard to the individuals involved, the unit leadership, and any steps that can be taken to prevent the occurrence in the future. Recommendations do not need to be adverse or punitive. For example, the investigation results can be used as a training tool.]*

See Findings and Recommendations

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 Recaza speak. At that time SFC Forbes threatened to call USASOC JAG and continued to demand MAJ Racaza provide him

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) I 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

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.

AOSC-SIG-BC
SUBJECT: Findings and Recommendations for Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE[redacted] Date: 2023.04.13 09:26:23 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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)

SECTION VI - AUTHENTICATION *(para 3-15, AR 15-6)*

THIS REPORT OF PROCEEDINGS IS COMPLETE AND ACCURATE.

2LT MIRRIAM TOLSTON
(Investigating Officer)

SECTION VII - ACTION BY APPOVING AUTHORITY *(para 2-8, AR 15-6)*

The findings and recommendations of the *(investigating officer)* are:

a) Approved.

b) Approved with the following modifications:

(1) The following findings of fact are added/deleted:

(2) The following findings of fact are modified as follows:

I approve the finding as it relates to counter productive leadership, but disapprove the finding of harassment.

(3) The following recommendations are added/deleted:

(4) The following recommendations are modified as follows:

(5) The action recommended in recommendation _____ has been accomplished by _____.

(6) Recommendation(s) _____ is not appropriate for action by this command: however, a copy of this investigation is being furnished to _____ for such action as deemed appropriate.

c) Disapproved.

d) The report is (incomplete), (ambiguous), (erroneous) and/or (specify deficiency) with respect to _____.

It is, therefore, hereby returned to the IO for corrective action as follows _____.

BRUNSON.TAVI.NIGEL. [redacted] Digitally signed by BRUNSON.TAVI.NIGEL [redacted] Date: 2023.04.20 10:20:26 -04'00'

TAVI N. BRUNSON
COL, LG
Commanding

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: Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

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

AOSC-SIG-BC
SUBJECT: Army Regulation (AR) 15-6 Investigation Chronology Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A)

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.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 06:23:39 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Table of Contents

ENCLOSURES:

Exhibits:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS)(AIRBORNE)
H-3531 9TH INFANTRY STREET (STOP A)
FORT BRAGG, NORTH CAROLINA 28310-8500

AOSO-JA 24 January 2023

MEMORANDUM FOR Investigating Officer (IO), 15-6 Investigation regarding SFC Michael Forbes

SUBJECT: Extension request

1. I have reviewed the request for extension submitted by the IO.

2. I hereby **approve** the extension request and direct the IO to complete this investigation and submit a copy to the appointed legal advisor NLT 22 February 2023. Any further requests for extension must be submitted to me, through the Brigade Judge Advocate, for approval.

3. The point of contact for this memorandum is CPT Rudolph Dambeck, Brigade Judge Advocate, at 910-908-8863 or Rudolph.p.dambeck.mil@socom.mil.

Digitally signed by BRUNSON.TAVI.NIGEL[redacted]
Date: 2023.01.24 14:53:27 -05'00'

TAVI N. BRUNSON
COL, LG
Commanding

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
52nd SB	20230119	1252	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Racaza, Rhea, Lynn		04/AD

8. ORGANIZATION OR ADDRESS: X4047 New Dawn Dr.

9. I, Rhea Racaza, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. On 30NOV22 approximately 1345, SFC Forbes was speaking in an agitated manner to my NCO, SGT Aldegier. CH Rivera indicated to me that SGT Aldegier may need assistance so I ~~go~~ entered the office SGT Aldegier SFC Forbes were occupying. After offering to help SFC Forbes followed me into my office & demanded, aggressively that I provide him w/ information when I tried to ask SFC Forbes what exact information he needed, he became more angry & aggressive. At that time SFC Forbes also threatened to call USASOC JAG on myself & demanded I provide him with regulations or policies on what right the BDE CDR has to request his participation in the Staff Development training. He accused me of making him do a behavioral health evaluation and when I attempted to clarify he cut me off. He would not let me explain or answer my questions, not ~~but~~ instead continued to demand information & accuse me. I felt threatened and had to take a step back from SFC Forbes & in attempt to deescalate, asked if he was mad at me. He responded by yelling multiples "So you're not going to help me?" and then stormed out of my office. My NCO witnessed the event.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	JD	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

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STATEMENT OF Rhea Racaza TAKEN AT 1252 DATED 20230119

9. STATEMENT (Continued)

2. I have heard multiple accounts from victims of SFC Forbes's unprofessionalism but have not witnessed one apart from my personal experience. To note I am the psych doc so I cannot share other ppl. personal experiences without consent.
One experience that my NCO, SGT Aldgever, had with SFC Forbes was when SFC Forbes became visibly ~~ag~~ angry with my NCO because ~~th~~ my NCO wasn't understanding something SFC Forbes was saying. SFC Forbes became visibly angry (red, shaking) and yelled "am I not speaking English??" to my NCO, who's second language is English. Our unit MFLCs were witnesses to the unprofessional interaction.

3. There are numerous incidents in which SFC Forbes has not only treated others with disrespect, but he has acted in ~~a~~ ways that consistently demeans others. He makes people feel ~~ashamed~~ ashamed, embarrassed, scared. He has actively contributed ~~to a~~ and created a toxic/counterproductive work environment. I personally do not feel safe physically when he is around and fear he will retaliate against people who raise concerns against him. I was initially fearful of making my statements due to his security access & privileges. He has been allowed to act in ways where he is unaccountable for his behaviors and can bully people through his hostility and aggression.

INITIALS OF PERSON MAKING STATEMENT JFP

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

APD LC V1.01ES

STATEMENT OF _____ TAKEN AT _____ DATED _____

9 STATEMENT *(Continued)*

D.P

D.P

D.P

D.P

AFFIDAVIT

I Rhea Racazon, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1 AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Talsten, Miriam

ORGANIZATION OR ADDRESS

112th SIG BDE

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 19 day of January, 2013 at 528th SB

(Signature of Person Administering Oath)

Miriam Talsten

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SB	20250119	1250	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Aldegher, Jomari Miguel		E-5 / Active

8. ORGANIZATION OR ADDRESS: X4047 New Dawn Dr Fort Bragg, NC

9. I, Jomari Miguel Aldegher, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

SFC Jacobs walked into my office asking for information about SDI 2 O. CHAPLAIN Rivera saw him walk in and he called MAJ Racaza to answer his questions as I am not familiar with details of SDI. He proceeded to follow MAJ Racaza to her office and then asked him to give him all the details about SDI. He was visibly agitated at this point and Maj Racaza asked him if there is any specific information he wants to know. He said he wants to know everything because he is preparing to go to Legal or JAG.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 3 PAGES
	JA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

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STATEMENT OF Jimmy Arteaga TAKEN AT 1350 DATED 19 Jun 2023

9 STATEMENT (Continued)

the cut off MAJ Racaza from explaining multiple times and he said MAJ Racaza can't help him and he stormed out.

Around February of 2022 I helped out some MEDCs and financial counselor in-process S2. When I walked in SFC Forber immediately looked upset with me. He told me that I was tired of the people in this unit not in-processing correctly and asked me if I in processed for "2". I didn't know what "2" meant so I asked if he could say it again. He then said "2" am I not speaking English?" After that he said that I can be the "poster child" for people that didn't in process S2. I infact in processed S2 and provided all my certs that same day. He still had me sign documents that I signed previously

INITIALS OF PERSON MAKING STATEMENT JA

PAGE 2 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Jomari Alegueu TAKEN AT 1350 DATED 17 Jun 2023

9 STATEMENT (Continued)

because he couldn't find my paperwork. I am not accusing him but he seems to be the type of person that would retaliate against people who he thinks have wronged him. I am worried not just for myself but for everyone that works in this building.

Nothing follows

AFFIDAVIT

I Jomari Miguel Alegueu HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____ I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Tolson, Miriam

ORGANIZATION OR ADDRESS

112th SIG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this (1) day of June 2023 at 528th SB

(Signature of Person Administering Oath)

Miriam Tolson

(Typed Name of Person Administering Oath)

UCMJ, ART 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC V1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951, E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

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DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
BLDG 4047, HHC BDE CP	20230120	1141	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
MORGAN, LARRY D., JR.		E8/AD

8. ORGANIZATION OR ADDRESS
HHC, 528TH SUSTAINMENT BRIGADE (SO) (A)

9. I, Larry Morgan, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

2021 Motor pool Incident w/CPT Valdez

SFC Forbes openly disrespected CPT Valdez in my presence by being condescending, using an aggressive tone, and belittling him in front of numerous Soldiers and NCOs, and the HHC Command Team. I pulled SFC Forbes to the side and informed him his behavior was unacceptable, I also counseled him via 4856 (2021). I spoke to SGM Kline (STB CSM at the time of the incident). **Witnesses** - CPT Ellis Valdez, CPT Eric Mansour, SSG Richard GarnerSpain

HHC Supply Issues as the S2 HRH

Over the course of his time as the Brigade S2 NCOIC, it has been reported by both of my Supply Sergeants, SSG Alberto Garcia and SSG Tiera Plummer, that SFC Forbes had refused to sign for his property, Commander's Counseling statements, and perform duties associated with being the HRH. SFC Forbes attempted to use his rank to "punk" my supply sergeants and interpreted regulatory guidance, SOPs, policy letters to favor his ideas/insisting on it being his way. **Witnesses**: SSG Garcia, SSG Plummer, SGT Truman, PFC Hall

Conflicts with Brigade Staff Leadership/Platoon Sergeant

I personally witnessed SFC Forbes act erratic and condescending to MSG Burgos during a joint meeting with SFC Forbes, MSG Burgos, and myself. SFC Forbes would not accept responsibility for his behavior and actions, deflecting responsibility. Over the course of the conversation, SFC Forbes, while "speaking freely" would use that as an excuse to continue being condescending towards MSG Burgos and used an aggressive tone. SFC Forbes has consistently been difficult for Platoon Sergeants to gain accountability and assist with taskings. SFC Forbes refused to be contacted on his personal phone and would often be unreachable on his government cellphone. Platoon Sergeants: MSG Morris and SFC Suro. Witnesses: MSG Burgos, MSG Morris, SFC Suro

Interactions with Company Staff

I was informed by my Operations Team (SFC Yoder and SGT Venturino) that SFC Forbes "exploded" on SPC Terry in reference to a barracks/tasking issue. SPC Terry is an administrative clerk that is temporarily assigned to HHC (parachute rigger) and has nothing to do with barracks or taskings. SFC Forbes has often resulted in aggressive mannerisms when he did not get his way. **Witnesses**: CPT Korista, 1LT Richard, SFC Yoder, SGT Venturino, SPC Terry

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	MORGAN, LARRY [redacted] LM	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED

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STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

9 STATEMENT *(Continued)*

Abusive and Dishonest Behaviors - Stealing Body Armor

In 2021, MSG Kazmierski (BDE S3 NCOIC) noticed his IOTV went missing from his office in the BDE S3. MSG Kazmierski pulled the security footage for the building and reported his saw SFC Forbes enter the BDE S3 office and exit the office with his body armor in hand. It was also reported that SFC Forbes took the body armor and left the building with it and did not return with it. MSG Kazmierski went to the BDE SJA team - CPT Kiker and SSG (now 2LT) Gagne to report this act. The BDE SJA team reported this information to the HHC Command Team (CPT Mansour and myself). We reported this to the BN CMD and were informed an investigation would be launched. MSG Kazmierski reported he spoke with SFC Forbes about the incident, MSG Kazmierski stated that SFC Forbes' response was "he was securing it to prevent theft." To my knowledge the BDE Commander was notified but we were not informed of the disposition, other than SFC Forbes returned the body armor to MSG Kazmierski.

Inappropriate/Racist Statements

It was reported to me by MAJ Racaza that SFC Forbes made inappropriate statements to SGT Aldeguer about how he was speaking, ridiculing/belittling his ability to speak English, while aggressively confronting MAJ Racaza. **Witnesses:** MAJ Racaza, SGT Aldeguer

Interaction with Officers

I have spoken extensively with the Battalion XOs - MAJ Baccinelli, MAJ Maurer, and MAJ Weber about SFC Forbes' behavior, creating conflicts in the company with subordinates, peers, and superiors. In response to his actions and behavior, I have spoken to other officers within HHC to inquire about their personal interactions with SFC Forbes. Many of them mentioned they did not want to come forward due to the risk of SFC Forbes retaliating in some fashion: affecting their security clearance or access to all the offices in the building. SFC Forbes has stated on numerous occasions that he does not need the command to act with regards to reporting derogatory information "DEROGs" into the "system.

Overall

I have seen on numerous occasions SFC Forbes be condescending towards Officers, CPT Mansour, CPT Korista, CPT Valdez, CPT Allison Crider, and towards me. SFC Forbes attempts to use an extensive vocabulary and eccentric expressions to mask his toxic behavior, albeit easily spotted, it has generally been accepted within the Brigade. Although I have made on-the-spot corrections, counseled the SM, and reported issues through the Chain of Command and his supervisors (LTC Hamman and MAJ Collins), SFC Forbes' erratic behavior is generally accepted/ignored by the organization. This is evident by SFC Forbes reporting to 389th MI BN in October of 2020 and quickly being reassigned to the Brigade S2 in XX of 2020, to work in a Staff Sergeant position (verifiable in FMSWEB), one rank down.

Additional Personnel I think should be interviewed

COL Brunson - BDE CDR

LTC Sanchez - BDE XO

CSM Vargas - BDE CSM

LTC Hamman, Christopher - former BDE XO (Supervisor)

MAJ Collins, Mark - former BDE XO (Supervisor)

INITIALS OF PERSON MAKING STATEMENT LM

STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

AFFIDAVIT

I Larry Morgan HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1 AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

MORGAN LARRY DALE JR 1074917405

(Signature of Person Making Statement)

WITNESSES

2LT Tolsen, Morrian

ORGANIZATION OR ADDRESS

112th STG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 20 day of January, 2023 at BLDG 4047, HHC BDE CP

(Signature of Person Administering Oath)

Tolsen Morrian

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT LM

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Throckmorton Library	20230124	1440	

5. LAST NAME, FIRST NAME-MIDDLE NAME	6. SSN	7. GRADE/STATUS
Lowrie, Pamina A		O-3/RA

8. ORGANIZATION OR ADDRESS
528th SB(A)

9. PAL Lowrie, Pamina WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

~~Aft~~ I have worked with SFC Forbes for three months and during that time, he has been an avid avocater for doing the right thing and upholding ~~the~~ PAL regulatory policies and guidelines for our personal security program. But, his approach, messaging, and delivery can be viewed or preceived as being too aggressive, domineering and counterproductive in terms of perceived destructive leadership within the unit. That means, at times his PAL ~~style~~ "my way, or no way" attitude towards the team have compromised the overall organizional effectiveness and it has affected the good order and discipline of the unit's culture. Based on my working relationship with SFC Forbes, he may be an (1)

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 4 PAGES
	PAL	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

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STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9 STATEMENT (Continued)

incompent team leader because he has adequate cognitive ~~emt~~ capabilities, but lack the emotional fitness to be ~~a~~ ~~part~~ support and lead his team. He also cannot make sound decisions on time because he so passionate about "doing what is right," but at the same time he is indecisive ~~of~~ and PAL lack the ability to control his emotional center. (2) He is interpersonally skilled and intellectually sound, but does not provide timely guidance. He's also energetic and consumed by need ~~to~~ for unit accomplishment and success, but ~~of~~ PAL ~~tenti~~ PAL ~~blinde~~ create a frenzied, chaotic, and unhealthy workplace climate. He's capable of producing short term results, but can appear to be intemperate, distrusting, and arrogant. (3) ~~Self~~ PAL He also engaged in self-serving behaviors such as displaying arrogance, lacking concern or empathy for others, and insisting on having his way. For example, there was not a proper hand-off duties and responsibilities when I went through onboarding. Unfortunately, information was not shared because ~~of reate~~ PAL (1) Him not wanting to hand-off responsibity (2) ~~I~~ I ~~was PAL taint PAL through~~ PAL had to conduct personnel security training and the most important training that was required for me

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 2 OF 4 PAGES

DA FORM 2823, NOV 2006

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STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

me to gain access to DISS was not included in the list of training he provided to me. This may have been an oversight, but a big one at that because I didnt get right list of training Until Jan 23, when I met Ms. Carmen McKinney (USASOC, Personnel Security ~~Mgr~~ DISS Hierarchy Manager). (3) Majority of the email correspondence for the BDE S2 Section was handled by SFC Forbes; I was cc'd on some emails, but not all especially the ~~ones~~ PAL the emails he sent to the BNs, SFC and USASOC. Overall, this senior Noncommissioned Officer has been influencing his will instead of leading the organization. His delivery with effecting change was poor, but that means he can still develop and learn from his experience as the BDE S2 NCOIC. He has been consistent with being technically correct, but there are always better ways to deliver, so that it doesn't offend others or disrupt the good order and discipline of the Unit.

Nothing Follows

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9 STATEMENT (Continued)

//NOTHING FOLLOWS//

//NOTHING FOLLOWS//

AFFIDAVIT

I CPT Lowrie, Patrina HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 4. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

Patrina Lowrie
(Signature of Person Making Statement)

WITNESSES

2LT Tolston, Miriam
112th SIG BN (SOXA)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 24 day of January 2023 at Throckmorton Library

(Signature of Person Administering Oath)

Tolston, Miriam
(Typed Name of Person Administering Oath)

UCMJ ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

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PRIVACY ACT STATEMENT

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1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Hagy Hall, Bldg X-4047 New Dawn Drive	20230125	1100	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Korista, David, Kirk	[redacted]	O-3, Commanding

8. ORGANIZATION OR ADDRESS

HHC, 528th Sustainment Brigade (SO) (A), Hagy Hall, Bldg X-4047 New Dawn Drive, Fort Bragg, NC

9. I, David Kirk Korista, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

Question 1: I have no first-hand knowledge of alleged disrespect from SFC Forbes to MAJ Racaza

Question 2: I have witnessed, first-hand, counter productive leadership traits and actions conducted by SFC Forbes.

a. On or about 06 December 2022, I observed SFC Forbes unprofessionally admonishing both SGT Nathan Venturino and SPC Austin Terry, who both work in my Company Training room. SFC Forbes was aggressively and angrily asking these two Junior Soldiers NCOs about why he was expected to attend an annual Company Training event, the Mask Confidence training event. I told SFC Forbes to immediately conduct himself as an NCO, and talk to me or 1SG if he had questions pertaining to mandatory training events

b. In April or May of 2022, CPT Cadman Kiker, BJA, was conducting an informational brief to the BDE CMD Team, BN CMD Teams, and all CO CMD Teams prior to the BDE Quarterly Training Brief. CPT Kiker's informational brief detailed the Army's new policies regarding Soldiers going through a Medical Gender Transition. I and every Commander in the Brigade's CoC personally witnessed SFC Forbes ask, "Are you expecting me to share bathrooms and take showers with people like this?" His tone was one of degradation and disgust, and not in keeping with the dignity and respect that all Service Members, regardless of gender, are entitled.

c. In the Summer of 2022, in the midst of a major barracks overhaul/move for my unit, one of my Soldiers, PFC Matthew Scheffing, was directed by myself, the 1SG, and the Company Barracks Manager, SGT Venturino, to go to his barracks room and stand-by for a CMD and Garrison-directed walk-thru. After PFC Scheffing left work for the barracks, SFC Forbes walked into my office, demanding why I was tasking his Soldier last minute. I informed SFC Forbes to the importance of the barracks move for our Soldiers, and why PFC Scheffing was needed on that particular day. I also told SFC Forbes to "act like an NCO" and to never again act towards me or any of my Soldiers in this aggressive and erratic nature.

Question 3: I have not personally SFC Forbes acting disrespectfully towards other Commissioned Officers, but on numerous occasions, I personally had to remind SFC Forbes to stop speaking unprofessionally, stop cursing, and to stop his aggressive behavior towards my NCOs and Soldiers.

Question 4: On the evening of 18 January 2023, SFC Forbes was Command-Directed to Behavioral Health by me, following a string of concerning and alarming behaviors that SFC Forbes exhibited in an Open Door meeting with MG Angle, 18FC(A) CG. I was alerted to this incident between SFC Forbes, MG Angle, and MG Angle's staff o/a 1600 on 18 January, and ordered SFC Forbes to ride with a higher-ranking escort, MSG Grix, 389th MI BN, out of concern for his mental well-being and safety. SFC Forbes was ordered three times and refused all three times, only finally going with MSG Grix to the WAMC ER once the Fort Bragg Military Police arrived and were prepared to insure that SFC Forbes received a Behavioral Health Evaluation.

Overall, my concern regarding SFC Forbes is two-fold:

1. SFC Forbes has consistently displayed a pattern of bullying, degradation, disrespect, and unprofessionalism for the entirety of the two years that I have known him, and should never be trusted with leading Soldiers ever again, in any form or fashion. He has a total disregard for dignity and respect.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	KORISTA DAVID KIRK [redacted] DK	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

9. STATEMENT *(Continued)*

2. SFC Forbes has access to TS-SCI, manages the Brigade's Information Security, Physical Security, and Operational Security programs. He is also the Brigade's "Reportable Activities" (Derog) NCOIC/manager. His erratic behaviors and actions, in addition to his counter productive outbursts, not only degrade the Brigade's morale, but also could pose a threat to the security of all those who work in the Brigade. I am concerned that his continued access to these programs and Sensitive information poses a threat to the unit, 1SFC(A), USASOC, and the US Army. SFC Forbes has used his access to the Reportable Activities- Derog/ continuous vetting program to exact what could be interpreted as retribution and retaliatory in nature. His access and level of responsibility must be immediately revoked/ lowered.

----------NOTHING FOLLOWS----------

INITIALS OF PERSON MAKING STATEMENT DK

DA FORM 2823, NOV 2006 APD AEM v1.04ES

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

AFFIDAVIT

I, David Kirk Korista, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

1LT Kaitlin Jennes

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25 day of Jan, 2023

at Hagy Hall, Bldg X-4047 New Dawn Drive

(Signature of Person Administering Oath)

Kaitlin Jennes

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT DK

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951, E O 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U S Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1 LOCATION	2 DATE (YYYYMMDD)	3 TIME	4 FILE NUMBER
X-4047 New Dawn Dr. Fort Bragg, NC 29314	20230125	1150	

5 LAST NAME, FIRST NAME, MIDDLE NAME	6 SSN	7 GRADE/STATUS
Henkel, Eric, Christopher		E-5

8 ORGANIZATION OR ADDRESS
528th Sustainment Brigade

9 I, SGT Henkel, Eric, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

The following are experiences I have had with SFC Forbes, Michael since I became his subordinate AUG 2021:

During my time with SFC Forbes, I experienced a lot of missed deadlines. The BDE S2 would be asked to complete a task and it would be pushed off to either me or SFC Meredith to complete. Any time we would try to add something to the calendar to complete, SFC Forbes would get loud with me and yell saying he did not have time to get anything done.

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. In November 2021, I asked SFC Forbes not to speak to me the way he spoke to me and his response was "I'm not yelling. That is just the way I am". He would proceed to make back handed comments to other people about how he could not talk to me because I was sensitive.

Once I left BDE S2 and moved down to the BN, SFC Forbes continued try to take my ability to do my job. He changed the master code on all the doors. I needed the master code to do my job for the BN Command team. He also took my ability to give others badge access to the building and to look at the cameras, which is a part of my job for the BN. I could not complete my tasks and when I requested that BDE help give these soldiers access, he would yell and say I was trying to get out of working.

SFC Forbes did everything in his power to push away any additional duties. Arms rooms inspections are a big part of S2 since I have been in the Army. Since SFC Forbes got here, he would argue that we should not be doing it. He even held the keys to the arms room hostage. He would not let SSG Rhodes, the STB BN S2 at the time, have them. In doing this he stopped the arms room from being able to complete an inspection to try to get our ammo license back. This was a major issue because 528th was having to request other units to hold our ammo for us until the keys were signed to another individual. SPC Munro was a soldier in OPs who was the armorer. He sent an email to SFC Forbes requesting the keys be brought down for the inspection. SFC Forbes proceeded to walk downstairs and yell at SPC Munro because he said "back in my day, no SPC would tell a SFC what to do. How dare he talk to me that way".

Anytime SFC Forbes was talked to about 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 in the wrong in his opinion. He would even go out of his way to try to get the commander, CPT Korista, to take away my requested leave that was approved. SFC Forbes once called SSG Meredith just to talk bad about me and SSG Rhodes, while SSG Rhodes was in the car. SFC Forbes proceeded to say that me and SSG Rhodes were not good at our job.

SFC Forbes was always late to work. While he worked here at 528th, it was expected not to see him until 0930 at the earliest. Sometimes he would not get in until closer to 1030.

SFC Forbes made multiple comments in the office that made me and others uncomfortable. He once said "I wanted to take my wife to see a marvel movie. I hated Shung Chi, they are just trying to push Asian narrative like the rest of the world.". A couple weeks later he said "I took my wife to see The Eternals. It was really good until that gay scene.". It was the way he said these things that made it so uncomfortable.

Overall I felt uncomfortable and demeaned by SFC Forbes. Majority of days I left dreading coming back and I was always stressed I did something wrong. Because of SFC Forbes I had to get appointments with Behavioral Health to figure out how to cope with the environment I worked in.

10 EXHIBIT	11 INITIALS OF PERSON MAKING STATEMENT	
	HENKEL, ERIC CH[redacted] EH	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

9 STATEMENT *(Continued)*

----------Nothing Follows----------

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.04ES

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

AFFIDAVIT

I, SGT Henkel, Eric, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January, 2023 at X-4047 New Dawn Dr. Fort Bragg, NC 29314

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45, the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951, E O 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U S Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1 LOCATION	2 DATE (YYYYMMDD)	3 TIME	4 FILE NUMBER
528th SUS BDE	20230125	1445	

5 LAST NAME, FIRST NAME, MIDDLE NAME	6 SSN	7 GRADE/STATUS
Scheffing, Matthew, Joseph		E-3/RA

8 ORGANIZATION OR ADDRESS
X-4047 New Dawn Drive Fort Bragg NC, 28310

9 I, Matthew Joseph Scheffing, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

1) I was not present for the event, but I did hear information about it.

2) Self-serving behaviors: his way or no way, or you did I successfully but its no the best was and you should only do it that way (usually that was the way he created). Losing temper on almost a daily occurrence at minor things, There could have been a better was to come off about a subject but was always brash. Having a very strong distrust-fullness in the fellow workers in the 528th footprint.

3)In front of me no.

4)I noticed a decline in how he was acting is was slow at first but increased after the event with MAJ Racazza. he Seemed to get agitated more quickly also seemed that is was hard for him to maintain composure when taking.

-nothing follows----------

10 EXHIBIT	11 INITIALS OF PERSON MAKING STATEMENT	
	SCHEFFING MATTHEW JOSEPH [redacted] MS	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD AEM v1.04ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Matthew Joseph Scheffing TAKEN AT 528th SUS BDE DATED 20230125

9. STATEMENT *(Continued)*

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006

APD AEM v1.0KES

STATEMENT OF Matthew Joseph Scheffing TAKEN AT 528th SUS BDE DATED 20230125

AFFIDAVIT

I, Matthew Joseph Scheffing, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

Matth J Scheff
(Signature of Person Making Statement)

WITNESSES

2LT Miriam Tolstoy
112th SIG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January 2023 at 528th SUS BDE

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951, E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
~~Emekaekwue, Emmanuel A~~ EEA	20230126	1435	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
EMEKAEKWUE, EMMANUEL A		E9

8. ORGANIZATION OR ADDRESS
5TB, 528th SB

9. I, EMMANUEL A. EMEKAEKWUE, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH

1. I was not there when this event occured.

2. I have not witnessed him display counter productive behaviors, but I have heard of instances were he displayed counter productive behaviors.

3. No, I have not witnessed, but I have heard multiple instances from NCOs & Officers

4. I have observed him to be overly aggressive at times when communicating his opinions. Others have informed me of instances of counterproductive outbursts. In one instance, SGT Lopez informed me on how SFC Forbes yelled at him and kicked him out of his office for simply informing him about a Taster.

5. Having known SFC Forbes for many years, I can attest that his patterns of exhibiting counterproductive behaviors are well known among those that know him.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	EEA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT AND PAGE NUMBER MUST BE INDICATED

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD LC v1.01ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Emmanuel A. Emekekwue TAKEN AT 1436 DATED 26 JAN 23

9 STATEMENT (Continued)

NOTHING FOLLOWS

EEA

EEA EEA

EEA

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Emmanuel A Emekaekwue TAKEN AT 1436 DATED 26 JAN 23

9 STATEMENT (Continued)

EEA

EEA

EEA

EEA

AFFIDAVIT

I, Emmanuel A. Emekaekwue, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 1. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT

(Signature of Person Making Statement)

WITNESSES

2Lt Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 26 day of January 2023 at STB 528th SB

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01E3

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: CPT Lowrie.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in CPT Lowrie's sworn statement.

a. CPT Lowie approaches SFC Forbes with a team mentality. She describes his reaction to everyday events as "a house on fire but the match is not yet lit" or if the house is on fire, the fire is contained to the basement giving rescuers time to remedy the situation.

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

TOLSTON.MIRRIAM.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE [redacted] Date: 2023.04.13 09:42:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: PFC Scheffing.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those PFC Scheffing's sworn statement.

a. PFC Scheffing knows that SFC Forbes gets rallied up very quickly. In conversation, SFC Forbes has stated that he is aware of how he comes off but he is old and set in his ways. In his own words "you can't teach an old dog new tricks".

b. In terms of counterproductive leadership he exhibits losing his temper, being disrespectful, self-serving behaviors, and blaming others and distrustful. PFC Scheffing has experienced SFC Forbes stating "you did the right thing but it wasn't done the way I would do it therefore it was wrong" and expressing his "my way or the highway mentality."

c. PFC Scheffing noted that SFC Forbes would often say "they are out to get me" where "they" refers to the command team or others in the BDE.

d. Overall PFC Scheffing states SFC Forbes extremely short fuse could be observed every day. PFC Scheffing would often become uncomfortable with how SFC Forbes would address people. Additionally, PFC Scheffing described his work environment as "dark" and stated that he didn't want to come into work. After the incident with MAJ Racaza, PFC Scheffing noticed a major decline in SFC Forbes mental health, but was unsure how to address it.

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

TOLSTON.MIRRIAM.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE [redacted] Date: 2023.04.13 09:41:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: MAJ Weber.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because MAJ Weber did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is just a loud person. When he speaks he can seem vindictive. Many people think his personality is very particular and difficult to work with. Many individuals say it is easiest to avoid him.

b. He throws doctrine at problems and will use that information to go after individuals. He will not care about something but then will all of a sudden be very passionate about certain situations or events. When he becomes passionate he can go about implementing things in the wrong way.

c. When people need information for the S2 section, they used to go to SFC Meredith but once he left individuals had to go to SFC Forbes with issues related to security and SFC Forbes was not able to perform or handle the pressure.

d. He is a weird guy and seems to be in his own world. He thinks he is smarter than everyone else in the room.

e. He feels like people (specifically command teams) are coming after him. When this happens he builds a packet to blackmail them with. He makes minor issues into large issues. Has a rough personality.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:01:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: CSM Emekawkwee.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those witnesses' sworn statements.

2. Information that I believe relevant, but not included in the CSM Emekawkwees' sworn statement.

a. SFC Forbes can come off as aggressive, but he is just passionate about his point of view. To others his style of communication can be confrontational or come off as harassment.

b. SFC Forbes became passionate about implementing USASOC Policy 25-2 which prohibits personal electronic devices (PEDs) in buildings. His way of implementing this policy came across as harassment and was counterproductive in the workplace. An individual came forward to CSM Emekawkwee and stated they felt as if they couldn't work. CSM Emekawkwee counseled SFC Forbes stating that his actions were causing individuals to become uncomfortable in the workplace. SFC Forbes disagreed with the information in the counseling and informed CSM E that he "will comply with the plan of action, but will consult IG"

c. CSM E stated that in a previous unit SFC Forbes displayed the same actions as he is now. CSM Emekawkwee stated that his previous CSM relived SFC Forbes of his position in the unit and his ability to be part of USASOC.

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.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAIN[redacted] Date: 2023.04.13 10:01:54 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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

ASOC-SIG-BC 22 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: LTC Furlow.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because LTC Furlow did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is by the books when it fits him. He will be respectful when it comes to rank. He projects his voice and he often thinks people are trying to undermine his actions, but he will overexerted actions and statements. He often is not willing to accept change. He is hard headed and resistant to change

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

TOLSTON.MIRRIAM.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE. [redacted] Date: 2023.04.13 10:02:40 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: SFC Meredith.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because SFC Meredith did not write a sworn statement.

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) SFC Meredith was not there at the time for the altercation. He saw the aftermath of the situation. SFC Meredith knew stuff was erupting and left following the return of SFC Forbes.

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) Yes. SFC Meredith was the BDE S2 NCOIC before SFC Forbes. SFC Meredith gave SFC Forbes the wheel. SFC Forbes would make it a point that the faults of the unit were on SFC Meredith. SFC Forbes would barrage SFC Meredith and others. SFC Forbes would discuss how the shop was under his responsibility and no responsibilities could fall on SFC Meredith anymore. SFC Forbes would say bad things about BN S2 sections. SFC Forbes would have several mood swings and erratic behaviors throughout the day.

(2) One example of SFC Forbes' erratic behaviors is when SGT Lopez came to discuss an email with SFC Forbes. The conversation became very disrespectful very quickly to the point where there was almost a physical altercation. This is an instance where SFC Forbes would become agitated over something miniscule. In the last three months of SFC Meredith working with SFC Forbes, the blow ups became more until the culminating event with MAJ Racaza.

(3) In his opinion SFC Forbes uses the comment that he is supporting the BDE commander's initiatives. He will be super aggressive in meetings. He does not see it

that way. They have had counseling's about this situation. More on the backend. Would be disrespectful on the back end. Last six months was the fall off the cliff land.

c. Is the workplace productive with SFC Forbes as the BDE S2 NCOIC?

(1) Workplace was not productive. They kept most thing off his radar. Took him a month the build off a tracking mechanism. They did not involve him in work unless he absolutely had to be. People would not talk to SFC Forbes, if SFC Meredith was not there then they would leave and come back later because others would do anything to not work with SFC Forbes.

d. Overall comments about SFC Forbes.

(1) Overall I think between stress and personal issues SFC Forbes is no longer fit to handle the stressors of the Army. To officers, he is always at the cusp of being disrespectful. To peers, he will die on a mountain to support what he believes is right, but will also take things too far. Something happened in the last six months that caused a mental break. He is failing to adapt. He is older in age and is unable to communicate with people. He is set in his ways and unwilling to change them. SFC Forbes is not a bad person but something happened and he has gone too far.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted]
Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted]
Date: 2023.04.13 10:03:22 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates
ROUTINE USES:	The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system
DISCLOSURE:	Disclosure is voluntary

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade	Date of Counseling
FORBES, MICHAEL J	SFC/E7	12 December 2022

Organization	Name and Title of Counselor
STB, 528th SB	CSM Emekackwue, Emmanuel

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented: Implementation of USASOC Policy 25-2

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

- Thank you for taking the initiative to get the battalion in compliance with USASOC Policy 25-2

- Going forward, follow all directions from your OIC, CPT Lowrie, on how to implement the plan of action to get us to full compliance with USASOC Policy 25-2

- In the event that you notice someone out of compliance, report them to your OIC. Do not confront them

OTHER INSTRUCTIONS

This form will be destroyed upon reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

Immediately get with your OIC for further guidance on the way forward on compliance of USASOC Policy 25-2

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled [ ] I agree [X] disagree with the information above

Individual counseled remarks

Signature of Individual Counseled _____ Date _____

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will continue to monitor SM's compliance with this counseling

—SM states that he will comply with the plan of action but will contact IG as soon as possible.

Signature of Counselor: _____ Date 12 17 25

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

Counselor _____ Individual Counseled _____ Date of Assessment _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations, 10 USC 3013, Secretary of the Army.

PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.

ROUTINE USES: The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.

DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name *(Last, First, MI)*	Rank/Grade	Date of Counseling
FORBES, MICHAEL JEFFREY	SFC/E7	27 July 2021

Organization	Name and Title of Counselor
HHC, 528th Special Troops Battalion (SO) (A)	1SG Larry Morgan - Company First Sergeant

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented Counseling - Inform SM of perceived behavior (counterproductive leadership traits)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 23 July 2021, CPT Mansour and myself were down in the 528th STB Motorpool checking on operations. When we stopped by the Shop Office, you were present with SSG Grafton and CPT Valdez, working to dispatch vehicles for the upcoming Brigade exercise. At the conclusion of your business, your comments to CPT Valdez had a condescending and disrespectful tone. I followed you out of the office and briefly relayed to you watch the way you talk to Commissioned Officers and how your comments were preceived by me. In addition, it has been brought to my attention that you have acted similarly to several Commissioned Officers since your arrival to the unit. I am concerned about your attitude and commentary towards your superiors and how the perception of insubordinate behavior can have across the enterprise.

Verbal remarks of contempt are bold comments that are rude and insulting directly to a Noncommissioned, Warrant, or Commissioned Officer. Obviously, being disrespectful can be shared a variety of methods through words or acts that are rude, indifferent, insolence (silent) and impertinence towards the officer and within his/her sight and hearing.

According to ADP 6-22, the Army defines Counterproductive leadership as the demonstration of leader behaviors that violate one or more of the Army's core leader competencies or Army Values, preventing a climate conducive to mission accomplishment. Counterproductive leadership is incompatible with Army leadership doctrine and Army Values (see attachment).

As a Senior Noncommissioned Officer, you set an example within the organization and it is imperative that you remain professional when conducting business as a representative of the Brigade Commander/principle Brigade staff member. You are in a highly visible position and the eyes of your superiors, peers, and subordinates will be on you at all times, it is important to set the example as a leader.

Pursuant to AR 635-200, this constitutes a formal counseling session concerning your noted deficiencies. If this conduct continues, action may be initiated to involuntarily separate you from the service under AR 635-200, Chapter 5, 13, 14. If you receive a General Under Honorable Conditions Discharge or an Uncharacteristic Discharge, you will be disqualified from reenlisting into the service for some period of time, and you will be ineligible for many veterans benefits. Regardless of the type of discharge that you may receive it may have serious consequences affecting civilian, veterans benefits, or future service.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

SM will review:

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 2 - Character

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 8 - Counterproductive Leadership

TC 7-22.7 - The Noncommissioned Officer Guide (January 2020), Chapter 7 - Officer and NCO Relationships

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☑ disagree with the information above.

Individual counseled remarks: I WAS NOT DIRECTFULLY ONLY FACTUAL! I WAS NOT ABLE TO GET A 2062 FOR MY VEHICLE (HQ20) DUE TO IT BEING IN THE PROCESS OF BEING DISMANTLED WITH MY SIGNATURE. I FOUND THAT OVC AT THIS TIME OF THIS DISCUSSION. THE KEYS TO HR20 (WHICH I AM SIGNED FOR) ARE CURRENTLY, AS OF THE TIME OF THIS COUNSELING UNDER THE CONTROL OF MSG BURGOS AND IN THE CUP HOLDER OF THE TRUCK. BIL IS AT RISK OF BEING LOST

Signature of Individual Counseled: Date: 27 JUL 21

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will follow up with SM and discuss the information he reviewed from the above listed references.

Signature of Counselor: Date: 27 JUL 21

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

- SM has not had any problems since the 27 July counseling session

Counselor: JOE MORAN Individual Counseled: Date of Assessment: 7 OCT 21

Note: Both the counselor and the individual counseled should retain a record of the counseling.

Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)

From: Morgan, Larry 1SG USARMY USSOCOM USASOC (USA)
Sent: Friday, January 20, 2023 11:44 AM
To: Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)
Subject: FW: SIR- 18JAN23 SFC Forbes to WAMC ER
Signed By: larry.d.morgan4.mil@mail.mil

v/r
1SG Larry Morgan
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
Office: (910) 432-4194
Email: larry.morgan.mil@socom.mil

From: Korista, David K CPT USARMY USSOCOM USASOC (USA) <david.k.korista.mil@socom.mil>
Sent: Wednesday, January 18, 2023 6:48 PM
To: Furlow, Burton LTC USARMY USSOCOM USASOC (USA) <burton.furlow.mil@socom.mil>; Emekaekwue, Emmanuel A CSM USARMY USSOCOM USASOC (USA) <emmanuel.a.emekaekwue.mil@socom.mil>; Weber, Andrew J MAJ USARMY USSOCOM USASOC (USA) <andrew.j.weber.mil@socom.mil>
Cc: Sanchez, Manuel D LTC USARMY USSOCOM USASOC (USA) <manuel.d.sanchez.mil@socom.mil>; Morgan, Larry 1SG USARMY USSOCOM USASOC (USA) <larry.morgan.mil@socom.mil>; Racaza, Rhea L MAJ USARMY USSOCOM USASOC (USA) <rhea.racaza@socom.mil>; Utley, Matthew D LTC USARMY USSOCOM USASOC (USA) <matthew.d.utley.mil@socom.mil>; Prewitt, Demetris A CSM USARMY USSOCOM USASOC (USA) <demetris.a.prewitt.mil@socom.mil>
Subject: SIR- 18JAN23 SFC Forbes to WAMC ER

Sir and CSM-

Who: SFC Michael J. Forbes, 35F, BDE S2 NCOIC
What: Exhibited alarming mental symptoms/behaviors at 1SFC(A) HQs, which was subsequently relayed thru CoC. Initially, SFC Forbes refused to conduct a Safety Check with WAMC ER, which was the recommendation provided by the BDE BH. After 2 hours of discussion, SFC Forbes was convinced to go voluntarily to WAMC ER, escorted by MSG Grix, 389th MI BN. FBNC Garrison MPs were dispatched as a precautionary measure, and the WAMC BH "Pit Boss" was alerted to the arrival of MSG Grix and SFC Forbes at 1835L.
When: approximately 1600L-1820L, 18JAN23
Where: Hagy Hall, Bldg X-4047, New Dawn Drive, FBNC
Additional Information: SFC Forbes appeared to his Company CMD Team to be in a state mental duress, although SFC Forbes denied being suicidal or desiring to hurt others. After consultation with the BDE Psych, MAJ Racaza, it was determined that the safest course of action was to escort SFC Forbes to WAMC ER for a routine Safety Check. SFC Forbes refused to comply, and instead detailed aloud all the wrong doings committed against him by the CoC, and what/who he was going to talk to about it. He discussed speaking with CSM Munter tomorrow morning at 0900, and seemed most distressed about what he called an "assault and battery" committed against him by CSM Emekaekwue. CHAP Devine, MSG Grix, 1LT Jennes, and 1SG Morgan all witnessed the interactions between CPT Korista and SFC Forbes. No physical altercations transpired.

MTF as the SM receives his Safety Check.

GO HEADHUNTERS!

Very Respectfully,

DK

David Korista
CPT, CM
Commander
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
1st Special Forces Command
NVOIP: 910.432.4194
Blackberry: [redacted]
Personal Cell: [redacted]
NIPR: david.k.korista.mil@socom.mil
SIPR: david.k.korista.mil@socom.smil.mil

No read

SFC Forbes has made multiple soldiers weary as of recent. He has not only yelled at them for things that make no sense.

SFC Forbes is creating a toxic hostile work place for blowing up or being rude to Jr. Soldiers and NCOs.

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 21 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Questions for the accused.

1. This memorandum documents the questions for the accused that will be asked during the interview.

2. Question 1. On or about 30 November 2022 did you engage in disrespectful behavior towards MAJ Rhea Racaza?

a. Is 30 November 2022 the correct date of the interaction? What is the approximate time of the interaction?

b. If so what are the facts and circumstances surrounding that interaction?

c. Do you know of any other witnesses to the interaction?

3. Question 2. Have you engaged in counterproductive or toxic leadership behaviors within the brigade or battalion S2 section as discussed in AR 600-10, chapter 1-11d and ADP 6-22?

a. How would you describe your leadership style?

b. Do you know of any other witnesses to the interaction?

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:04:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S):	E35F NO INSIGNIA
SQI(P/S):	EP/ES
ASI(P/S):	
Date of Birth:	[redacted]
Birth Country:	USA
Country of Citizenship:	USA
Gender:	M
Ethnicity:	Others
Height:	66
Weight:	175
Religion:	UMTHC
Marital Status:	Married
# of Dependents (Adults/Children):	1/0
Home Address:	[redacted]

Deployable

Readiness

MRC Code:	MRC2	Current Asgt. End:	20280430	Security Clearance Type:	[redacted]
MRC Reason:	ITEMS THAT CAN BE CORRECTED IN LESS THAN 72 HOURS	YMAV Date:	202310	Clearance Effective Date:	[redacted]
MRC Reason Start Date:	20221205	EFMP End Date:	—	Investigation Type:	[redacted]
PHA Exam Date:	20220606	MACP Date:	—	Investigation Status:	P
PULHES:	111111	ETP Date:	—	Investigation Status Date:	[redacted]

SFPA FLAGS

Restriction	Code	Begin Date	End Date
—	—	—	—

Skills

0 Self-Professed

PROFESSIONAL LICENSES		PROFESSIONAL CERTIFICATIONS		DEFENSE LANGUAGE PROFICIENCY TEST (DLPT)				LANGUAGES (SELF-PROFESSED)			
License	Expiration Date	Certification	Certified Date	Language	Listening	Reading	Speaking	Language	Listening	Reading	Speaking
—	—	—	—	—	—	—	—	—	—	—	—

ATTRIBUTES (SELF-PROFESSED)

Attribute	Rating	Date
—	—	—

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20061031			20070212	20070212	20100201	20121101	20200401		

Career Mapping

2024	2025	2026	2027	2028	2029	2030
PZ				PZ		
SFC		MSG				

Experience

0 Self-Professed

DEPLOYMENTS

Short Tours:	0	CBT:	5
Long Tours:	0	OPN:	0
DROS:	—	RES:	0
DEROS:	—	Dwell Start:	—
		Dwell Duration:	—

MILITARY EXPERIENCE: *DEPLOYMENTS* / ASSIGNMENTS

Asgt	From	# Months	UIC	Organization	Station	Location	Comd	Duty Title	MOS
Projected	20231010	-8	W1E8H8	—	FORT HUACHUCA	AZ	TC	#7 SR INSTR	E35F
Current	20230104	1	WKENT0	—	FORT BRAGG	NC	SP	INTELLIGENCE ANALYST	E35F
1st Prev	20210305	23	WJTDAA	—	FORT BRAGG	NC	TC	STANDARD EXCESS	99999Z
2nd Prev	20200928	5	WKENA0	—	Invalid Location - Placeholder	VA	SP	SR INTEL SERGEANT	E35F
3rd Prev	20170929	36	WAC8T0	—	CP EDERLE	AE	E1	SR INTEL SERGEANT	E35F
4th Prev	20160827	13	WAC8D0	—	CP EDERLE	AE	E1	INTELLIGENCE SERGEANT	E35F

See STP online for additional 25 rows.

CIVILIAN WORK EXPERIENCE (SELF-PROFESSED)

Employment	Job Title	Start Date	End Date	Duration
—	—	—	—	—

ADDITIONAL DUTIES (SELF-PROFESSED)

Duty Title	Start Date	End Date
—	—	—

Knowledge

0 Self-Professed

CIVILIAN EDUCATION

Degree	School	Location	Level	Graduation Date
MASTER OF BUSINESS ADMINISTRATION	U PITTSBURGH	PA USA		19960101
BACHELOR OF SCIENCE	PENN ST UERIE-BEHREND CLG	PA USA		19900101

THESIS & CAPSTONE (SELF-PROFESSED)

Title	Year
—	—

MILITARY EDUCATION

Course Title	Code	Start	End	Duration	CMDT List
SR LEADER CRS	SMH	20200117	20200228	6 weeks	
MIL DECEPT PLN CRS	AYS	20170818	20170825	1 week	
USAF AIRLIFT PLAN CRS	DER	20170707	20170714	1 week	

See STP online for additional 5 rows.

HOBBIES / INTERESTS (SELF-PROFESSED)

Hobby / Interest	Genre	Proficiency	Date
—	—	—	—

SELF STUDY (SELF-PROFESSED)

Self Study	Genre	Proficiency	Date
—	—	—	—

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S):	E35F NO INSIGNIA
SQI(P/S):	EP/ES
ASI(P/S):	
Date of Birth:	[redacted]
Birth Country:	USA
Country of Citizenship:	USA
Gender:	M
Ethnicity:	Others
Height:	66
Weight:	175
Religion:	UMTHC
Marital Status:	Married
# of Dependents (Adults/Children):	1/0
Home Address:	[redacted]

ACCESSIONS DATA

BASD:	20070212	Commissioning Year:	—	Regular Ret Dt:	20270212
Current PPN:	—	Type of Original Apt:	—	Non-Reg Ret Dt:	20271030
End Current Assignment:	20280430	Mo/Days Afcs:	/	Current Statutory Auth:	—

MILITARY QUALIFICATIONS

Evaluation	Date	Passed
DA FORM 7801 M4A1 5.56MM CARBINE 1 OCT 20	20220916	SHARPSHOOTER
Army Physical Fitness Test	20191202	Passed

Behavior

0 Self-Professed

PROFESSIONAL GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date
—	—	—

PERSONAL GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date
—	—	—

FAMILY GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date
—	—	—

ASSESSMENTS

Assessment Type	Assessment Date	Proficiency Level	Composite Score
—	—	—	—

Deployable

Cultural Experience & Proficiency

0 Self-Professed

Date	Location	Type	Duration
—	—	—	—

Career Planning

0 Self-Professed

LOCATION PREFERENCES (SELF-PROFESSED)

Station	City	State
—	—	—

COUNTRY PREFERENCES (SELF-PROFESSED)

Country	Rank
—	—

DUTY PREFERENCES (SELF-PROFESSED)

Duty Name	Date Entered
—	—

ENDORSEMENTS (SELF-PROFESSED)

Endorsement	Endorser
—	—

DESIRED FUTURE ASSIGNMENTS (SELF-PROFESSED)

Assignment
—

TEXT RESUME (SELF-PROFESSED)

Date	Category	Description
—	—	—

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY:	Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)
PRINCIPAL PURPOSE:	To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents
ROUTINE USES:	Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions
DISCLOSURE:	Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Ft. Bragg, NC	20230223	1345	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Forbes, Michael J.	[redacted]	E-7

8. ORGANIZATION OR ADDRESS
528th Sustainment Brigade Special Operations (SO) Airborne (A), 4047 New Dawn Drive, Ft. Bragg, NC 28310

9. Michael J. Forbes, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

2LT Tolston: This Sworn Statement pertains to the Investigating Officer's (2LT Tolston, Mirriam G.) Memorandum For Record, dated 21FEB23, in which she asked 2 questions ("Question 1" had 3 sub-questions and "Question 2" had 2 sub-questions. Their respective answers, follow the enumeration provided, are as follows:

Q1: No

Q1a: Yes, that date is correct. The time for the interaction can be easily identified by contacting 1SFC IG office; I left a follow-up call to prior interactions on their voicemail after MAJ Racaza and I spoke. I had begun a series of communications with them prior to 0925 on 30NOV22 regarding my serious concerns about the mandated directive for my, and all Section BDE Staff's, participation in the 3rd party corporate relationship involved in PII-identifiable, behavioral, data-gathering in the Strengths Deployment Inventory (SDI) announced as "voluntary" when MAJ Racaza initially brought it up at the end of the BDE CDR's 'Scrub' meeting on 280930RNOV2022. In fact, during our discussion, IG encouraged me to attempt to get more information from the source.

Q1b: 301100RNOV22 (exact time unk; 1SFC has voicemail immediately following MAJ Racaza's accusation and deflection to answer my scope and statutory support questions). I went to MAJ Racaza's office and requested the scope and regulatory basis of the mandatory nature of the SDI 2.0. During this communication MAJ Racaza repeatedly asked me, "Why do you want to know?" Initially, I stated, "I am curious about the makeup of the assessment." Later, I stated, "The other day you said it was voluntary but yesterday the BDE CDR made in mandatory in an email. So I want to understand why?" She kept asking me "Why?," evidently looking for some different answer. I then said, "Ma'am if you can't provide anything, that is ok. I can google it." She then accused me of being "angry" and I, witnessing her aggressive verbal accusation and demeanor, I immediately attempted to diffuse the situation by saying, "Ma'am, it's ok, its ok (she had thrown papers back in a box), I am sorry I asked. Just pretend I never did." I began to leave. MAJ Racaza followed me up the stairs and as I went straight down the hall to my office as MAJ Racaza took a right and marched directly into the Command Suite. I immediately called IG to let them know what was occurring and requested a meeting ASAP. Note: To date, MAJ Racaza has not provided any information regarding my questions.

Q1c: No. We were alone in her small office. She was digging through a box in the corner behind her desk.

Q2: No

Q2a: Professional; I do my best to follow regulations / provide truthful guidance to protect CDRs, supervisors, peers & Soldiers.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF Michael J. Forbes TAKEN AT Fort Bragg, NC DATED 20230223

9. STATEMENT *(Continued)*

Q2b. Not applicable. I don't understand what witnesses you want to view a leadership style that spans two excellent NCOERs while I was BDE NCOIC and Acting OIC. Clarification is needed.

AFFIDAVIT

I Michael J. Forbes, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES

Beverly A. Dennis
Beverly A. Dennis
XVIII Airborne Legal Asst. Office
ORGANIZATION OR ADDRESS

Justin Eggan
XVIII ABN Corps
ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 23 day of February 2023 at Fort Bragg, NC

(Signature of Person Administering Oath)

Mia Hereda, SSG, Paralegal
(Typed Name of Person Administering Oath)

Title 10 USC 1044a
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

OFFICE OF THE STAFF JUDGE ADVOCATE, XVIII AIRBORNE CORPS & FORT BRAGG
MATERIAL PROVIDED
SEAL
TITLE 10 USC 1044a

Mia Hereda, SSG, US ARMY
JUDGE ADVOCATE
PURSUANT TO 10 USC 1044a
COMMISSION INDEFINITE

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

1st SFC (A)
Staff Judge Advocate

GOMOR TRANSMITTAL FORM

PART I

TO:	FROM:	DATE: 29 June 2023
528th STB (SO) (A)	HHC, STB (SO) (A)	

NAME: SFC Michael Forbes

UNIT: HHC, 528th STB (SO) (A)

Recommend: (✓) AMHRR ( ) Local ( ) Rescind

Comments:

Upon consideration of all provided information it is clear that SFC Forbes violated the Army values of Respect and Integrity while serving as the Brigade S2. As a Senior Leader, at no point does SFC Forbes take ownership of the actions that he took during this time frame and instead places blame on other leaders within the organization. SFC Forbes provided character statements are compelling, however they speak to SFC Forbes character before filling the position as the 528th Sustainment Brigade S2. SFC Forbes actions betray the Corp of the Non-Commissioned Officer and the creed by which they operate and as a senior Non-Commissioned officer I expect more. It is due to the above information that I recommend this GOMOR be filed in his AMHRR.

NAME OF COMMANDER	SIGNATURE OF COMMANDER
KAITLIN M. JENNES 1LT, MI Commanding	JENNES.KAITLIN.MAY[redacted] Digitally signed by JENNES.KAITLIN.MAY[redacted] Date: 2023.06.29 18:46:48 -04'00'

PART II

TO:	FROM:	DATE: 6 July 2023
528th SB (SO) (A)	528th STB (SO) (A)	

Recommend: (✓) AMHRR ( ) Local Filing ( ) Rescind

Comments:

SFC Forbes blatant disrespect to Soldiers and leaders on the command has disrupted the good and discipline of the organization. His integrity has been compromised and as a senior leader, trust is the fabric that make leaders. We cannot have senior leaders violating Army Values. I am recommending this action to be filed in his AMHRR.

NAME OF COMMANDER	SIGNATURE OF COMMANDER
GERALD A ROBINSON LTC, LG Commanding	ROBINSON.GERALD.ANTWAN.[redacted] Digitally signed by ROBINSON.GERALD.ANTWAN.[redacted] Date: 2023.07.06 17:35:01 -04'00'

PART III

TO:	FROM:	DATE:
1SFC (A)	528th SB (SO) (A)	

Recommend: (✓) AMHRR ( ) Local Filing ( ) Rescind

Comments:

Sir, recommend filing this GOMOR in the NCO's AMHRR. SFC Forbes has a demonstrated history of being cancerous to organizations and his current tenure in the 528SB is indicative of that history. SFC Forbes' substantiated AR 15-6 investigation denotes him as a toxic leader, disruptive to good order and discipline, and erratic. During the course of the AR 15-6, despite being given the opportunity to serve in his career field in another battalion, he continued to exhibit similar if not the same behavior. SFC Forbes' presence in this command is wholly indicative of counterproductive leadership and the caliber of toxicity that is deleterious to command climates. Given his continued poor performance as a Non-Commissioned Officer, I recommend a permanent filing.

NAME OF COMMANDER	SIGNATURE OF COMMANDER
TAVI N. BRUNSON COL, LG Commanding	BRUNSON.TAVI.NIGEL[redacted] Digitally signed by BRUNSON.TAVI.NIGEL[redacted] Date: 2023.07.07 16:01:05 -04'00'

1st SFC (A)
Staff Judge Advocate

GOMOR TRANSMITTAL FORM

PART I

TO:	FROM:	DATE: 03 JUL 2023
528th STB (SO) (A)	HHC, STB (SO) (A)	

NAME: SFC Michael Forbes

UNIT: HHC, 528th STB (SO) (A)

Recommend: (✓) AMHRR ( ) Local ( ) Rescind

Comments:

After reviewing all documentation I have concluded that SFC Forbes should receive a GOMOR, and that it be filed in his AMHRR. SFC Forbes should have handled these situations differently during his tenor as he 528th Sustainment Brigade S2.

NAME OF 1SG	SIGNATURE OF 1SG
JOSHUA DELEON 1SG, USA First Sergeant	DELEON.JOSHUA.JESUS.1291193303 Digitally signed by DELEON.JOSHUA.JESUS.1291193303 Date: 2023.07.06 14:21:31 -04'00'

PART II

TO:	FROM:	DATE:
528th SB (SO) (A)	528th STB (SO) (A)	

Recommend: ( ) AMHRR ( ) Local Filing ( ) Rescind

Comments:

I respectfully and voluntarily abstain from providing a filing recommendation for this GOMOR.

NAME OF BATTALION CSM	SIGNATURE OF BATTALION CSM
EMMANUEL A.EMEKAEKWUE CSM, USA Battalion Command Sergeant Major	EMEKAEKWUE.EMMANUEL.ARINZE.1094865740 Digitally signed by EMEKAEKWUE.EMMANUEL.ARINZE.1094865740 Date: 2023.07.07 06:15:30 -04'00'

PART III

TO:	FROM:	DATE: 12 July 2023
1SFC (A)	528th SB (SO) (A)	

Recommend: (✓) AMHRR ( ) Local Filing ( ) Rescind

Comments:

Sir, recommend AMHRR filing. In my 21 years of service, I have never worked with a Soldier who has been more disruptive to an organization than SFC Forbes. His counterproductive behavior created a detrimental environment within the Brigade which not only effected his subordinates, but multiple Officers and DOD civilian employees. It was also documented that he demonstrated similar behaviors when he was previously assigned to 3rd SFG(A) and 173rd. His exchanges were not only unprofessional, but bully-like in nature and beyond unacceptable.

NAME OF BRIGADE/GROUP CSM	SIGNATURE OF BRIGADE/GROUP CSM
SANDREA A. VARGAS CSM, USA Brigade Command Sergeant Major	VARGAS.SANDREA.ALEJANDRACH.1241046350 Digitally signed by VARGAS.SANDREA.ALEJANDRACH.1241046350 Date: 2023.07.12 14:36:19 -04'00'

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Name: Michael Jeffrey Forbes

SSN: [redacted]
Branch of Service: Army

Your SGLI Coverage Amount as of 03/21/2024: $500,000

Your SGLI Beneficiary Designation as of 03/21/2024

Primary/ Secondary	Name and Address	Social Security Number	Relationship	Share of Proceeds	Payment Option
Primary	[redacted]		Spouse	100%	Lump Sum
Secondary			Legal Entity	100%	Lump Sum

Your Family SGLI Spouse Coverage Amount as of 03/21/2024: $100,000

Your Family SGLI Child Coverage

If you have dependent children, each dependent child is automatically covered for $10,000.

Your Family SGLI Beneficiary

You, the Servicemember, are the beneficiary for spouse and child coverage.

Date Certified: 03/21/2024

Electronic Signature	
Michael Jeffrey Forbes	Michael Jeffrey Forbes michael.j.forbes.mil@socom.mil 03/21/2024 06:30:49

Servicemembers' Group Life Insurance Election and Certificate of Coverage

About this Certificate

This Certificate explains in general terms your benefits, as the person insured for Servicemembers' Group Life Insurance (SGLI), under the provisions of a Group Life Insurance Policy (Group Policy) purchased from a commercial life insurance company by the Department of Veterans Affairs (VA) in accordance with the provisions of subchapter III of chapter 19, title 38, United States Code.

The Group Policy that provides the insurance referred to in this Certificate may be modified or terminated as may be required by any change to the law or for other reasons as provided in the Group Policy. Any such modification or termination, however, will not affect any claim arising from death before the effective date of such modification or termination. This Certificate is not a contract of insurance**. Possession of this Certificate does not guarantee coverage at time of claim**. Your benefits under the law and the Group Policy are dependent upon the facts in your individual case.

About SGLI

SGLI is term insurance. It builds no cash, loan, paid up or extended insurance values. You cannot assign it to anyone. The maximum amount of insurance allowed under the provisions of the law is $500,000, but you may decline or elect a lesser amount of coverage in $50,000 increments.

Combined Coverage

You may not carry a combined amount of Servicemembers' Group Life Insurance and Veterans' Group Life Insurance (VGLI) in excess of $500,000. If you have returned to duty and retained Veterans' Group Life Insurance, please notify the Office of Servicemembers' Group Life Insurance immediately. Coverage under the group life insurance policy does not affect your right to retain any other government or private insurance, or your entitlement to other Veterans' benefits.

Beneficiaries

You may name a beneficiary or beneficiaries to receive the proceeds of your SGLI coverage. You do not need the consent of anyone to make or change a beneficiary designation.

If you name more than one primary beneficiary and one or more of them predeceases you, SGLI will pay the shares equally among the remaining primary beneficiaries. If you have no surviving primary beneficiaries, SGLI will pay the insurance benefit to the secondary beneficiaries.

If you do not name a beneficiary, or there are no surviving primary or secondary beneficiaries, or you indicate that payment should be made by law, SGLI will pay the insurance benefit in the following order:

1. Your widow or widower
2. Your children in equal shares (the share of any deceased child will be distributed equally among the descendants of that child)
3. Your parent(s) in equal shares or all to surviving parent
4. A duly appointed executor or administrator of your estate
5. Other next of kin

End of Coverage

If you request to cancel your SGLI coverage, it will end on the last day of the month in which you canceled coverage. If you cancel your coverage and want to restore it, you will have to meet good health requirements.

If you separate from service, your coverage will end 120 days after separation. If you are totally disabled when you separate from service, your coverage will end the earliest of two years following separation or when you cease to be totally disabled, but no less than 120 days from separation.

Coverage will also end if the Group Policy terminates.

Servicemembers' Group Life Insurance Election and Certificate of Coverage

Conversion of Insurance

If you have SGLI coverage when you separate from service, you can apply for Veterans' Group Life Insurance. You also have the right to convert your coverage to an individual commercial policy. To convert your coverage, contact the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

About FSGLI

If you have full-time SGLI coverage, Family Servicemembers' Group Life Insurance (FSGLI) provides coverage to your spouse and unmarried dependent children. If you are married or get married after joining the service, FSGLI automatically covers your spouse, unless your spouse is also a member of the uniformed services and you were married on or after January 2, 2013. You can apply for FSGLI coverage for your military spouse using the SGLI Online Enrollment System at www.ebenefits.va.gov. The maximum amount of spousal coverage is $100,000, but cannot exceed the amount of the member's coverage. Your unmarried dependent children are covered for $10,000 each.

Beneficiary

You, the Servicemember, are always the beneficiary for spouse and child coverage.

End of FSGLI Coverage

FSGLI coverage will end due to any event that causes your full-time SGLI coverage to end, or if your spouse or child becomes ineligible to be covered under FSGLI. You can also choose to cancel FSGLI spouse coverage at any time; however, FSGLI child coverage is not affected by the cancellation of FSGLI spouse coverage. FSGLI child coverage will remain in effect as long as you have full-time SGLI coverage and your dependent child qualifies as an insurable dependent. Spouse coverage remains in effect for 120 days after the event that ended coverage.

Conversion of Insurance

When FSGLI coverage ends, your spouse can convert his or her FSGLI spouse coverage to a commercial life insurance policy. Dependent child coverage cannot be converted. Your spouse can get information about conversion by contacting the Office of Servicemembers' Group Life Insurance at 1-800-419-1473.

Premiums

The premium for your coverage will be deducted from your service pay or otherwise collected from you by the uniformed service.

Claims

Upon death, the Casualty Assistance Office for your branch of service will assist you or your beneficiary in filing a claim for the insurance proceeds. These claims are submitted to the Office of Servicemembers' Group Life Insurance. If you or your beneficiary have any questions about the status of a claim after it has been sent to OSGLI, you or your beneficiary may call 1-800-419-1473 for claim information.

Forfeiture

Any person guilty of mutiny, treason, spying, or desertion, or who, because of conscientious objections, refuses to perform service in the Armed Forces of the United States or refuses to wear the uniform of such force, shall forfeit all rights to the insurance. No insurance shall be payable for death inflicted as a lawful punishment for crimes or for military or naval offense, except when inflicted by an enemy of the United States.

For More Information

For more information on policy provisions, please refer to the SGLI VGLI Handbook at www.insurance.va.gov.

DEPARTMENT OF THE ARMY
SUITABILITY EVALUATION BOARD (DASEB)

RECORD OF PROCEEDINGS

IN THE CASE OF: SFC Michael J. Forbes

BOARD DATE: 17 December 2024

DOCKET NUMBER: AR20240011962

Board Determination and Directed Action

1. The evidence presented does not clearly and convincingly establish that the document under consideration is untrue or unjust. Therefore, by unanimous vote, the Department of the Army Suitability Evaluation Board (DASEB) determined the overall merits of this case do not warrant the requested relief.

2. The Board directed the decision memorandum will be filed in the appellant's AMHRR, and the appeal documentation will be filed in the restricted section of the appellant's AMHRR.

1/24/2025

X

Presiding Officer
Signed by: LARSON.PAUL.LEO.1155030999

I certify that herein is recorded the true and complete Department of the Army Suitability Evaluation Board record of proceedings in this case.

THE APPELLANT'S REQUEST, STATEMENT, AND EVIDENCE:

1. Appeal Data:

a. Derogatory data being appealed: An Administrative General Officer Memorandum of Reprimand (GOMOR) while serving in the rank and grade of sergeant first class (SFC)/E-7.

b. Date of derogatory document: 30 May 2023

c. Date of appeal: 28 June 2024

d. Current Army Component: Regular Army (RA)

e. Current rank/Date of rank: SFC/E-7/1 April 2020

f. Regulation in Effect: Army Regulation 600-37, Unfavorable Information, effective 10 May 2018.

2. The appellant requests removal of an administrative GOMOR and a relief for cause NCOER from his AMHRR. The DASEB will only consider removal of the GOMOR because removal of an evaluation falls under the purview of the ASRB. Also, evaluation appeals must be submitted through U.S. Army Human Resources Command to the ASRB.

3. The appellant defers to counsel s statement below.

4. The appellant s evidence is submitted by counsel below.

COUNSEL'S REQUEST, STATEMENT AND EVIDENCE:

1. Counsel requests that the DASEB use its power to remove an administrative GOMOR from the appellant s AMHRR.

2. Counsel states the appellant has sought through multiple channels to correct the injustices that have led to the wrongful filing of the GOMOR and has a pending pro se civil suit (in the US District Court for the Eastern District of North Carolina) that seeks to redress this wrongful filing. Counsel contends clear and convincing evidence that the GOMOR is incorrect and un ustly filed can be found in the appellant s pro se complaint and supporting documents.

3. Counsel submits the following evidence in support of the appellant's petition: A self-authored statement with noted enclosures, dated 28 June 2024.

CONSIDERATION OF EVIDENCE:

1. Contested Document: On 30 May 2023, Brigadier General F, Deputy Commanding General, Headquarters, 1st Special Forces Command (Airborne), Fort Bragg, North Carolina reprimanded the appellant as follows:

You are hereby reprimanded for being disrespectful in language and deportment towards a Field Grade officer and for engaging in counterproductive leadership. On 30 November 2022, you were disrespectful in language and deportment during a conversation with a senior commissioned officer, by raising your voice at her and talking over her. Also, during your time as Brigade S2 NCOIC, you engaged in counterproductive leadership by being quick to anger, erratic, disrespectful, and by failing to take accountability for your mistakes.

a. The GOMOR was imposed as an administrative measure and not as punishment under Article 15 of the UCMJ.

b. The appellant acknowledged he read and understood the GOMOR which he received on 1 June 2023, and elected to submit written matters to the imposing authority (IA).

c. On 10 August 2023, the IA directed the permanent filing of the GOMOR in the appellant's AMHRR. The IA considered the enclosures which included chain of commands recommendations as well as the appellant s ac nowledgement and rebuttal matters.

2. Summary of Relevant Evidence:

a. Counsel/appellant did not submit a statement from the imposing authority contending the GOMOR was untrue or unjust nor that new information was discovered or being considered.

b. The appellant did not submit a new AR 15-6 investigation (resulting from a CI, EO, or IG investigation) which concluded the GOMOR was unjust or untrue, nor that his due process had been violated, or the GOMOR was filed erroneously.

c. Counsel submitted the appellant s Formal Request for Delayed Consideration Memorandum for the Qualitative Management Board (QMP) members (dates 29 March 2024. The appellant addressed his potential for continued service.

d. Counsel submits a memorandum in support of motion for partial summary judgment submitted in the case of the appellant v. The United States Army in the US District Court for the Eastern District of North Carolina (Case # 5:24-CV-00176-BO)

e. A review of the appellant s AMHRR revealed the following:

1) The NCOER covering the period of service during which the GOMOR was imposed (1 September 2022 through 12 July 2023) does address the misconduct discussed in the GOMOR. The report is filed with and AR 15-6 investigation that substantiates the conduct discussed in the GOMOR. The appellant has not received any subsequent evaluations.

2) Since the GOMOR was imposed the appellant has not received any awards or completed any courses.

3. Regulatory Citations: Army Regulation 600-37, Unfavorable Information, sets forth policies and procedures to authorize placement of unfavorable information about Army members in individual official personnel files.

a. Paragraph 1-1 states, in relevant part, that the intent of Army Regulation 600-37 is to ensure that unfavorable information that is unsubstantiated, irrelevant, untimely, or incomplete is not filed in individual official personnel files; and, to ensure that the best interests of both the Army and the Soldiers are served by authorizing unfavorable information to be placed in and, when appropriate, removed from official personnel files.

b. Paragraph 1-6 stipulates that the objectives of Army Regulation 600-37 are to apply fair and just standards to all Soldiers; protect the rights of individual Soldiers and, at the same time, permit the Army to consider all available relevant information when choosing Soldiers for positions of leadership, trust, and responsibility; to prevent adverse personnel action based on unsubstantiated derogatory information or mistaken identity; to provide a means of correcting injustices if they occur; and, to ensure that Soldiers of poor moral character are not continued in Service or advanced to positions of leadership, trust, and responsibility.

c. Paragraph 3-2d states that unfavorable information that should be filed in official personnel files includes indications of substandard leadership ability, promotion potential, morals, and integrity. These traits must be identified early and shown in permanent official personnel records that are available to personnel managers and selection board members for use in making decisions that may result in selecting Soldiers for positions of public trust and responsibility or vesting such persons with authority over others. Other unfavorable character traits of a permanent nature should be similarly recorded.

d. Paragraph 7-3c(1) states, an officer who directed the filing in the AMHRR of an administrative memorandum of reprimand, admonition, or censure, may request its revision, alteration, or removal, if evidence or information indicates the basis for the adverse action was untrue or unjust, in whole or in part.

BOARD DISCUSSION:

1. Counsel/appellant requests removal of a GOMOR from the performance portion of the appellant s AMHRR. In order to remove a GOMOR from the official record, the burden of proof rests with the appellant to provide evidence of a clear and convincing nature that the document is untrue or unjust, in whole or in part, thereby warranting its alteration or removal from the AMHRR. Appeals that merely allege an injustice or error without supporting evidence are not acceptable and will not be considered.

2. Essentially, counsel/appellant contends removal of the GOMOR is warranted because the GOMOR is untrue.

3. The DASEB determined the evidence does not clearly establish the GOMOR is untrue, unjust, the alleged conduct did not occur, or the GOMOR was filed erroneously.

a. There is insufficient evidence which supports the removal of the contested GOMOR. The appellant did not submit a letter from the IA stating the GOMOR was untrue, unjust, filed erroneously, or new evidence was being considered. Nor did the appellant submit a new investigation (resulting from a CI, EO, IG, or CID investigation) which concluded the GOMOR was unjust or untrue, or that his due process had been violated.

b. The governing regulation states the officer who directed the filing of an administrative GOMOR, admonition, or censure may request its revision, alteration, or removal, if a later AR 15-6 investigation determines it was untrue or unjust, in whole or in part. The basis for such determination must be provided to the DASEB in sufficient detail so as to justify the request. There is no evidence that the IA supports this appeal.

c. The IA concluded that he had sufficient evidence upon which to base a decision and the appellant s actions merited issuance of a GOMOR. While the appellant may disagree with the IA's decision to issue him a GOMOR, it was within the IA's authority to reprimand him for the misconduct addressed in the GOMOR.

d. The governing regulation permits the issuance of a written reprimand when there is reasonable belief that someone has deviated from the Army values, personal conduct, or the expectations of a Soldier. In this instance an AR 15-6 investigation determined the appellant engaged in misconduct.

e. The filing of the GOMOR was not unjust. The IA directed the permanent filing of the GOMOR in the appellant s AMHRR. Once a GOMOR is properly filed in the AMHRR, it is presumed to be administratively correct and filed pursuant to an objective decision by competent authority.

f. Further, the DASEB, in compliance with Army Regulation 600-37, does not have a policy of removing unfavorable information based on an alleged injustice resulting from non-selection for promotion, passage of time, previous job performance, schooling, or special assignments. Likewise, the DASEB does not have an automatic removal policy based upon implementation of new Army personnel management programs.

4. Based on the available evidence, counsel/appellant have not provided clear and convincing evidence which shows the GOMOR was rendered in error, is unjust/untrue, nor filed erroneously. Therefore, there is no basis for removal of the contested GOMOR.

Legend:

ALC-Advanced Leader Course	IG-Inspector General	OER-Officer Evaluation Report
AMHRR-Army Military Human Resource Record	ILE-Intermediate Level Education	ROI-Report of Investigation
ARNG-Army National Guard	LOR-Letter of reprimand	SLC-Senior Leader Course
CI-Commander's Inquiry	NCOER-NCO Evaluation Report	UCMJ-Uniform Code of Military Justice
DUI-Driving Under the Influence	NCO-Non-Commissioned Officer	USAR-US Army Reserve
GOMOR-General Officer Memorandum of Reprimand	NJP-Non Judicial Punishment	WLC-Warrior Leader Course

DEPARTMENT OF THE ARMY
ARMY REVIEW BOARDS AGENCY
251 18TH STREET SOUTH, SUITE 385
ARLINGTON, VIRGINIA 22202-3531

SAMR-RBB 31JAN2025

MEMORANDUM FOR Commander, US Army Human Resources Command (AHRC-PDV-EA), 1600 Spearhead Division Avenue, Department 470, Fort Knox, KY 40122-5407

SUBJECT: Resolution of Unfavorable Information for – SFC Michael J. Forbes, SSN [redacted] Case Number AR20240011962

1. Under the authority of Army Regulation 600-37 (Unfavorable Information), the Department of the Army Suitability Evaluation Board (DASEB) has deliberated on the petition to remove a General Officer Memorandum of Reprimand (GOMOR) from the Army Military Human Resource Record (AMHRR).

2. After careful consideration, the DASEB voted to deny removal of the GOMOR, dated 30 May 2023. A copy of this memorandum is to be added to the performance portion of the AMHRR. The enclosed appeal correspondence and record of proceedings should be added to the restricted portion of the AMHRR.

3. Please notify the Army Review Boards Agency (Promulgation Team) on completion of the requested actions.

Enclosures

JERRY E. CHANDLER
COL, U.S. Army
President, DA Suitability Evaluation Board

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WHQND0 / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH
[redacted]

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY Date: 2012.01.18 09:04:25 -05'00' RANK: SGT	HANSEN.JEREMY.KEITH [redacted] Digitally signed by HANSEN.JEREMY.KEITH [redacted] DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=HANSEN.JEREMY.KEITH [redacted] Date: 2012.01.18 09:05:10 -05'00' RANK: spc	20120118

DD FORM 93 (BACK), JAN 2008

Submit

RECORD OF EMERGENCY DATA

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ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

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FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

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[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WHQNE0 / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*

[ ] SINGLE [X] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

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[redacted]			100

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13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY Date: 2014.08.13 09:49:21 -04'00'	MARKETTE.DARYL.ROSCHAD [redacted] Digitally signed by MARKETTE.DARYL.ROSCHAD [redacted] DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=MARKETTE.DARYL.ROSCHAD [redacted] Date: 2014.08.13 09:50:44 -04'00'	20140813
RANK: SSG	RANK: PV2	

PERSONNEL RECORDS REVIEW

This document represents a specific Personnel or Finance Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEW	Initiated	2014-09-22
Soldier SSN	[redacted]	Record Manager	MOREIRA CRISTHIAN	Due By	2014-10-22
Soldier Signed	UNSIGNED	RM Signed	2014-09-22	Completed	2014-09-22

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17		2014-09-22	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10		2014-09-22	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2007-10-04		2014-09-22	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07		2014-09-22	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31		2014-09-22	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26		2014-09-22	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR CIVILIAN COLLEGE/UNIVERSITY/ TRADE/BUSINESS SCHOOLS	1994-12-02		2014-09-22	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR CIVILIAN COLLEGE/UNIVERSITY/ TRADE/BUSINESS SCHOOLS	1996-09-30		2014-09-22	
SF 86 P10	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12		2014-09-22	
SF 86 P11	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12		2014-09-22	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
SF 86 P12	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12		2014-09-22	
SF 86 PAIPEI	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12		2014-09-22	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21		2014-09-22	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12		2014-09-22	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12		2014-09-22	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12		2014-09-22	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12		2014-09-22	
DD 1966	APPLICATION FOR ENLISTMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12		2014-09-22	

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments

Record Manager Comments

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of the Record Brief and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you have annotated in the comments section, actions taken to upload missing documents to iPERMS and any discrepancies in the review, to include missing documents that cannot be located. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature:

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Record Brief and all the documents contained in the review and have annotated in the comments section, actions taken to upload missing documents to iPERMS. Additionally, you have annotated any other discrepancies, to include missing documents that cannot be located. You will obtain and upload any missing documents to iPERMS and resolve any data discrepancies between the Record Brief and supporting documents in the record. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: MOREIRA.CRISTHIAN.MARCELO.1465630929

Digitally signed by MOREIRA.CRISTHIAN.MARCELO.1465630929
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=MOREIRA.CRISTHIAN.MARCELO.1465630929
Date: 2014.09.22 14:44:25 -04'00'

Review Method:	WITH SOLDIER ABSENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation:	TRAINING

FINANCE RECORDS REVIEW

This document represents a specific Personnel or Finance Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	FINANCE RECORDS REVIEW	Initiated	2014-09-22
Soldier SSN	[redacted]	Record Manager	MOREIRA CRISTHIAN	Due By	2014-10-22
Soldier Signed	UNSIGNED	RM Signed	2014-09-22	Completed	2014-09-22

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	2007-02-14		2014-09-22	
DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	2007-02-12		2014-09-22	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17		2014-09-22	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16		2014-09-22	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16		2014-09-22	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10		2014-09-22	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31		2014-09-22	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26		2014-09-22	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27		2014-09-22	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-05-21		2014-09-22	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-07-17		2014-09-22	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-02-01		2014-09-22	

FINANCE RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12		2014-09-22	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12		2014-09-22	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12		2014-09-22	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12		2014-09-22	

FINANCE RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	MISSING DOCS ASSIGNMENT ORDERS DIVORCE CERT TATTOO MEMO HAZ DUTY ORDERS

FINANCE RECORDS REVIEW

Signatures

By digitally signing this review, you are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent Leave and Earnings Statements (LES) and have conducted a complete review of all the entitlements to ensure documents required to substantiate each of the entitlements are filed in iPERMS.

Additionally, you have annotated in the comments section, any discrepancies, to include action taken to add missing documents to iPERMS and annotating any missing documents that cannot be located. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature:

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Record Manager Signature:

MOREIRA.CRISTHIAN.MARCELO.[redacted]

Digitally signed by MOREIRA.CRISTHIAN.MARCELO[redacted]
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=MOREIRA.CRISTHIAN.MARCELO[redacted]
Date: 2014.09.22 14:47:13 -04'00'

Review Method:	WITH SOLDIER ABSENT
Review Errors:	MISSING - MISSING DOCUMENT(S)
Soldier Unavailable:	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation:	TRAINING

FINANCE RECORDS REVIEW

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Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	FINANCE RECORDS REVIEW	Initiated	2015-07-30
Soldier SSN	[redacted]	Record Manager	MOSELEY DAVID	Due By	2015-09-22
Soldier Signed	2015-07-30	RM Signed	2015-07-30	Completed	2015-07-30

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	2007-02-14	2015-07-30	2015-07-30	
DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	2007-02-12	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2015-07-30	2015-07-30	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-05-21	2015-07-30	2015-07-30	

FINANCE RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-07-17	2015-07-30	2015-07-30	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-02-01	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	

FINANCE RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	MISSING HAZ DUTY ORDERS, ORDERS TO CURRENT UNIT AND DIVORCE DECREE

Signatures

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Soldier Signature: FORBES.MICHAEL.JEFFREY.1

Digitally signed by FORBES.MICHAEL.JEFFREY
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY
Date: 2015.07.30 08:17:30 -04'00'

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of all the documents contained in the review and have annotated in the comments section, actions taken to upload missing documents to iPERMS. Additionally, you have annotated any other discrepancies, to include missing documents that cannot be located. You are also confirming that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent Leave and Earnings Statement (LES) which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: MOSELEY.DAVID.MICHAEL.[redacted]

Digitally signed by MOSELEY.DAVID.MICHAEL[redacted]
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=MOSELEY.DAVID.MICHAEL[redacted]
Date: 2015.07.30 08:18:13 -04'00'

Review Method:	WITH SOLDIER PRESENT
Review Errors:	MISSING - MISSING DOCUMENT(S)
Soldier Unavailable:	
Soldier Unavailable Explanation:	

PERSONNEL RECORDS REVIEW

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Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEV	Initiated	2015-07-30
Soldier SSN	[redacted]	Record Manager	MOSELEY DAVID	Due By	2015-09-22
Soldier Signed	2015-07-30	RM Signed	2015-07-30	Completed	2015-07-30

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
DA 638	RECOMMENDATION FOR AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2013-01-31	2015-07-30	2015-07-30	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2007-10-04	2015-07-30	2015-07-30	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR CIVILIAN COLLEGE/UNIVERSITY/ TRADE/BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR CIVILIAN COLLEGE/UNIVERSITY/ TRADE/BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
SF 86 P10	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12	2015-07-30	2015-07-30	
SF 86 P11	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12	2015-07-30	2015-07-30	
SF 86 P12	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12	2015-07-30	2015-07-30	
SF 86 PAIPEI	QUESTIONAIRE FOR NATIONAL SECURITY POSITIONS	2007-02-12	2015-07-30	2015-07-30	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 1966	APPLICATION FOR ENLISTMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments

Record Manager Comments

Signatures

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Soldier Signature: FORBES.MICHAEL.JEFFREY.1

Digitally signed by FORBES.MICHAEL.JEFFREY
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY.
Date: 2015.07.30 08:20:25 -04'00'

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Record Brief and all the documents contained in the review and have annotated in the comments section, actions taken to upload missing documents to iPERMS. Additionally, you have annotated any other discrepancies, to include missing documents that cannot be located. You will obtain and upload any missing documents to iPERMS and resolve any data discrepancies between the Record Brief and supporting documents in the record. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: MOSELEY.DAVID.MICHAEL.[redacted]

Digitally signed by MOSELEY.DAVID.MICHAEL.[redacted]
DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=MOSELEY.DAVID.MICHAEL[redacted]
Date: 2015.07.30 08:20:55 -04'00'

Review Method: WITH SOLDIER PRESENT

Review Errors: NO ERROR - NO ERRORS FOUND DURING REVIEW

Soldier Unavailable:

Soldier Unavailable Explanation:

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

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IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WHQNT0 / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*

[ ] SINGLE [X] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY Date: 2015.07.30 08:07:30 -04'00'	MARKETTE.DARYL.ROSCHAD. [redacted] Digitally signed by MARKETTE.DARYL.ROSCHAD [redacted] DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=MARKETTE.DARYL.ROSCHAD [redacted] Date: 2015.07.30 08:07:48 -04'00'	20150730
RANK: SSG	RANK: PFC	

DD FORM 93 (BACK), JAN 2008

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RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

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SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WHQLF0 / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY Date: 2016.06.21 15:16:12 -04'00'	PUCKETT.MA.E. [redacted] Digitally signed by PUCKETT.MA.E [redacted] DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=PUCKETT.MA.E [redacted] Date: 2016.06.21 15:16:34 -04'00'	20160621
RANK: SSG	RANK: ssg	

DD FORM 93 (BACK), JAN 2008

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RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

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1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WAC8D0 / CP EDERLE

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH
[redacted]

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=FORBES.MICHAEL.JEFFREY Date: 2016.09.27 11:14:41 +02'00' RANK: SSG	HAMILTON.KRISTOPHER.KYSEAN. [redacted] Digitally signed by HAMILTON.KRISTOPHER.KYSEAN. [redacted] DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USA, cn=HAMILTON.KRISTOPHER.KYSEAN [redacted] Date: 2016.09.27 11:15:32 +02'00' RANK: SPC	20160927

DD FORM 93 (BACK), JAN 2008

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PERSONNEL RECORDS REVIEW

This document represents a specific Personnel or Finance Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEV	Initiated	2017-12-13
Soldier SSN	[redacted]	Record Manager	JOYNER EL RAHIM TARIQ	Due By	2016-07-30
Soldier Signed	2017-12-13	RM Signed	2017-12-13	Completed	2017-12-13

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD	2017-05-11	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2016-08-31	2017-12-13	2017-12-13	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2013-01-31	2015-07-30	2015-07-30	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2007-10-04	2015-07-30	2015-07-30	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07	2015-07-30	2015-07-30	
ORD MOS-ASI	ORDERS AWARDING PMOS, SMOS, AMOS, SQI & ASI	2007-05-04	2017-12-13	2017-12-13	
PCS ORDERS	PCS OR ASSIGNMENT ORDERS	2007-09-14	2017-12-13	2017-12-13	
PCS ORDERS	PCS OR ASSIGNMENT ORDERS	2016-02-16	2017-12-13	2017-12-13	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
ORD REV	REVOCATION OF ORDERS	2015-12-16	2017-12-13	2017-12-13	

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	
Permanently Missing Documents	
Temporarily Missing Documents	

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of the Record Brief and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you have annotated in the comments section, actions taken to upload missing documents to iPERMS and any discrepancies in the review, to include missing documents that cannot be located. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature: FORBES.MICHAEL.JEFFREY.1 Digitally signed by FORBES.MICHAEL.JEFFREY[redacted] Date: 2017.12.13 13:44:11 +01'00'

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Record Brief and all the documents contained in the review and have annotated in the comments section, actions taken to upload missing documents to iPERMS. Additionally, you have annotated any other discrepancies, to include missing documents that cannot be located. You will obtain and upload any missing documents to iPERMS and resolve any data discrepancies between the Record Brief and supporting documents in the record. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: JOYNER EL.RAHIM.TARIQ.[redacted] Digitally signed by JOYNER EL.RAHIM.TARIQ.[redacted] Date: 2017.12.13 13:44:40 +01'00'

Review Method:	WITH SOLDIER PRESENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	
Soldier Unavailable Explanation:	

FINANCE RECORDS REVIEW

This document represents a specific Personnel or Finance Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	FINANCE RECORDS REVIEW	Initiated	2017-12-13
Soldier SSN	[redacted]	Record Manager	JOYNER EL RAHIM TARIQ	Due By	2016-07-30
Soldier Signed	2017-12-13	RM Signed	2017-12-13	Completed	2017-12-13

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	2007-02-14	2015-07-30	2015-07-30	
DD 2366	VETERAN'S EDUCATION ASSISTANCE ACT OF 1984 (GI BILL)	2007-02-12	2015-07-30	2015-07-30	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2017-12-13	2017-12-13	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
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SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
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SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	

FINANCE RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
PCS ORDERS	PCS OR ASSIGNMENT ORDERS	2007-09-14	2017-12-13	2017-12-13	
PCS ORDERS	PCS OR ASSIGNMENT ORDERS	2016-02-16	2017-12-13	2017-12-13	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2015-07-30	2015-07-30	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-05-21	2015-07-30	2015-07-30	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-07-17	2015-07-30	2015-07-30	
DD 2558	AUTHORIZATION TO START, STOP OR CHANGE ALLOTMENT	2013-02-01	2015-07-30	2015-07-30	
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
ORD REV	REVOCATION OF ORDERS	2015-12-16	2017-12-13	2017-12-13	

FINANCE RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	
Permanently Missing Documents	
Temporarily Missing Documents	

Signatures

By digitally signing this review, you are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent Leave and Earnings Statements (LES) and have conducted a complete review of all the entitlements to ensure documents required to substantiate each of the entitlements are filed in iPERMS. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, your signature indicates you have annotated in the comments section any discrepancies, to include action taken to add missing documents to iPERMS, and annotating any missing documents that cannot be located. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Finally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature: FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY.[redacted] Date: 2017.12.13 13:46:09 +01'00'

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of all the documents contained in the review and have annotated in the comments section, actions taken to upload missing documents to iPERMS. Additionally, you have annotated any other discrepancies, to include missing documents that cannot be located. You are also confirming that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent Leave and Earnings Statement (LES) which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: JOYNER EL.RAHIM.TARIQ.[redacted] Digitally signed by JOYNER EL.RAHIM.TARIQ.[redacted] Date: 2017.12.13 13:46:40 +01'00'

Review Method:	WITH SOLDIER PRESENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	
Soldier Unavailable Explanation:	

PERSONNEL RECORDS REVIEW

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEV	Initiated	2018-03-21
Soldier SSN	[redacted]	Record Manager	BROWN ELIZABETH ASHLEY	Due By	2018-12-13
Soldier Signed	2018-03-21	RM Signed	2018-03-21	Completed	2018-03-21

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2018-03-21	2018-03-21	Reviewed
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD	2010-03-23	2018-03-21	2018-03-21	Reviewed
DA 638/AWD REC	RECOMMENDATION FOR AWARD	2017-05-11	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2017-12-06	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2010-02-11	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2010-12-15	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2008-09-04	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2011-02-11	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2014-04-18	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2009-04-23	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2012-01-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2010-09-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2016-08-31	2017-12-13	2017-12-13	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	DOCS/CERT THAT AWD BADGES, AWARDS, SVC MDLS, TABS OR NON-ARMY AWDS NO ORDERS PUBLISHED	2013-01-31	2015-07-30	2015-07-30	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2013-02-10	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2007-10-04	2015-07-30	2015-07-30	
ORD MOS-ASI	ORDERS AWARDING PMOS, SMOS, AMOS, SQI & ASI	2007-05-04	2017-12-13	2017-12-13	
PCS ORDERS	PCS OR ASSIGNMENT ORDERS	2007-09-14	2017-12-13	2017-12-13	
PCS ORDERS	PCS OR ASSIGNMENT ORDERS	2016-02-16	2017-12-13	2017-12-13	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	2008-05-16	2018-03-21	2018-03-21	Reviewed
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2018-03-21	2018-03-21	Reviewed
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
AWD/MOS-ASI	AWARD/MOS-ASI ORDER	2007-10-04	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-08-25	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2017-07-14	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-09-30	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-08-22	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-02-05	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-03-26	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2009-10-09	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-10-12	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-09-13	2018-03-21	2018-03-21	reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-04-27	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2015-07-30	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2018-03-21	2018-03-21	Reviewed

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	
Permanently Missing Documents	
Temporarily Missing Documents	

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature: FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY [redacted] Date: 2018.03.21 07:16:21 +01'00'

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: BROWN.ELIZABETH.ASHLEY. [redacted] Digitally signed by BROWN.ELIZABETH.ASHLEY. [redacted] Date: 2018.03.21 07:17:07 +01'00'

Review Method:	WITH SOLDIER PRESENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	
Soldier Unavailable Explanation:	

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WAC8T0 / DAL MOLIN

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH
MOTHER

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]	WIFE	[redacted]	100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]	[redacted]	100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	[redacted]

14. CONTINUATION/REMARKS

General Remarks: [redacted], CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2018.10.25 14:19:13 +02'00'	VALE.GIOVANNI.[redacted] Digitally signed by VALE.GIOVANNI [redacted] Date: 2018.10.25 14:19:35 +02'00'	20181025
RANK: SSG	RANK: SPC	

DD FORM 93 (BACK), JAN 2008

Submit

PERSONNEL RECORDS REVIEW

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEW	Initiated	2019-03-20
Soldier SSN	[redacted]	Record Manager	GUTIERREZ DESIRAE JANINE	Due By	2019-03-21
Soldier Signed	UNSIGNED	RM Signed	2019-05-17	Completed	2019-05-17

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2018-03-21	2018-03-21	Reviewed
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2015-02-17	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2017-05-11	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2010-03-23	2018-03-21	2018-03-21	Reviewed
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14		2019-05-17	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14		2019-05-17	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2017-12-06	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2018-10-25		2019-05-17	
AWD DOC	AWARD	2013-01-31	2015-07-30	2015-07-30	
AWD DOC	AWARD	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	AWARD	2016-08-31	2017-12-13	2017-12-13	
AWD DOC	AWARD	2010-09-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2012-01-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2009-04-23	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2014-04-18	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2011-02-11	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2008-09-04	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-12-15	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-02-11	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2008-06-01		2019-05-17	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2013-02-10	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01		2019-05-17	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07		2019-05-17	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	2008-05-16	2018-03-21	2018-03-21	Reviewed
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2018-03-21	2018-03-21	Reviewed
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
AWD/MOS-ASI	AWARD/MOS-ASI ORDER	2007-10-04	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-04-27	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-09-13	2018-03-21	2018-03-21	reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-10-12	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2009-10-09	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-03-26	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-02-05	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-08-22	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-09-30	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2017-07-14	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-08-25	2018-03-21	2018-03-21	Reviewed
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	
PERS REC REV	PERSONNEL RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2018-03-21		2019-05-17	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2018-03-21	2018-03-21	Reviewed

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
FIN REC REV	FINANCE RECORDS REVIEW	2015-07-30	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
ASSIGN PERM	ASSIGNMENT - PERMANENT	2016-02-16	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2007-09-14	2017-12-13	2017-12-13	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2007-05-04	2017-12-13	2017-12-13	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2011-11-03		2019-05-17	

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	
Permanently Missing Documents	
Temporarily Missing Documents	

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature:

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: GUTIERREZ.DESIRAE.JANINE.[redacted] Digitally signed by GUTIERREZ.DESIRAE.JANINE.[redacted] Date: 2019.05.17 09:04:37 +02'00'

Review Method:	WITH SOLDIER ABSENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation:	SM UNAVAILBLE DUE TO HIGH OPTEMPO UNIT

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WAC8T0 / DAL MOLIN

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH
[redacted]

b. NOTIFY INSTEAD

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2019.08.02 13:02:04 +02'00'	BOSTIC.WILLIAM.ERIC [redacted] Digitally signed by BOSTIC.WILLIAM.ERIC.[redacted] Date: 2019.08.02 13:02:40 +02'00'	20190802
RANK: SSG	RANK: SGT	

DD FORM 93 (BACK), JAN 2008

Submit

SERVICE SCHOOL ACADEMIC EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

See Privacy Act Statement in AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. DOD ID No.	c. RANK	d. BRANCH	e. SPECIALTY/PMOSC
FORBES, MICHAEL, J		SSG		35F

f. COURSE TITLE	g. NAME AND LOCATION OF SCHOOL
MILITARY INTELLIGENCE SLC	MILITARY INTELLIGENCE NCO ACADEMY, FORT HUACHUCA, AZ

h. DURATION OF COURSE FROM *(YYYYMMDD)*	THRU *(YYYYMMDD)*	i. COMPONENT	j. NO. OF ENCLOSURES	k. RATED STUDENT'S EMAIL ADDRESS ***(.gov or .mil)***
20200113	20200228		0	michael.j.forbes7.mil@mail.mil

l. REASON FOR SUBMISSION

- [x] COURSE COMPLETION — MILITARY EDUCATION LEVEL: T
- [ ] INTERIM REPORT
- [ ] PHASE COMPLETION / PHASE # _____ OF _____
- [ ] AHRC DIRECTED
- [ ] RELEASED EARLY (NO FAULT OF STUDENT)
- [ ] DID NOT GRADUATE

PART II - ACADEMIC ACHIEVEMENT (ACADEMIC RATER)

a. DOES SOLDIER FULLY SUPPORT SHARP, EO, AND EEO: [x] Yes [ ] No *(comments are required)*

b. APFT PASS / FAIL / PROFILE: PASS DATE: 20200115

c. HEIGHT: 66 WEIGHT: 165 WITHIN STANDARD? YES

Comments required below, for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.

d. OVERALL GRADE POINT AVERAGE: 4.0 of 4.0

e1. ASI/SQI AWARDED:

SKILL IDENTIFIER:				
e2. CODE:				

l. COMMENTS:

SSG Forbes demonstrated the ability to see things from another person's point of view while adapting to changing situations. He understood the character and motives of others, projected self-confidence and inspired others to do the same. He frequently developed innovative ideas for accomplishing tasks and translated doctrinal understanding to exceed the standard on analytical assessments. He employed interpersonal tact and was open to diversity. He communicated clearly to support mission accomplishment, and actively promoted cohesion. He explored topics and provided insightful information that fostered development and knowledge required to be a successful leader in today's Army.

	FAR EXCEEDED STANDARDS	EXCEEDED STANDARDS	MET STANDARDS	DID NOT MEET STANDARDS	NOT EVALUATED
f. **CHARACTER/ACCOUNTABILITY**:	[ ]	[ ]	[x]	[ ]	[ ]
g. **PRESENCE/COMPREHENSIVE FITNESS**:	[ ]	[ ]	[x]	[ ]	[ ]
h. **INTELLECT/CRITICAL THINKING & PROBLEM SOLVING**:	[ ]	[x]	[ ]	[ ]	[ ]
i. **LEADS/COMMUNICATION & ENGAGEMENT**:	[ ]	[ ]	[x]	[ ]	[ ]
j. **DEVELOPS/COLLABORATION**:	[ ]	[ ]	[x]	[ ]	[ ]
k. **ACHIEVES/LIFE LONG LEARNER**:	[ ]	[x]	[ ]	[ ]	[ ]

m. SPECIAL PROJECT(S) OR PAPER(S):

1) _____
2) _____
3) _____

PART III - OVERALL ACADEMIC ACHIEVEMENT (REVIEWING OFFICIAL)

a. ACADEMIC BOX CHECK ASSESSMENT RANKED AGAINST TOTAL CLASS POPULATION (OVERPRINTED BY DA)

CLASS STANDING BOX CHECK ASSESSMENT AT THE TIME THIS REPORT PROCESSED HQDA

ACHIEVED COURSE STANDARDS

RS: FORBES, MICHAEL, J
RO: GONZALES, JASON, L
Date: 2020-03-09
Class Total: 15
Class Standing: of

b. COMMENTS:

SSG Forbes graduated with an overall academic average of 95.1%. He demonstrated an advanced understanding of course material and the potential to lead as a Sergeant First Class.

c. RATED STUDENT HAS DEMONSTRATED APTITUDE FOR THE FOLLOWING ASSIGNMENT(S):

1) _____ 2) _____ 3) _____

PART IV - AUTHENTICATION

a1. NAME OF ACADEMIC RATER *(Last, First, Middle Initial)* **SADLOWSKI, ANDREW, J**	a2. DOD ID No. [redacted]	a3. ACADEMIC RATER'S SIGNATURE SADLOWSKI.ANDREW.JOHNC Digitally signed by SADLOWSKI.ANDREW.JOHNC	a4. DATE *(YYYYMMDD)* **20200227**
a5. RANK **SFC** PMOSC/BRANCH **35F48** TITLE **SMALL GROUP LEADER**		a6. ACADEMIC RATER'S EMAIL ADDRESS ***(.gov or .mil)*** **andrew.j.sadlowski.mil@mail.mil**	
b1. NAME OF REVIEWING OFFICIAL *(Last, First, Middle Initial)* **GONZALES, JASON, L**	b2. DOD ID No. [redacted]	b3. REVIEWING OFFICIAL'S SIGNATURE GONZALES.JASON.LEE.[redacted] Digitally signed by GONZALES.JASON.LEE.[redacted]	b4. DATE *(YYYYMMDD)* **20200228**
b5. RANK **CSM** PMOSC/BRANCH **35Z6S7C** TITLE **COMMANDANT**		b6. REVIEWING OFFICIAL'S EMAIL ADDRESS ***(.gov or .mil)*** **jason.l.gonzales2.mil@mail.mil**	
c1. THIS IS A REFERRED REPORT, DO YOU WISH TO MAKE COMMENTS? ☐ Referred ☐ Yes, comments are attached. ☐ No	d1. RATED STUDENT'S SIGNATURE FORBES.MICHAEL.JEFFREY.[redacted] Digitally signed by FORBES.MICHAEL.JEFFREY.[redacted]		d2. DATE *(YYYYMMDD)* **20200228**

c2. **RATED STUDENT'S COMMENTS** *(Referred Report Only)*

PERSONNEL RECORDS REVIEW

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEV	Initiated	2020-04-01
Soldier SSN	[redacted]	Record Manager	BOSTIC WILLIAM ERIC	Due By	2020-05-16
Soldier Signed	UNSIGNED	RM Signed	2020-04-01	Completed	2020-04-01

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07		2019-05-17	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2018-03-21	2018-03-21	Reviewed
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
AWD DOC	AWARD	2013-01-31	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2015-07-30	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2018-03-21	2018-03-21	Reviewed
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2016-02-16	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2007-05-04	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2007-09-14	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2017-05-11	2017-12-13	2017-12-13	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
AWD DOC	AWARD	2016-08-31	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
PERS REC REV	PERSONNEL RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2017-12-06	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-09-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2012-01-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2009-04-23	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2014-04-18	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2011-02-11	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2008-09-04	2018-03-21	2018-03-21	Reviewed
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	2008-05-16	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-12-15	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-04-27	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-09-13	2018-03-21	2018-03-21	reviewed
AWD/MOS-ASI	AWARD/MOS-ASI ORDER	2007-10-04	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-10-12	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2009-10-09	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-03-26	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-02-05	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-08-22	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-09-30	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2017-07-14	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-08-25	2018-03-21	2018-03-21	Reviewed
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2010-03-23	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2013-02-10	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-02-11	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2018-03-21		2019-05-17	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01		2019-05-17	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2011-11-03		2019-05-17	
AWD DOC	AWARD	2008-06-01		2019-05-17	
DD 93	RECORD OF EMERGENCY DATA	2018-10-25		2019-05-17	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14		2019-05-17	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14		2019-05-17	
PERS REC REV	PERSONNEL RECORDS REVIEW	2019-05-17		2020-04-01	
DD 93	RECORD OF EMERGENCY DATA	2019-08-02		2020-04-01	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2019-11-20		2020-04-01	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2020-03-19		2020-04-01	

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments	
Record Manager Comments	
Permanently Missing Documents	
Temporarily Missing Documents	

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature:

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: BOSTIC.WILLIAM.ERIC.[redacted] Digitally signed by BOSTIC.WILLIAM.ERIC[redacted] Date: 2020.04.01 19:59:55 +02'00'

Review Method:	WITH SOLDIER ABSENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation:	HIGH TEMPO

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WAC8T0 / DAL MOLIN

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH
MOTHER

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]	WIFE	[redacted]	100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]	[redacted]	100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	[redacted]

14. CONTINUATION/REMARKS

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2020.06.30 15:35:50 +02'00' RANK: SFC	BOSTIC.WILLIAM.ERIC [redacted] Digitally signed by BOSTIC.WILLIAM.ERIC [redacted] Date: 2020.06.30 15:36:12 +02'00' RANK: SGT	20200630

DD FORM 93 (BACK), JAN 2008

Submit

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

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SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WAC8T0 / DAL MOLIN

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH
MOTHER

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)*	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

General Remarks: [redacted] CELL [redacted]

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2020.06.30 15:22:40 +02'00'	BOSTIC.WILLIAM.ERIC.[redacted] Digitally signed by BOSTIC.WILLIAM.ERIC.[redacted] Date: 2020.06.30 15:23:04 +02'00'	20200630
RANK: SFC	RANK: SGT	

DD FORM 93 (BACK), JAN 2008

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RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

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This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WKENA0 / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

8a. DO NOT NOTIFY DUE TO ILL HEALTH
[redacted]

b. NOTIFY INSTEAD

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2020.10.01 09:38:57 -04'00'	GRAY.TAVON.LEE [redacted] Digitally signed by GRAY.TAVON.LEE. [redacted] Date: 2020.10.01 09:40:35 -04'00'	20201001
RANK: SFC	RANK: SSG	

DD FORM 93 (BACK), JAN 2008

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PERSONNEL RECORDS REVIEW

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record. This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier Name	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEV	Initiated	2021-04-13
Soldier SSN	[redacted]	Record Manager	WILKINS JAYLIN DEMORRIS	Due By	2021-04-02
Soldier Signed	2021-06-11	RM Signed	2021-06-11	Completed	2021-06-11

Documents

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07	2021-06-11	2021-06-11	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2018-03-21	2018-03-21	Reviewed
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
AWD DOC	AWARD	2013-01-31	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2015-07-30	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2018-03-21	2018-03-21	Reviewed
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2016-02-16	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2007-05-04	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2007-09-14	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2017-05-11	2017-12-13	2017-12-13	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
AWD DOC	AWARD	2016-08-31	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
PERS REC REV	PERSONNEL RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2017-12-06	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-09-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2012-01-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2009-04-23	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2014-04-18	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2011-02-11	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2008-09-04	2018-03-21	2018-03-21	Reviewed
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/ BUSINESS SCHOOLS	2008-05-16	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-12-15	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-04-27	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-09-13	2018-03-21	2018-03-21	reviewed
AWD/MOS-ASI	AWARD/MOS-ASI ORDER	2007-10-04	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-10-12	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2009-10-09	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-03-26	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-02-05	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-08-22	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-09-30	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2017-07-14	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-08-25	2018-03-21	2018-03-21	Reviewed
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2010-03-23	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2013-02-10	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-02-11	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2018-03-21	2021-06-11	2021-06-11	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2021-06-11	2021-06-11	

PERSONNEL RECORDS REVIEW

Doc Name	Doc Title	Effective Dt	Reviewed	RM Verified	Comments
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2011-11-03	2021-06-11	2021-06-11	
AWD DOC	AWARD	2008-06-01	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2018-10-25	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2019-05-17	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2019-08-02	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2019-11-20	2021-06-11	2021-06-11	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2020-03-19	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2020-04-01	2021-06-11	2021-06-11	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2020-01-16	2021-06-11	2021-06-11	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2020-01-16	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-06-30	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-06-30	2021-06-11	2021-06-11	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2020-07-10	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-10-01	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2020-11-17	2021-06-11	2021-06-11	

PERSONNEL RECORDS REVIEW

Comments

Soldier Comments	DD 93 is accurate.
Record Manager Comments	
Permanently Missing Documents	
Temporarily Missing Documents	

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

Soldier Signature: FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY.[redacted] Date: 2021.06.11 13:38:05 -04'00'

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Record Manager Signature: WILKINS.JAYLIN.DEMORRIS.[redacted] Digitally signed by WILKINS.JAYLIN.DEMORRIS.[redacted] Date: 2021.06.11 13:38:38 -04'00'

Review Method:	WITH SOLDIER PRESENT
Review Errors:	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable:	
Soldier Unavailable Explanation:	

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WJTDAA / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*
[redacted]

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

8a. DO NOT NOTIFY DUE TO ILL HEALTH
[redacted]

b. NOTIFY INSTEAD

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)*	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2021.07.22 10:21:21 -04'00' RANK: SFC	WILKINS.JAYLIN.DEMORRIS.[redacted] Digitally signed by WILKINS.JAYLIN.DEMORRIS.[redacted] Date: 2021.07.22 10:21:43 -04'00' RANK: SPC	20210722

DD FORM 93 (BACK), JAN 2008

Submit

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

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SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WJTDAA / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

8a. DO NOT NOTIFY DUE TO ILL HEALTH
None

b. NOTIFY INSTEAD
None

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)*	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2022.06.30 10:48:10 -04'00' RANK: SFC	WILKINS.JAYLIN.DEMORRIS.[redacted] Digitally signed by WILKINS.JAYLIN.DEMORRIS.[redacted] Date: 2022.06.30 10:48:45 -04'00' RANK: CPL	20220630

DD FORM 93 (BACK), JAN 2008

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Record Review

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record.This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEW	Initiated	2022-05-19
Soldier EDIPI		Record Manager	JARQUIN RICARDO RAMSES	Due By	2022-06-11

Documents

Doc Name	Doc Title	Effective Date	Reviewed	RM Verified	Comments
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07	2021-06-11	2021-06-11	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	

Record Review

SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2018-03-21	2018-03-21	Reviewed
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
AWD DOC	AWARD	2013-01-31	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
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SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2018-03-21	2018-03-21	Reviewed
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2016-02-16	2017-12-13	2017-12-13	

Record Review

CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2007-05-04	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2007-09-14	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2017-05-11	2017-12-13	2017-12-13	
AWD DOC	AWARD	2016-08-31	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
PERS REC REV	PERSONNEL RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2017-12-06	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-09-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2012-01-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2009-04-23	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2014-04-18	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2011-02-11	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2008-09-04	2018-03-21	2018-03-21	Reviewed
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	2008-05-16	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-12-15	2018-03-21	2018-03-21	Reviewed

Record Review

CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-04-27	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-09-13	2018-03-21	2018-03-21	reviewed
AWD/MOS-ASI	AWARD/MOS-ASI ORDER	2007-10-04	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-10-12	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2009-10-09	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-03-26	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-02-05	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-08-22	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-09-30	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2017-07-14	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-08-25	2018-03-21	2018-03-21	Reviewed
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2010-03-23	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2013-02-10	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-02-11	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2018-03-21	2021-06-11	2021-06-11	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2021-06-11	2021-06-11	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2011-11-03	2021-06-11	2021-06-11	
AWD DOC	AWARD	2008-06-01	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2018-10-25	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2019-05-17	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2019-08-02	2021-06-11	2021-06-11	

Record Review

SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2019-11-20	2021-06-11	2021-06-11	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2020-03-19	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2020-04-01	2021-06-11	2021-06-11	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2020-01-16	2021-06-11	2021-06-11	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2020-01-16	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-06-30	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-06-30	2021-06-11	2021-06-11	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2020-07-10	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-10-01	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2020-11-17	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2021-06-11		2022-05-19	
DD 93	RECORD OF EMERGENCY DATA	2021-07-22		2022-05-19	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2022-01-05		2022-05-19	

RECORD REVIEW

Record Review

Comments

Soldier Comments	
Record Manager Comments	
Permanantly Missing Document	
Temporarily Missing Documents	

Record Review Details

Review Method	SOLDIER ABSENT
Review Errors	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation	VIA EMAIL

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Soldier Signature	Record Manager Signature
	Digitally signed by:JARQUIN.RICARDO.RAMSES.[redacted] Date:2022-05-19 at 09:51:05 EDT

RECORD REVIEW

Record Review

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record.This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEW	Initiated	2022-05-19
Soldier EDIPI		Record Manager	MOORE DENZIL ALAN	Due By	2023-05-19

Documents

Doc Name	Doc Title	Effective Date	Reviewed	RM Verified	Comments
DA 3286-A	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 41-2	ENLISTMENT/REENLISTMENT DOCUMENT - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DA 3286-B	DA 3286 SERIES (DYNAMIC ANNEX)	2007-02-12	2015-07-30	2015-07-30	
DD 1966	RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES	2007-02-12	2015-07-30	2015-07-30	
DD 4-3	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2007-02-12	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	1996-09-30	2015-07-30	2015-07-30	
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	1994-12-02	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2008-09-10	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2008-09-10	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2008-12-08	2015-07-30	2015-07-30	
CITATION	COPY OF AWARD CITATION WHEN NOT INCLUDED IN THE AWARD ORDER	2009-04-07	2021-06-11	2021-06-11	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2010-01-26	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2011-02-16	2015-07-30	2015-07-30	
DD 93	RECORD OF EMERGENCY DATA	2012-01-18	2015-07-30	2015-07-30	

Record Review

SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2012-01-18	2015-07-30	2015-07-30	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2012-09-21	2015-07-30	2015-07-30	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2012-10-31	2015-07-30	2015-07-30	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2013-10-17	2015-07-30	2015-07-30	
DD 1561	STATEMENT SUBSTANTIATING FAMILY SEPARATION ALLOWANCE	2013-06-27	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2014-08-13	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-08-13	2015-07-30	2015-07-30	
PERS REC REV	PERSONNEL RECORDS REVIEW	2014-09-22	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2014-09-22	2018-03-21	2018-03-21	Reviewed
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2014-10-16	2015-07-30	2015-07-30	
AWD DOC	AWARD	2013-01-31	2015-07-30	2015-07-30	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2015-02-17	2015-07-30	2015-07-30	
AWD DOC	AWARD	2015-02-17	2015-07-30	2015-07-30	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-06-30	2015-07-30	2015-07-30	
FIN REC REV	FINANCE RECORDS REVIEW	2015-07-30	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2015-07-30	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2015-07-30	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2015-07-30	2017-12-13	2017-12-13	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2015-12-03	2018-03-21	2018-03-21	Reviewed
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2015-12-03	2017-12-13	2017-12-13	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2016-02-11	2017-12-13	2017-12-13	
MARRIAGE CERT	CERTIFICATE OF MARRIAGE	2016-02-29	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2016-02-16	2017-12-13	2017-12-13	

Record Review

CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-02-26	2017-12-13	2017-12-13	
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-03-21	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-06-21	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2016-09-27	2017-12-13	2017-12-13	
DD 93	RECORD OF EMERGENCY DATA	2016-09-27	2017-12-13	2017-12-13	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2007-05-04	2017-12-13	2017-12-13	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2007-09-14	2017-12-13	2017-12-13	
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2017-05-11	2017-12-13	2017-12-13	
AWD DOC	AWARD	2016-08-31	2017-12-13	2017-12-13	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2017-12-12	2017-12-13	2017-12-13	
PERS REC REV	PERSONNEL RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
FIN REC REV	FINANCE RECORDS REVIEW	2017-12-13	2018-03-21	2018-03-21	Reviewed
DD 93	RECORD OF EMERGENCY DATA	2017-12-06	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-09-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2012-01-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2009-04-23	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2014-04-18	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2011-02-11	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2008-09-04	2018-03-21	2018-03-21	Reviewed
TRNSCPTS	TRANSCRIPT OF CREDIT FOR COLLEGE/UNIVERSITY/TRADE/BUSINESS SCHOOLS	2008-05-16	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-12-15	2018-03-21	2018-03-21	Reviewed

Record Review

CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-04-27	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-09-13	2018-03-21	2018-03-21	reviewed
AWD/MOS-ASI	AWARD/MOS-ASI ORDER	2007-10-04	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-10-12	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2009-10-09	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-03-26	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2010-02-05	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2014-08-22	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2016-09-30	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2017-07-14	2018-03-21	2018-03-21	Reviewed
CRS CMPL 40	COURSE COMPLETION CERTIFICATE 40 OR MORE HOURS	2007-08-25	2018-03-21	2018-03-21	Reviewed
DA 638/AWD REC	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2010-03-23	2018-03-21	2018-03-21	Reviewed
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2013-02-10	2018-03-21	2018-03-21	Reviewed
AWD DOC	AWARD	2010-02-11	2018-03-21	2018-03-21	Reviewed
PERS REC REV	PERSONNEL RECORDS REVIEW	2018-03-21	2021-06-11	2021-06-11	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2009-02-01	2021-06-11	2021-06-11	
QUAL/SKILLS	QUALIFICATIONS AND SKILLS	2011-11-03	2021-06-11	2021-06-11	
AWD DOC	AWARD	2008-06-01	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2018-10-25	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2018-11-14	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2019-05-17	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2019-08-02	2021-06-11	2021-06-11	

Record Review

SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2019-11-20	2021-06-11	2021-06-11	
ORD PROMRED	PROMOTION OR REDUCTION ORDERS	2020-03-19	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2020-04-01	2021-06-11	2021-06-11	
DA 4789	STATEMENT OF ENTITLEMENT TO SELECTIVE REENLISTMENT BONUS	2020-01-16	2021-06-11	2021-06-11	
DD 4 PACKET	ENLISTMENT CONTRACT ARMED FORCES OF THE U S	2020-01-16	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-06-30	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-06-30	2021-06-11	2021-06-11	
ASSIGN PERM	ASSIGNMENT - PERMANENT	2020-07-10	2021-06-11	2021-06-11	
DD 93	RECORD OF EMERGENCY DATA	2020-10-01	2021-06-11	2021-06-11	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2020-11-17	2021-06-11	2021-06-11	
PERS REC REV	PERSONNEL RECORDS REVIEW	2021-06-11		2022-05-19	
DD 93	RECORD OF EMERGENCY DATA	2021-07-22		2022-05-19	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2022-01-05		2022-05-19	
PERS REC REV	PERSONNEL RECORDS REVIEW	2022-05-19		2022-05-19	

RECORD REVIEW

Record Review

Comments

Soldier Comments	
Record Manager Comments	
Permanantly Missing Document	
Temporarily Missing Documents	

Record Review Details

Review Method	SOLDIER ABSENT
Review Errors	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation	SM via email

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents. Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.	By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.
Soldier Signature	Record Manager Signature Digitally signed by:MOORE.DENZIL.ALAN.[redacted] Date:2022-05-19 at 14:11:45 EDT

RECORD REVIEW

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. **For military personnel**, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. **For civilian personnel**, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or fiance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. **This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death.** It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME *(Last, First, Middle Initial)*
FORBES, MICHAEL JEFFREY

2. SSN
[redacted]

3a. SERVICE/CIVILIAN CATEGORY
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR

b. REPORTING UNIT CODE/DUTY STATION
WJTDAA / FT BRAGG

4a. SPOUSE NAME *(If applicable) (Last, First, Middle Initial)*
[redacted]

[ ] SINGLE [ ] DIVORCED [ ] WIDOWED

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

5. CHILDREN

a. NAME *(Last, First, Middle Initial)*	b. RELATIONSHIP	c. DATE OF BIRTH *(YYYYMMDD)*	d. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER

6a. FATHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
Unknown

7a. MOTHER NAME *(Last, First, Middle Initial)*

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**
[redacted]

8a. DO NOT NOTIFY DUE TO ILL HEALTH

b. NOTIFY INSTEAD
[redacted]

9a. DESIGNATED PERSON(S) *(Military only)*
None

b. ADDRESS *(Include ZIP Code)* **AND TELEPHONE NUMBER**

10. CONTRACTING AGENCY AND TELEPHONE NUMBER *(Contractors only)*

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY *(Military only)*	b. RELATIONSHIP	c. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) *(Military only)* NAME AND RELATIONSHIP	b. ADDRESS *(Include ZIP Code)* AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN *(Include rank, rate, or grade if applicable)*	16. SIGNATURE OF WITNESS *(Include rank, rate, or grade as appropriate)*	17. DATE SIGNED *(YYYYMMDD)*
FORBES.MICHAEL.JEFFREY. Digitally signed by FORBES.MICHAEL.JEFFREY. Date: 2021.07.22 10:21:21 -04'00' RANK: SFC	WILKINS.JAYLIN.DEMORRIS. [redacted] Digitally signed by WILKINS.JAYLIN.DEMORRIS. [redacted] Date: 2021.07.22 10:21:43 -04'00' RANK: SPC	20210722

DD FORM 93 (BACK), JAN 2008

Submit

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SFC	20200401	35F4S

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HQ, 528th SB (SO)(A), FORT BRAGG, 28310, SP		WJTDAA	02 | Annual

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)
20210227	20220226	12		0	michael.j.forbes7.mil@army.mil

PART II - AUTHENTICATION

a1. NAME OF RATER (Last, First, Middle Initial)	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE (YYYYMMDD)
COLLINS, MARK, E, JR.	[redacted]	COLLINS.MARK.E[redacted] Digitally signed by	20220714

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
MAJ	90A/LG	528th SB (SO)(A)	EXECUTIVE OFFICER	mark.e.collins26.mil@army.mil

b1. NAME OF SENIOR RATER (Last, First, Middle Initial)	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE (YYYYMMDD)
ROWE, ROBERT, J	[redacted]	ROWE.ROBERT.J[redacted] Digitally signed by	20220719

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
LTC	90A/LG	528th SB (SO)(A)	DEPUTY COMMANDER	robert.j.rowe18.mil@army.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE(YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE (YYYYMMDD)
	20210317	20210616	20210909	20211202	FORBES.MICHAEL.JEFFREY[redacted] Digitally signed by	20220719

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE
SENIOR INTELLIGENCE SERGEANT

b. DUTY MOSC
35F4S

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)
Serves as the Noncommissioned Officer in Charge (NCOIC) of the 528th Sustainment Brigade (Special Operations) (Airborne) S2 Section; responsible for intelligence and security support of three battalions (BNs) and a Brigade (BDE) headquarters element comprised of approximately 1,020 Soldiers (SMs); oversees the development of all intelligence products in support of logistic operations throughout seven Global Combatant Commands (GCC) and contingency operations; coordinates and supervises Personnel Security Management (PSM) programs assigned to BDE; supports S3 in Operation Security (OPSEC), Anti-terrorism/Force Protection (AT/FP) and Physical Security (PHYSEC); liaison for all Commanders (CDRs) for G22 implementation of Executive Orders (E.O.) affecting S2.

d. AREAS OF SPECIAL EMPHASIS
Special Operations Joint Task Force - Competition (SOJTF-C); Intelligence support to Support Operations (SPO) and worldwide Army Special Operations Logistics Elements (ALEs); Forager 2021 Mission Readiness Exercise (MRX).

e. APPOINTED DUTIES
Acting BDE S2 OIC; Personnel Security Manager, Intelligence Oversight Officer; Alternate BDE PHYSEC Officer (PSO); S2 Working Group (WG) Leader; INFOSEC Program Manager; BDE Motorcycle Safety Officer.

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)

a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: 66 Weight: 174 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

o No APFT IAW Army Directive 2022-05

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD	DID NOT MEET STANDARD
☒	☐

COMMENTS:

o maintained impeccable moral and ethical standards

o fostered an environment of fair treatment, awareness, and resiliency; fully supported and participated in the Army SHARP, EO, and MRT programs

RATED NCO'S NAME (Last, First, Middle Initial)	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20220226

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	COMMENTS:
d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	☐	☒	☐	☐	**o fulfilled S2 OIC requirements during rating period at all staff meetings, IPRs, and OPTs; switched to NCOIC role when needed** **o remediated USASOC's and a Contracting Company's decision to rescind BDE's participation in an INFOSEC Program contract** **o maintained his personal fitness to prepare for mission requirements; temporary profile did not hinder job performance**
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	☒	☐	☐	☐	**o employed rapid results to intelligence challenges; increased operational efficiency from 50% to 90% for all MI areas** **o recognized BDE underused and undermanned S2 LOEs of MTOE and recommended moving personnel for optimization** **o conceived use of flow charts in a "Go-Book;" augmented SOP and enabled personnel to quickly provide intelligence support**
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	☐	☒	☐	☐	**o initiated CSM manning discussions; resulted in staffing of 112th SIG BN and attached SPO analyst and increased intel oversight** **o led multi-meeting Staff Officer (O3s to O4s) WG that yielded identification of unmet need for intelligence support to the SPO** **o spearheaded the appointment of six PSOs in three BNs; enabled compliance with PHYSEC Arms Room oversight**
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	☒	☐	☐	☐	**o advised CMD TMs, at echelons, on E. O. 13467 and its impact on Tier 3/5 investigations as Continuous Vetting launched** **o generated tools for newly appointed PSOs to efficiently perform required duties; new PSO compliance increased by 75%** **o scheduled QSMP certified trainers to conduct SAV to train newly appointed armorers and PSOs across BDE**
h. **ACHIEVES:** (Gets results)	☒	☐	☐	☐	**o received 100% "commendable" rating within 7 months for all S2 PSM programs after inheriting shop that functioned at 60%** **o produced "commendable" rating during impromptu S3 ICI PHYSEC inspection due to abrupt appointment of novice S3 PSO** **o achieved BDE CDR priority of 2-year planning; created S2 task-tracker fed Mission Event Synchronization List (MESL)**

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate 1 Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐
1	7	0	0

Total Ratings: 5

j. COMMENTS:
o fulfilled both the S2 OIC and NCOIC positions for 12 months with ease due to his experience, knowledge, technical expertise and leadership. Great performance over the past year!

o strong leadership during this rating period directly increased regulatory compliance across the BDE and increased staff military intelligence support to CONUS and OCONUS operations in seven theaters.

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate 5 NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

HIGHLY QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: ROWE, ROBERT, J
DATE: 2022-07-20
TOTAL RATINGS: 8
RATINGS THIS NCO: 1

b. COMMENTS:
Top 20% NCO who strives for perfection in all areas of performance. Send to Master Leaders Course with peers. Promote to Master Sergeant with peers. Strong potential.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **Special Security Officer** 2) **USASOC G2** Broadening Assignment: **Inspector General**

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J		SFC	20200401	35F4S

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC, 528th SB (SO)(A), FT BRAGG, 28307, SP		WJTDAA	03 | Change of Rater

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)
20220227	20220831	6		0	michael.j.forbes7.mil@army.mil

PART II - AUTHENTICATION

a1. NAME OF RATER (Last, First, Middle Initial)	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE (YYYYMMDD)
COLLINS, MARK, E, JR.	[redacted]	COLLINS.MARK.E[redacted] Digitally signed by	20220914

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
MAJ	90A/LG	528th Sustainment Brigade (Special Operations)(Airborne)	Brigade Executive Officer	mark.e.collins26.mil@army.mil

b1. NAME OF SENIOR RATER (Last, First, Middle Initial)	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE (YYYYMMDD)
BRUNSON, TAVI, N	[redacted]	BRUNSON.TAVI.NIGEL[redacted] Digitally signed by	20221003

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
COL	90A/LG	HQ, 528th Sustainment Brigade (Special Operations)(Airborne)	Brigade Commander	tavi.n.brunson.mil@army.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c3. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE (YYYYMMDD)
	20220302	20220601	20220830		FORBES.MICHAEL.JEFFREY.[redacted] Digitally signed by	20221003

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
SENIOR INTELLIGENCE SERGEANT	**35F4S**

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)

Serves as the Noncommissioned Officer in Charge (NCOIC) of the 528th Sustainment Brigade (Special Operations)(Airborne) S2 Section; responsible for intelligence and security support of three battalions (BNs) and a Brigade (BDE) headquarters element comprised of approximately 1,020 Soldiers (SMs); oversees the development of all intelligence products in support of logistic operations throughout seven Global Combatant Commands (GCC) and contingency operations; coordinates and supervises Personnel Security Management (PSM) programs assigned to BDE; supports S3 in Operation Security (OPSEC), Anti-terrorism/Force Protection (AT/FP) and Physical Security (PHYSEC); liaison for all Commanders (CDRs) for G22 implementation of Executive Orders (E.O.) affecting S2.

d. AREAS OF SPECIAL EMPHASIS

Defense Information Security System (DISS); Mission Readiness Exercise (MRX); Intel support to Support Operations (SPO) and worldwide Army Special Operations Logistics Elements (ALEs).

e. APPOINTED DUTIES

Acting BDE S2 OIC; BDE S2 NCOIC; Personnel Security Manager; Intelligence Oversight Officer; Alternate BDE PHYSEC Officer (PSO); S2 Working Group (WG) Leader; BDE Motorcycle Safety Officer.

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)

a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: 66 Weight: 174 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

o No APFT IAW Army Directive 2022-05

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☒ DID NOT MEET STANDARD ☐

COMMENTS:

o fully supported Army SHARP, EO, and MRT programs

o model of the Army Values; promoted those values with others and exemplified the highest standards of personal conduct both on and off duty

RATED NCO'S NAME (Last, First, Middle Initial)	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20220831

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☒	MET STANDARD ☐	DID NOT MEET STANDARD ☐
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	FAR EXCEEDED STANDARD ☒	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☐
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	FAR EXCEEDED STANDARD ☒	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☐
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	FAR EXCEEDED STANDARD ☒	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☐
h. **ACHIEVES:** (Gets results)	FAR EXCEEDED STANDARD ☒	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☐

COMMENTS:

o educated and briefed 1 BDE and 3 BN Command Teams on the 13 adjudicative guidelines and efficiently reporting to DoD CAF

o shined as the acting S2 OIC during the BDE MRX; intel products enabled the BDE Staff to develop robust COAs

o communicated proactively with incoming BDE S2 OIC to ensure a seamless transition from an OCONUS assignment

COMMENTS:

o discovered missing ownership of SMs clearances in DISS; all 3 BNs followed his immediate remediation to regain compliance

o decreased processing time upgrading the BDE TSCIF into a fully accredited SCIF utilizing the blueprints of BLDG X-4047

o supervised the status inventory of all BDE safes to spearhead a buyer's purchasing agreement request; reduced cost by 30%

COMMENTS:

o created missing Intelligence Oversight program with USASOC IG and 1SFC IO personnel input; quickly led BNs to comply

o ensured all 35 SMs of the 905 Contracting BN, a tenant USASOC unit, was supported with Personnel Security capability

o initiated inter-unit CSM manning discussions; resulted in permanent staffing of attached BDE Personnel Security Manager

COMMENTS:

o trained 3 new PSMs across 2 BNs from novice to fully capable; augmented and customized USASOC training plan

o trained 50% and tracked 100% of BDE motorcycle riders by creating / leading a 6-event season of day-long mentored rides

o updated command teams, at echelons, on E. O. 13467 and its impact on Tier 3/5 investigations with Continuous Vetting

COMMENTS:

o rebuilt unsatisfactory Industrial Security Program; garnered a 100% during follow-up inspection

o streamlined historical BDE S2 portal information into functional areas for an action-centric, efficient user experience

o standardized BN reporting by creating and maintaining reporting trackers on a collaborative web-based platform

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate 2 Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☒	☐	☐
1	9	0	0

Total Ratings: 6

j. COMMENTS:

o stellar performance, dedication, and commitment to excellence during the rating period; finds most efficient and effective means to remain in regulatory compliance

o earned staff's respect with solid guidance, eagerness to learn other sections' functions, and interoperability; steadfast in protection of command team's decision-making process and reducing risk

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate 4 NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

HIGHLY QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: BRUNSON, TAVI, N
DATE: 2022-10-03
TOTAL RATINGS: 10
RATINGS THIS NCO: 1

b. COMMENTS:

SFC Forbes is a top 15% NCO with tremendous potential to excel. SFC Forbes' ably served as both OIC and NCOIC of the BDE S2 Section and revitalized our physical security programs; his performance validates his exceptional potential at the next level. Send to Master Leaders Course and promote to Master Sergeant ahead of peers.

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) **Special Security Officer** 2) **1SFC(A) G2** Broadening Assignment: **Inspector General**

Department of the Army

0003851143.00 04 January 2023

SFC Forbes, Michael J [redacted] 35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Action: Assignment Reason: Attachment

Effective Date: 04 January 2023 End Date: 01 June 2023

Report Date: 04 January 2023

Report To: WKENT0 - 0389 MI BN BN HHC MILITAR FORT BRAGG, NC 28307

Position Number: 06315627

Position Title: INTELLIGENCE ANALYST

Force Management ID: 72063297760152498

For Military resources please visit the Military One Source website.

By Authority of Department of the Army

Approved By: SFC Markle, Trinity M, Senior Human Resources Sergean, WJTDAA

Department of the Army

0003851143.00 04 January 2023

SFC Forbes, Michael J [redacted] 35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Additional Information:

RECORD OF EMERGENCY DATA

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. For military personnel, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. For civilian personnel, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or finance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

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IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME (Last, First, Middle Initial)	2. SSN
FORBES, MICHAEL, J	[redacted]

3a. SERVICE/CIVILIAN CATEGORY	b. REPORTING UNIT CODE/DUTY STATION
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR	00246548 - 0528 CS HHC HHC

4a. SPOUSE NAME (If applicable) (Last, First, Middle Initial	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER
[redacted]	[redacted]
[ ] SINGLE [ ] DIVORCED [ ] WIDOWED	

5a. CHILDREN NAME (Last, First, Middle Initial)	b. RELATIONSHIP	c. DATE OF BIRTH (YYYYMMDD)	d. ADDRESS (Include ZIP Code) AND TELEPHONE NUM

6a.FATHER NAME (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER

7a. MOTHER NAME (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBE

8a. DO NOT NOTIFY DUE TO ILL HEALTH	b. NOTIFY INSTEAD
None	None

9a. DESIGNATED PERSON(S) (Military only)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER
[redacted]	

10. CONTRACTING AGENCY AND TELEPHONE NUMBER (Contractors only)
Not Applicable

DD FORM 93, JAN 2008 PREVIOUS EDITION IS OBSOLETE.

SECTION 2 - BENEFITS RELATED INFORMATION

11a. BENEFICIARY(IES) FOR DEATH GRATUITY (Military only)	b. RELATIONSHIP	c. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]			100

12a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES (Military only) NAME and RELATIONSHIP	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]		100

13a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) NAME and RELATIONSHIP (Military only)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER
[redacted]	

14. CONTINUATION/REMARKS

15. SIGNATURE OF SERVICE MEMBER/CIVILIAN (Include rank, rate or grade if applicable)	16. SIGNATURE OF WITNESS (Include rank, rate, or grade as appropriate)	17. DATE SIGNED (YYYYMMDD)
cn=FORBES.MICHAEL.JEFFREY. [redacted] ou=USA,ou=PKI,ou=DoD, o=U.S. Government,c=US		2023-03-21T18:12:42

DD FORM 93 (BACK), JAN 2008

INSTRUCTIONS FOR PREPARING DD FORM 93

(See appropriate Service Directives for supplemental instructions for completion of this form at other than MEPS)

All entries explained below are for electronic or typewriter completion, except those specifically noted. If a computer or typewriter is not available, print in black or blue-black ink insuring a legible image on all copies. Include "Jr.," "Sr.," "III" or similar designation for each name, if applicable. When an address is entered, include the appropriate ZIP Code. If the member cannot provide a current address, indicate "unknown" in the appropriate item. Addresses shown as P.O. Box Numbers or RFD numbers should indicate in Item 14, "Continuations/Remarks", a street address or general guidance to reach the place of residence. In addition, the notation "See Item 14" should be included in the item pertaining to the particular next of kin or when the space for a particular item is insufficient. If the address for the person in the item has been shown in a preceding item, it is unnecessary to repeat the address; however, the name must be entered. Those items that are considered not applicable to civilians will be left blank.

ITEM 1. Enter full last name, first name, and middle initial.

ITEM 2. Enter social security number (SSN).

ITEM 3a. Service. Military: Mark X in appropriate block. Civilian: Mark two blocks as appropriate. Examples: an Army civilian would mark Army and either Civilian or Contractor; a DoD civilian, without affiliation to one of the Military Services, would mark DoD and then either Civilian or Contractor as appropriate.

ITEM 3b. Reporting Unit Code/Duty Station. See Service Directives.

ITEM 4a. Spouse Name. Enter last name (if different from Item 1), first name and middle initial on the line provided. If single, divorced, or widowed, mark appropriate block.

ITEM 4b. Address and Telephone Number. Enter the "actual" address and telephone number, not the mailing address. Include civilian title or military rank and service if applicable. If one of the blocks in 4a is marked, leave blank.

ITEM 5a-d. Children. Enter last name (only if different from Item 1) first name and middle initial, relationship, and date of birth of all children. If none, so state. Include illegitimate children if acknowledged by member or paternity/maternity has been judicially decreed. Relationship examples: son, daughter, stepson or daughter, adopted son or daughter or ward. Date of birth example: 19950704. For children not living with the member's current spouse, include address and name and relationship of person with whom residing in item 5d.

ITEM 6a. Father Name. Last name, first name and middle initial.

ITEM 6b. Address and Telephone Number of Father. If unknown or deceased, so state. Include civilian title or military rank and service if applicable. If other than natural father is listed, indicate relationship.

ITEM 7a. Mother Name. Last name, first name and middle initial.

ITEM 7b. Address and Telephone Number of Mother. If unknown or deceased, so state. Include civilian title or military rank and service if applicable. If other than natural mother is listed, indicate relationship.

ITEM 8. Persons Not to be Notified Due to Ill Health.

a. List relationship, e.g., "Mother," of person(s) listed in Items 4, 5, 6, or 7 who are not to be notified of a casualty due to ill health. If more than one child, specify, e.g., "daughter Susan." Otherwise, enter "None".

b. List relationship, e.g., "Father" or name and address of person(s) to be notified in lieu of person(s) listed in item 8a. If "None" is entered in Item 8a, leave blank.

ITEM 9a. This item will be used to record the name of the person or persons, if any, other than the member's primary next of kin or immediate family, to whom information on the whereabouts and status of the member shall be provided if the member is placed in a missing status. Reference 10 USC, Section 655. NOT APPLICABLE to civilians.

ITEM 9b. Address and telephone number of Designated Person(s). NOT APPLICABLE to civilians.

ITEM 10. Contracting Agency and Telephone Number (Contractors only). NOT APPLICABLE to military personnel. Civilian contractors will provide the name of their contracting agency and its telephone number. Example: XYZ Electric, (703) 555-5689. The telephone number should be to the company or corporation's personnel or human resources office.

ITEM 11a. Beneficiary(ies) for Death Gratuity (Military only). Enter first name(s), middle initial, and last name(s) of the person(s) to receive death gratuity pay. A member may designate one or more persons to receive all or a portion of the death gratuity pay. The designation of a person to receive a portion of the amount shall indicate the percentage of the amount, to be specified only in 10 percent increments, that the person may receive. If the member does not wish to designate a beneficiary for the payment of death gratuity, enter "None," or if the full amount is not designated, the payment or balance will be paid as follows:

(1) To the surviving spouse of the person, if any;

(2) To any surviving children of the person and the descendants of any deceased children by representation;

(3) To the surviving parents or the survivor of them;

(4) To the duly appointed executor or administrator of the estate of the person;

(5) If there are none of the above, to other next of kin of the person entitled under the laws of domicile of the person at the time of the person's death.

The member should make specific designations, as it expedites payment.

INSTRUCTIONS FOR PREPARING DD FORM 93
(Continued)

ITEM 11a. (Continued) Seek legal advice if naming a minor child as a beneficiary. If a member has a spouse but designates a person other than the spouse to receive all or a portion of the death gratuity pay, the Service concerned is required to provide notice of the designation to the spouse. NOT APPLICABLE to civilians.

Item 11b. Relationship. NOT APPLICABLE to civilians.

ITEM 11c. Enter beneficiary(ies) full mailing address and telephone number to include the ZIP Code. NOT APPLICABLE to civilians.

ITEM 11d. Show the percentage to be paid to each person. Enter 10%, 20%, 30%, up to 100% as appropriate. The sum shares must equal 100 percent. If no percent is indicated and more than one person is named, the money is paid in equal shares to the persons named. NOT APPLICABLE to civilians.

ITEM 12a. Beneficiary(ies) for Unpaid Pay/Allowance (Military only). Enter first name(s), middle initial, last name(s) and relationship of person to receive unpaid pay and allowances at the time of death. The member may indicate anyone to receive this payment. If the member designated two or more beneficiaries, state the percentage to be paid each in item 10c. If the member does not wish to designate a beneficiary, enter "By Law." The member is urged to designate a beneficiary for unpaid pay and allowances as payment will be made to the person in order of precedence by law (10 USC 2771) in the absence of a designation. Seek legal advice if naming a minor child as beneficiary. NOT APPLICABLE to civilians.

ITEM 12b. Enter beneficiary(ies) full mailing address and telephone number to include the ZIP Code. NOT APPLICABLE to civilians.

ITEM 12c. If the member designated two or more beneficiaries, state the percentage to be paid each in this section. The sum shares must equal 100 percent. NOT APPLICABLE to civilians.

ITEM 13a. Enter the name and relationship of the Person Authorized to Direct Disposition (PADD) of your remains should you become a casualty. Only the following persons may be named as a PADD: surviving spouse, blood relative of legal age, or adoptive relatives of the decedent. If neither of these three can be found, a person standing in loco parentis may be named. NOT APPLICABLE to civilians.

ITEM 13b. Address and telephone number of PADD. NOT APPLICABLE to civilians.

ITEM 14. Continuations/Remarks. Use this item for remarks or continuation of other items, if necessary. Prefix entry with the number of the item being continued; for example, 5/John J./son/ 19851220/321 Pecan Drive, Schertz TX 78151. Also use this item to list name, address, and relationship of other persons the member desires to be notified. Other dependents may also be listed. This block offers the greatest amount of flexibility for the member to record other important information not otherwise requested but considered extremely useful in the casualty notification and assistance process. Besides continuing information from other blocks on this form, the member may desire to include additional information such as: NOK language barriers, location or existence of a Will, additional private insurance information, other family member contact numbers, etc. If additional space is required, attach a supplemental sheet of standard bond paper with the information.

ITEM 15. Signature of Service Member/Civilian. Check and verify all entries and sign all copies in ink as follows: First name, middle initial, last name. Include rank, rate, or grade if applicable. May be electronically signed (see DoD Instruction 1300.18 for guidelines).

ITEM 16. Signature of Witness. Have a witness (disinterested person) sign all copies in ink as follows: First name, middle initial, last name. Include rank, rate, or grade as appropriate. A witness signature is not required for electronic versions of the DD Form 93 (see DoD Instruction 1300.18).

ITEM 17. Date the member or civilian signs the form. This item is an ink entry and must be completed on all copies.

Department of the Army

0003851143.01 22 March 2023
115689209

SFC Forbes, Michael J [redacted] 35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Order 0003851143 is Revoked

Action: Assignment Reason: Attachment

Effective Date: 04 January 2023 End Date: 01 June 2023

Report Date: 04 January 2023

Report To: WKENT0 - 0389 MI BN BN HHC MILITAR

, FORT BRAGG, NC 28307

Position Number: 06315627

Position Title: INTELLIGENCE ANALYST

Force Management ID: 72063297760152498

For Military resources please visit the Military One Source website.

By Authority of Department of the Army

Approved By: CPT Kostich, Theodore M, Sa Hr Chief, W0V2AA

Department of the Army

0003851143.01 22 March 2023
115689209

SFC Forbes, Michael J [redacted]35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Additional Information:

Department of the Army

0003851143.01 22 March 2023
115689209

SFC Forbes, Michael J [redacted]35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Action: Assignment Reason: Attachment

Effective Date: 04 January 2023 End Date: 01 June 2023

Report Date: 04 January 2023

Report To: WKENT0 - 0389 MI BN BN HHC MILITAR

FORT BRAGG, NC 28307

Position Number: 06315627

Position Title: INTELLIGENCE ANALYST

Force Management ID: 72063297760152498

For Military resources please visit the Military One Source website.

By Authority of Department of the Army

Approved By: SFC Markle, Trinity M, Senior Human Resources Sergean, WJTDAA

Department of the Army

0003851143.01 22 March 2023
115689209

SFC Forbes, Michael J [redacted]35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Additional Information:

Department of the Army

0004274083.00 22 March 2023
116678331

SFC Forbes, Michael J [redacted] 35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Action: Assignment Reason: Attachment

Effective Date: 04 January 2023 End Date: 01 June 2023

Report Date: 04 January 2023

Report To: WKENT0 - 0389 MI BN BN HHC MILITAR

, FORT BRAGG, NC 28307

Position Number: 06315627

Position Title: INTELLIGENCE ANALYST

Force Management ID: 72063297760152498

For Military resources please visit the Military One Source website.

By Authority of Department of the Army

Approved By: CPT Kostich, Theodore M, Sa Hr Chief, W0V2AA

Department of the Army

0004274083.00 22 March 2023
116678331

SFC Forbes, Michael J [redacted]35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Fort Bragg, NC 28307

Additional Information:

Record Review

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record.This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEW	Initiated	2023-06-02
Soldier EDIPI		Record Manager	RAMSEY KEDRICK T	Due By	2023-05-20

Documents

Doc Name	Doc Title	Effective Date	Reviewed	RM Verified	Comments
PERS REC REV	PERSONNEL RECORDS REVIEW	2021-06-11		2022-05-19	
DD 93	RECORD OF EMERGENCY DATA	2021-07-22		2022-05-19	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2022-01-05		2022-05-19	
PERS REC REV	PERSONNEL RECORDS REVIEW	2022-05-19		2022-05-19	
PERS REC REV	PERSONNEL RECORDS REVIEW	2022-05-19		2023-06-02	
DD 93	RECORD OF EMERGENCY DATA	2022-06-30		2023-06-02	
DA 638	RECOMMENDATION FOR AWARD (APPROVALS/DISAPPROVALS)	2020-10-19		2023-06-02	
AWD DOC	AWARD	2020-09-30		2023-06-02	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2022-02-12		2023-06-02	
ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	2023-01-04		2023-06-02	
DD 93	RECORD OF EMERGENCY DATA	2023-03-21		2023-06-02	
SGLV 8286	SERVICEMEN`S GROUP LIFE INSURANCE (SGLI) ELECTION	2023-03-21		2023-06-02	
ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	2023-01-04		2023-06-02	
ASSIGN TEMP OTH REV	REVOCATION OF ASSIGNMENT TEMPORARY - OTHER	2023-01-04		2023-06-02	

RECORD REVIEW

Record Review

Comments

Soldier Comments	
Record Manager Comments	Open Cases: Case#: 22832933, ssn = [redacted] doc type = PERS REC REV; effective date = 05/19/2022
Permanantly Missing Document	
Temporarily Missing Documents	

Record Review Details

Review Method	SOLDIER ABSENT
Review Errors	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable	OTHER - OTHER REASON (DESCRIPTION REQUIRED)
Soldier Unavailable Explanation	Via Email

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Soldier Signature	Record Manager Signature
	Digitally signed by:RAMSEY.KEDRICK.TEVON.[redacted] Date:2023-06-02 at 07:38:18 EDT

Department of the Army

0005452166.00 24 July 2023
118203642

SFC Forbes, Michael J [redacted] 35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Ft Liberty, NC 28310

Action: Assignment Reason: Attachment

Effective Date: 25 July 2023 End Date: 09 October 2023

Report Date: 25 July 2023

Report To: W0V2HD - AUGOE0V2HD

*, FT LIBERTY, NC 28310

Position Number: 08998991

Position Title: INTELLIGENCE ANALYST

Force Management ID: 72063297775414250

For Military resources please visit the Military One Source website.

By Authority of Department of the Army

Approved By: SSG Ponce, Eric, Human Resources Sgt, W0V2AA

Department of the Army

0005452166.00 24 July 2023
118203642

SFC Forbes, Michael J [redacted]35F4EP, WJTDAA - 0528 CS HHC HHC SUSTAIN BDE Ft Liberty, NC 28310

Additional Information:

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN (or DOD ID No.)	c. RANK	d. DATE OF RANK	e. PMOSC
FORBES, MICHAEL, J	[redacted]	SFC	20200401	35F4S

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION
HHC, 528TH SB (SO) (A), FT LIBERTY, 28310, SP		WJTDAA	05 | Relief for Cause

j. PERIOD COVERED FROM (YEAR MONTH DAY)	THRU (YEAR MONTH DAY)	k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS *(.gov or .mil)*
20220901	20230712	4	Z	3	michael.j.forbes.mil@socom.mil

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE *(YYYYMMDD)*
LOWRIE, PATRINA, A	[redacted]	LOWRIE.PATRINA.ANASTASIA.[redacted] Digitally signed by	20230721

a5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a6. RATER'S EMAIL ADDRESS (.gov or .mil)
CPT	MI	HHC, 528TH SB (SO) (A)	Brigade Intelligence Officer	patrina.a.lowrie.mil@army.mil

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE *(YYYYMMDD)*
FURLOW, BURTON, JR	[redacted]	FURLOW.BURTON.JR [redacted] Digitally signed by	20231005

b5. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)
LTC	LG	HHC, 528TH SB (SO) (A)	Brigade Deputy Commanding Officer	burton.furlow2.mil@army.mil

c1. SUPPLEMENTARY REVIEW REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER *(Last, First, Middle Initial)*	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT
☐ YES ☒ NO					

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE *(YYYYMMDD)*	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*
☐ YES ☐ NO			

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE *(YYYYMMDD)*
	20221118	20230110	20230501	20230511		

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE
SENIOR INTELLIGENCE SERGEANT

b. DUTY MOSC
35F4S

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*
Serves as the Brigade Intelligence NCOIC in a Special Operations, Airborne unit with a focused mission to plan, integrate, and assess Army Special Operations Forces (SOF) Peculiar logistics to sustain SOF across the full spectrum of employment; responsible for providing effective intelligence for Support Operations (SPO) in support of forward deployed ARSOF Liaison Elements (ALEs); maintain accurate record keeping of reportable activities to the Brigade Commander; ensure the unit has a common understanding of personnel and physical security management and the Personnel Accountability Security Program (PSAP); responsible for the health, morale, welfare and training of 1 Officer, and 2 Soldiers; maintained accountability of sensitive equipment valued in excess of $400,000 dollars.

d. AREAS OF SPECIAL EMPHASIS
Personnel Security Manager; Information Security

e. APPOINTED DUTIES
Intelligence Oversight Officer; Motorcycle Mentorship NCOIC; Crime Prevention; Non-Standard Physical Security Officer; Industrial Security; Focal Point Control Officer

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: 66 Weight: 175 Within Standard? YES

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

o ACFT: PASS 20220929

c. **CHARACTER**: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)

MET STANDARD ☐ DID NOT MEET STANDARD ☒

COMMENTS:

o failed to live up to the Army Values by being disrespectful in language and deportment towards a field grade officer; led to field grade feeling unsafe

o supported the Army's SHARP, EO, and EEO programs

RATED NCO'S NAME (Last, First, Middle Initial)	SSN (or DOD ID No.)	THRU DATE
FORBES, MICHAEL, J	[redacted]	20230712

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

d. **PRESENCE:** (Military and professional bearing, Fitness, Confidence, Resilience)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
e. **INTELLECT:** (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
f. **LEADS:** (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☐	DID NOT MEET STANDARD ☒
g. **DEVELOPS:** (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐
h. **ACHIEVES:** (Gets results)	FAR EXCEEDED STANDARD ☐	EXCEEDED STANDARD ☐	MET STANDARD ☒	DID NOT MEET STANDARD ☐

COMMENTS:

o ensured Soldiers maintained good order and discipline throughout this rating period; zero incidents within his section

o projected confidence enthusiasm, and mental toughness when assisting Soldiers; reinforced policies and standards for personnel

COMMENTS:

o developed a robust motorcycle mentorship program; led to increased participation across the Brigade and policy changes

o utilized extensive personnel security experience to develop an effective SOP; resulted in shared understanding

COMMENTS:

o exhibited counterproductive leadership qualities IAW ADP 6-22; displayed incompetence, self-serving, and erratic behaviors

o failed to communicate effectively across the BDE; led to distrust and disintegration within the unit due to being intemperate

COMMENTS:

o displayed a strong concern for Soldiers; utilized available resources to minimize and address Soldier issues across the BDE

o promoted regulatory policies for the Personnel Security Accountability Program (PSAP); led to improved security posture

COMMENTS:

o created a closed-circuit television (CCTV) how-to-guide; resulted in Soldiers addressing camera issues at the lowest level

o maintained 100% accountability of sensitive equipment during property change over; all shortages identified and placed on order

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate 1 Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☒
0	2	0	1

Total Ratings: 3

j. COMMENTS:

o I directed this RFC because I lost trust and confidence in SFC Forbes to perform as the BDE S2 NCOIC during this rating period based substantiated allegations of counter productive leadership from an AR 15-6 investigation.

o the rated NCO has been notified of the reason for the relief. SFC Forbes is technically proficient in MOS duties and passionate about "doing what is right." His approach to effect change was poor, but there is always room to develop.

PART V - SENIOR RATER OVERALL POTENTIAL

a. I currently senior rate 3 NCOs in this grade.

HQDA SENIOR RATER PROFILE COMPARISON

NOT QUALIFIED

RNCO: FORBES, MICHAEL, J
SR: FURLOW, BURTON, JR
DATE: 2023-10-05
TOTAL RATINGS: 18
RATINGS THIS NCO: 1

b. COMMENTS:

NCO Refuses to sign. SFC Forbes had a pattern of unprofessional behavior and non-compliance with the accepted professional standards consisting of attributes and competencies as part of the leadership requirements model. This pattern of behavior is in conflict with my ability to maintain cohesion amongst the Brigade Staff. SFC Forbes did not demonstrate potential for promotion to the rank of master sergeant th

c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment: 1) 2) Broadening Assignment:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
BUILDING X-4047 NEW DAWN DRIVE
FORT BRAGG NORTH CAROLINA 28310-8500

AOSC-JA

S: 7 February 2023
12 January 2023

MEMORANDUM FOR 2LT Miriam Tolston, 112th Signal Battalion (Special Operations) (Airborne), 528th Sustainment Brigade (Special Operations) (Airborne), Fort Bragg, North Carolina 28310-8500

SUBJECT: Appointment as Investigating Officer

1. **Appointment.** You are hereby appointed as an Investigating Officer (IO) pursuant to Army Regulation (AR) 15-6, *Procedures for Administrative Investigations and Boards of Officers*, to conduct an investigation into allegations of disrespect toward a superior commissioned officer and counterproductive leadership regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO)(A).

2. **Instructions.** The purpose of an AR 15-6 investigation is to elicit facts. Your investigation should explore any issues or deficiencies with policy, procedures, resources, doctrine, training, and leadership that might have contributed to this incident.

a. Your responsibilities as an IO take precedence over all other military duties. You have 15 duty days from the date you receive this appointment memorandum to submit your completed investigation to your legal advisor. Coordinate any requests for extensions through your legal advisor.

b. Consult with your legal advisor before making substantive efforts regarding your investigation. CPT Suzanne Dycus, Brigade Judge Advocate, is your legal advisor, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

c. Read the relevant portions of AR 15-6, AR 600-100, ADP 6-22, Article 89 UCMJ, and any other applicable authorities prior to beginning your investigation.

d. At a minimum, you should interview MAJ Rhea Racaza, MAJ CH Alvaro Rivera, 1SG Larry Morgan, CPT Patrina Lowrie, PFC Matthew Scheffing, SFC Michael Forbes, and any other relevant witnesses in order to address the following questions and issues:

(1) 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?

(2) 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?

e. If something happens that could cause me to consider enlarging, restricting, terminating, or otherwise modifying your investigation, you should immediately report this to me through your legal advisor.

3. **Conduct of the Investigation.** You are to conduct this investigation using the general guidance and procedures outlined in AR 15-6, Chapters 3 and 5.

a. To the extent possible, witness statements will be written and sworn on a DA Form 2823. Do not collect social security numbers. You have the authority to administer oaths pursuant to Article 136, UCMJ. If it is impracticable to obtain a written and/or sworn statement from a witness, you will attest to the accuracy of the statement in whatever form it appears in your report.

b. No U.S. military or civilian witnesses can be ordered to provide information that may incriminate them. If you come to suspect a person may have engaged in criminal conduct, consult with your legal advisor. Under no circumstances should you attempt to elicit any incriminating information from a witness without first advising that person of his/her rights under Article 31, UCMJ, or the Fifth Amendment of the U.S. Constitution, as appropriate. Document your rights advisement and witness waivers of their rights on a DA Form 3881, Rights Warning Procedure/Waiver Certificate.

c. Should you determine in the context of your investigation that a Soldier's status has changed from favorable to unfavorable, as defined in AR 600-8-2, *Suspension of Favorable Personnel Actions*, you must notify me through your legal advisor.

4. **Report of Investigation.** Use a DA Form 1574-1, Report of Proceedings by Investigating Officer, and attach all required enclosures and exhibits.

a. Findings. A finding is a clear and concise statement of fact that can be readily deduced from exhibits in the record. For each potential instance of misconduct, you will reach a finding of "substantiated" or "unsubstantiated." Misconduct is "substantiated" if you find it to be true by a preponderance of the evidence, which means 51% or "more likely than not." Cite the exhibits that support your findings. If evidence conflicts, make a finding as to which evidence is more credible and why you believe it to be so.

b. Recommendations. Based on your findings, make recommendations as to what changes, if any, are needed in terms of policy, procedures, resources, doctrine, training, and leadership to avoid incidents of this nature in the future. Also, if appropriate, make recommendations of administrative or punitive action consistent with your findings. Each recommendation will cite to the finding that supports it, and should comport with the guidance in AR 15-6, paragraph 3-11.

AOSC-JA
SUBJECT: Appointment as Investigating Officer

c. Assembly. Your completed investigation will include, in the following order:

(1) This memorandum of appointment;

(2) A completed DA Form 1574-1;

(3) A memorandum with your findings and recommendations;

(4) A detailed chronology of the daily actions you took during your investigation;

(5) A list of the witnesses you interviewed;

(6) An index of the attached exhibits;

(7) All exhibits, labeled and numbered, including the ERB/ORB of any Soldier flagged pursuant to your investigation;

(8) A tabbed/indexed hard copy of the complete investigation. Do not use document protectors; and

(9) A scanned copy of the complete investigation.

5. POC for this memorandum is CPT Suzanne Dycus, 95th Civil Affairs Brigade Judge Advocate, and can be reached at 910-643-6065 or suzanne.j.dycus.mil@socom.mil.

TAVIN N. BRUNSON
COL, LG
Commanding

REPORT OF PROCEEDINGS BY INVESTIGATING OFFICER

Note. Completed forms may contain personally identifiable information and require handling as set forth in AR 340-21.
For use of this form, see AR 15-6; the proponent agency is OTJAG.

IF MORE SPACE IS REQUIRED IN FILLING OUT ANY PORTION OF THIS FORM, ATTACH ADDITIONAL SHEETS

SECTION I - APPOINTMENT

Appointed by COL Tavi Brunson
(Appointing authority)

on 20230112 *(Date)* *(Attach enclosure 1: Letter of appointment or summary of oral appointment data.) (See para 3-15, AR 15-6.)*

SECTION II - TIMELINE

1. The *(investigation)* commenced at FORT BRAGG, NORTH CAROLINA *(Place)* at 0900 *(Time)*

on 20230117 *(Date)*

2. The *(investigating officer)* finished gathering/hearing evidence a 1600 *(Time)* on 20230221 *(Date)* and completed

findings and recommendations at 2330 *(Time)* on 20230222 *(Date)*

SECTION III - CHECKLIST FOR PROCEEDINGS

A. COMPLETE IN ALL CASES	YES	NO[1/]	NA[2/]
1. Enclosures *(para 3-13, AR 15-6)* Are the following enclosed and numbered consecutively with Roman numerals: *(Attached in order listed)*			
a. The memorandum of appointment?	☒	☐	
b. All other written communications to or from the appointing authority?	☒	☐	☐
c. Privacy Act Statements *(Certificate, if statement provided orally)?*	☐	☐	☒
d. Explanation by the investigating officer of any unusual delays, difficulties, irregularities, or other problems encountered *(e.g., absence of material witnesses)?*	☐	☐	☒
e. Any other significant papers *(other than evidence)* relating to administrative aspects of the investigation?	☐	☐	☒
f. An Executive Summary, Index of Exhibits, Chronology of the Investigation and lists of all persons interviewed and evidence gathered. *(Complex, serious and/or high profile cases)?*	☒	☐	☐
2. Exhibits *(para 3-14, AR 15-6)*			
a. Are all items offered *(whether or not received)* or considered as evidence individually numbered or lettered as exhibits and attached to this report?	☒	☐	☐
b. Is an index of all exhibits offered to or considered by investigating officer attached before the first exhibit?	☒	☐	☐
c. Has the testimony/statement of each witness been recorded verbatim or been reduced to written form and attached as an exhibit?	☒	☐	☐
d. Are copies, descriptions, or depictions *(if substituted for real or documentary evidence)* properly authenticated and is the location of the original evidence indicated?	☒	☐	☐
e. Are descriptions or diagrams included of locations visited by the investigating officer *(Appendix C-3, AR 15-6)?*	☐	☐	☒
f. Is each written stipulation attached as an exhibit and is each oral stipulation either reduced to writing and made an exhibit or recorded?	☒	☐	☐

FOOTNOTES: *1/ Explain all negative answers on an attached sheet.*
2/ Use of the N/A column constitutes a positive representation that the circumstances described in the question did not occur in this investigation.

SECTION IV - FINDINGS *(para 3-10, AR 15-6)*

The *(investigating officer)*, having carefully considered the evidence, finds: *[Each paragraph should be one conclusion based on the evidence gathered during the investigation. These findings should provide answers to each question posed by the appointing authority in the appointment memorandum. The evidence that supports each finding must be cited.]*

See Findings and Recommendations

SECTION V - RECOMMENDATIONS *(para 3-11, AR 15-6)*

In view of the above findings, the *(investigating officer)* recommends: *[Each paragraph should be one recommendation based on the findings in Section IV. Address what actions, if any, should be taken with regard to the individuals involved, the unit leadership, and any steps that can be taken to prevent the occurrence in the future. Recommendations do not need to be adverse or punitive. For example, the investigation results can be used as a training tool.]*

See Findings and Recommendations

SECTION VI - AUTHENTICATION *(para 3-15, AR 15-6)*

THIS REPORT OF PROCEEDINGS IS COMPLETE AND ACCURATE.

2LT MIRRIAM TOLSTON
(Investigating Officer)

SECTION VII - ACTION BY APPOVING AUTHORITY *(para 2-8, AR 15-6)*

The findings and recommendations of the *(investigating officer)* are:

a) Approved.

b) Approved with the following modifications:

(1) The following findings of fact are added/deleted:

(2) The following findings of fact are modified as follows:

I approve the finding as it relates to counter productive leadership, but disapprove the finding of harassment.

(3) The following recommendations are added/deleted:

(4) The following recommendations are modified as follows:

(5) The action recommended in recommendation _____ has been accomplished by _____.

(6) Recommendation(s) _____ is not appropriate for action by this command: however, a copy of this investigation is being furnished to _____ for such action as deemed appropriate.

c) Disapproved.

d) The report is (incomplete), (ambiguous), (erroneous) and/or (specify deficiency) with respect to _____.

It is, therefore, hereby returned to the IO for corrective action as follows _____.

BRUNSON.TAVI.NIGEL.[redacted]
Digitally signed by BRUNSON.TAVI.NIGEL.[redacted]
Date: 2023.04.20 10:20:26 -04'00'

TAVI N. BRUNSON
COL, LG
Commanding

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 Recaza speak. At that time SFC Forbes threatened to call USASOC JAG and continued to demand MAJ Racaza provide him

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) I 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

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.

AOSC-SIG-BC
SUBJECT: Findings and Recommendations for Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

TOLSTON.MIRRIAM.GE Digitally signed by TOLSTON.MIRRIAM.GORMAINE.[redacted]
RMAINE.[redacted] Date: 2025.04.13 09:26:23 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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)

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: Army Regulation (AR) 15-6 Investigation Regarding Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A).

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

AOSC-SIG-BC
SUBJECT: Army Regulation (AR) 15-6 Investigation Chronology Allegations of Disrespect Towards a Senior Commissioned Officer and Counterproductive Leadership Regarding SFC Michael Forbes, HHC, 528th Sustainment Brigade (SO) (A)

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.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.11 08:21:39 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Table of Contents

ENCLOSURES:

Exhibits:

DEPARTMENT OF THE ARMY
HEADQUARTERS, 528TH SUSTAINMENT BRIGADE (SPECIAL OPERATIONS)(AIRBORNE)
H-3531 9TH INFANTRY STREET (STOP A)
FORT BRAGG, NORTH CAROLINA 28310-8500

AOSO-JA 24 January 2023

MEMORANDUM FOR Investigating Officer (IO), 15-6 Investigation regarding SFC Michael Forbes

SUBJECT: Extension request

1. I have reviewed the request for extension submitted by the IO.

2. I hereby **approve** the extension request and direct the IO to complete this investigation and submit a copy to the appointed legal advisor NLT 22 February 2023. Any further requests for extension must be submitted to me, through the Brigade Judge Advocate, for approval.

3. The point of contact for this memorandum is CPT Rudolph Dambeck, Brigade Judge Advocate, at 910-908-8863 or Rudolph.p.dambeck.mil@socom.mil.

Digitally signed by BRUNSON.TAVI.NIGEL[redacted]
Date: 2023.01.24 14:53:27 -05'00'

TAVI N. BRUNSON
COL, LG
Commanding

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Ft. Bragg, NC	20230223	1345	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Forbes, Michael J.	[redacted]	E-7

8. ORGANIZATION OR ADDRESS
528th Sustainment Brigade Special Operations (SO) Airborne (A), 4047 New Dawn Drive, Ft. Bragg, NC 28310

9. I, Michael J. Forbes, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH.

2LT Tolston: This Sworn Statement pertains to the Investigating Officer's (2LT Tolston, Mirriam G.) Memorandum For Record, dated 21FEB23, in which she asked 2 questions ("Question 1" had 3 sub-questions and "Question 2" had 2 sub-questions. Their respective answers, follow the enumeration provided, are as follows:

Q1: No.

Q1a: Yes, that date is correct. The time for the interaction can be easily identified by contacting 1SFC IG office; I left a follow-up call to prior interactions on their voicemail after MAJ Racaza and I spoke. I had begun a series of communications with them prior to 0925 on 30NOV22 regarding my serious concerns about the mandated directive for my, and all Section BDE Staff's, participation in the 3rd party corporate relationship involved in PII-identifiable, behavioral, data-gathering in the Strengths Deployment Inventory (SDI) announced as "voluntary" when MAJ Racaza initially brought it up at the end of the BDE CDR's 'Scrub' meeting on 280930RNOV2022. In fact, during our discussion, IG encouraged me to attempt to get more information from the source.

Q1b: 301100RNOV22 (exact time unk; 1SFC has voicemail immediately following MAJ Racaza's accusation and deflection to answer my scope and statutory support questions). I went to MAJ Racaza's office and requested the scope and regulatory basis of the mandatory nature of the SDI 2.0. During this communication MAJ Racaza repeatedly asked me, "Why do you want to know?" Initially, I stated, "I am curious about the makeup of the assessment." Later, I stated, "The other day you said it was voluntary but yesterday the BDE CDR made in mandatory in an email. So I want to understand why?" She kept asking me "Why?," evidently looking for some different answer. I then said, "Ma'am if you can't provide anything, that is ok. I can google it." She then accused me of being "angry" and I, witnessing her aggressive verbal accusation and demeanor, I immediately attempted to diffuse the situation by saying, "Ma'am, it's ok, its ok (she had thrown papers back in a box), I am sorry I asked. Just pretend I never did." I began to leave. MAJ Racaza followed me up the stairs and as I went straight down the hall to my office as MAJ Racaza took a right and marched directly into the Command Suite. I immediately called IG to let them know what was occurring and requested a meeting ASAP. Note: To date, MAJ Racaza has not provided any information regarding my questions.

Q1c: No. We were alone in her small office. She was digging through a box in the corner behind her desk.

Q2: No.

Q2a: Professional; I do my best to follow regulations / provide truthful guidance to protect CDRs, supervisors, peers & Soldiers.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF Michael J. Forbes TAKEN AT Fort Bragg, NC DATED 20230223

9. STATEMENT *(Continued)*

Q2b: Not applicable. I don't understand what witnesses you want to view a leadership style that spans two excellent NCOERs while I was BDE NCOIC and Acting OIC. Clarification is needed.

AFFIDAVIT

I, Michael J. Forbes, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

Beverly A. Dennis
Beverly A. Dennis
XVIII Airborne Legal Asst. Office
ORGANIZATION OR ADDRESS

Justin Egan
XVIII ABN Corps
ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 23 day of February, 2023 at Fort Bragg, NC

(Signature of Person Administering Oath)

Mia Meredith, SSG, Paralegal
(Typed Name of Person Administering Oath)

Title 10 USC 1044a
(Authority To Administer Oaths)

OFFICE OF THE STAFF JUDGE ADVOCATE NOTARIAL PROVIDED SEAL TITLE 10 USC 1044a XVIII ABN CORPS & FORT BRAGG

INITIALS OF PERSON MAKING STATEMENT

Mia Meredith SSG, US ARMY
JUDGE ADVOCATE
PURSUANT TO 10 USC 1044a
COMMISSION INDEFINITE

DA FORM 2823, NOV 2006 APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SB	20230119	1252	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Racaza, Rhea, Lynn		04/AD

8. ORGANIZATION OR ADDRESS
X4047 New Dam Dr.

9. I, Rhea Racaza, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. On 30NOV22 approximately 1045, SSGT Forbes was spoken in an agitated manner to my NCO, SGT Aldegver. CH Rivera indicated to me that SGT Aldegver may need assistance so I ~~gon~~ entered the office SGT Aldgvert SFC Forbes was occupying. After offering to help SFC Forbes followed me into my office & demanded, aggressively that I provide him w/ information when I tried to ask SFC Forbes what exact information he needed, he became more angry & aggressive. At that time SFC Forbes also threatened to call USASOC JAG on myself & demanded I provide him with regulations or policy on what right the BDE CSM has to request his participation in the Staff Development training. He accused me of making him do a behavioral health evaluation and when I attempted to clarify he cut me off; He would not let me explain or answer my questions nor ~~est~~ instead continued to demand information & accuse me. I felt threatened and had to take a step back from SFC Forbes & in attempt to descalated, asked if he was mad at me. He responded by yelling multiples "So you're not going to help me?" and then stormed out of my office. My NCO witnessed the event.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	RD	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

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STATEMENT OF Rhen Racaza TAKEN AT 1257 DATED 20230119

9. STATEMENT (Continued)

2. I have heard multiple accounts from victims of SFC Forbes's unprofessionalism but have not witnessed one apart from my personal experience. To note I am the psych doc so I cannot share other ppl. personal experiences without consent.
One experience that my NCO, SGT Aldgever, had with SFC Forbes was when SFC Forbes became visibly ~~as~~ angry with my NCO because ~~My~~ NCO wasn't understandy something SFC Forbes was saying. SFC Forbes became visibly angry (red, shaking) and yelled "am I not speaking English??" to my NCO, who's second language is English. Our unit MFLCs were witnessess to the unprofessional interaction.

3. There are numerous incidents in which SFC Forbes has not only treated others with disrespect, but he has acted in a ways that consistently demeans others. He makes people feel ~~ashamed~~ ashamed, embarrassed, scared. He has actively contributed ~~to a~~ and created a toxic/counterproductive work environment. I personally do not feel safe physically when he is around and fear he will retaliate against people who raise concerns against him. I was initially fearful of making any statements due to his security access + privileges. He has been allowed to act in ways where he is unaccountable for his behaviors and can bully people through his hostility and aggression.

INITIALS OF PERSON MAKING STATEMENT RR

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

AFD LC v1.01ES

STATEMENT OF _____ TAKEN AT _____ DATED _____

9. STATEMENT *(Continued)*

DP

DP

DP

DP

AFFIDAVIT

I, Rhea Raiazo, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Talsten, Miriam

ORGANIZATION OR ADDRESS

112TH SIG BDE

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 19 day of January, 2023 at 528th SB

(Signature of Person Administering Oath)

Miriam Tolsten

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SB	20230119	1350	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Aldegher, Jomari Miguel		E-5 / active

8. ORGANIZATION OR ADDRESS
X4047 New Dawn Dr. Fort Bragg, NC

9. I, Jomari Miguel Aldegher, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

SFC Forbes walked into my office asking for information about SDI 2.0. CHAPLAIN Rivera saw him walk-in and he called MAJ Racaza to answer his questions as I am not too familiar with details of SDI. He proceeded to follow MAJ Racaza to her office then and asked her to give him all the details about SDI. He was visibly agitated at this point and Maj Racaza asked him if there is any specific information he wants to know. He said he wants to know everything because he is preparing to go to Legal or JAG.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 3 PAGES
	JA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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STATEMENT OF Jomari Aldeguin TAKEN AT 1750 DATED 19 Jan 2023

9. STATEMENT (Continued)

He cut off MAJ Racaza from explaining multiple times and he said MAJ Racaza can't help him and he stormed out.

Around February of 2022. I helped out our 2 MFLC's and financial counselor in-process S2. When I walked in SFC Farber immediately looked upset with me. He told me that he is tired of the people in this unit not in-processing correctly and asked me if I in-processed the "2" I didn't know what "2" meant so I asked if he would say it again. He then said "2" am I not speaking English?! After that he said that I can be the "poster child" for people that didn't in process S2. I infact in processed S2 and provided all my certs that same day. He still had me sign documents that I signed previously

INITIALS OF PERSON MAKING STATEMENT JA

PAGE 2 OF 3 PAGES

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APD LC V1.01ES

STATEMENT OF Jomani Aldegner TAKEN AT 1350 DATED 19 Jan 2023

9. STATEMENT *(Continued)*

because he couldn't find my paperwork. I am not accusing him but he seems to be the type of person that would retaliate against people who he thinks have wronged him. I am worried not just for myself but for everyone that works in this building.

Nothing follows

AFFIDAVIT

I, Jomani Miguel Aldegner, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Tolson, Miriam

ORGANIZATION OR ADDRESS

112th SIG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 19 day of January, 2023 at 528th SB

(Signature of Person Administering Oath)

Miriam Tolson

(Typed Name of Person Administering Oath)

UCMJ, ART. 136

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT BBB

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

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ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
BLDG 4047, HHC BDE CP	20230120	1141	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
MORGAN, LARRY D., JR.		E8/AD

8. ORGANIZATION OR ADDRESS
HHC, 528TH SUSTAINMENT BRIGADE (SO) (A)

9. I, Larry Morgan, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

2021 Motor pool Incident w/CPT Valdez

SFC Forbes openly disrespected CPT Valdez in my presence by being condescending, using an aggressive tone, and belittling him in front of numerous Soldiers and NCOs, and the HHC Command Team. I pulled SFC Forbes to the side and informed him his behavior was unacceptable, I also counseled him via 4856 (2021). I spoke to SGM Kline (STB CSM at the time of the incident). **Witnesses** - CPT Ellis Valdez, CPT Eric Mansour, SSG Richard GarnerSpain

HHC Supply Issues as the S2 HRH

Over the course of his time as the Brigade S2 NCOIC, it has been reported by both of my Supply Sergeants, SSG Alberto Garcia and SSG Tiera Plummer, that SFC Forbes had refused to sign for his property, Commander's Counseling statements, and perform duties associated with being the HRH. SFC Forbes attempted to use his rank to "punk" my supply sergeants and interpreted regulatory guidance, SOPs, policy letters to favor his ideas/insisting on it being his way. **Witnesses:** SSG Garcia, SSG Plummer, SGT Truman, PFC Hall

Conflicts with Brigade Staff Leadership/Platoon Sergeant

I personally witnessed SFC Forbes act erratic and condescending to MSG Burgos during a joint meeting with SFC Forbes, MSG Burgos, and myself. SFC Forbes would not accept responsibility for his behavior and actions, deflecting responsibility. Over the course of the conversation, SFC Forbes, while "speaking freely" would use that as an excuse to continue being condescending towards MSG Burgos and used an aggressive tone. SFC Forbes has consistently been difficult for Platoon Sergeants to gain accountability and assist with taskings. SFC Forbes refused to be contacted on his personal phone and would often be unreachable on his government cellphone. Platoon Sergeants: MSG Morris and SFC Suro. Witnesses: MSG Burgos, MSG Morris, SFC Suro

Interactions with Company Staff

I was informed by my Operations Team (SFC Yoder and SGT Venturino) that SFC Forbes "exploded" on SPC Terry in reference to a barracks/tasking issue. SPC Terry is an administrative clerk that is temporarily assigned to HHC (parachute rigger) and has nothing to do with barracks or taskings. SFC Forbes has often resulted in aggressive mannerisms when he did not get his way. **Witnesses:** CPT Korista, 1LT Richard, SFC Yoder, SGT Venturino, SPC Terry

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	MORGAN LARRY D.JR [redacted] LM	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ TAKEN AT _____ DATED _____"

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STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

9. STATEMENT *(Continued)*

Abusive and Dishonest Behaviors - Stealing Body Armor

In 2021, MSG Kazmierski (BDE S3 NCOIC) noticed his IOTV went missing from his office in the BDE S3. MSG Kazmierski pulled the security footage for the building and reported his saw SFC Forbes enter the BDE S3 office and exit the office with his body armor in hand. It was also reported that SFC Forbes took the body armor and left the building with it and did not return with it. MSG Kazmierski went to the BDE SJA team - CPT Kiker and SSG (now 2LT) Gagne to report this act. The BDE SJA team reported this information to the HHC Command Team (CPT Mansour and myself). We reported this to the BN CMD and were informed an investigation would be launched. MSG Kazmierski reported he spoke with SFC Forbes about the incident, MSG Kazmierski stated that SFC Forbes' response was "he was securing it to prevent theft." To my knowledge the BDE Commander was notified but we were not informed of the disposition, other than SFC Forbes returned the body armor to MSG Kazmierski.

Inappropriate/Racist Statements

it was reported to me by MAJ Racaza that SFC Forbes made inappropriate statements to SGT Aldeguer about how he was speaking, ridiculing/belittling his ability to speak English, while aggressively confronting MAJ Racaza. **Witnesses:** MAJ Racaza, SGT Aldeguer

Interaction with Officers

I have spoken extensively with the Battalion XOs - MAJ Baccinelli, MAJ Maurer, and MAJ Weber about SFC Forbes' behavior, creating conflicts in the company with subordinates, peers, and superiors. In response to his actions and behavior, I have spoken to other officers within HHC to inquire about their personal interactions with SFC Forbes. Many of them mentioned they did not want to come forward due to the risk of SFC Forbes retaliating in some fashion: affecting their security clearance or access to all the offices in the building. SFC Forbes has stated on numerous occasions that he does not need the command to act with regards to reporting derogatory information "DEROGs" into the "system.

Overall

I have seen on numerous occasions SFC Forbes be condescending towards Officers, CPT Mansour, CPT Korista, CPT Valdez, CPT Allison Crider, and towards me. SFC Forbes attempts to use an extensive vocabulary and eccentric expressions to mask his toxic behavior, albeit easily spotted, it has generally been accepted within the Brigade. Although I have made on-the-spot corrections, counseled the SM, and reported issues through the Chain of Command and his supervisors (LTC Hamman and MAJ Collins), SFC Forbes' erratic behavior is generally accepted/ignored by the organization. This is evident by SFC Forbes reporting to 389th MI BN in October of 2020 and quickly being reassigned to the Brigade S2 in XX of 2020, to work in a Staff Sergeant position (verifiable in FMSWEB), one rank down.

Additional Personnel I think should be interviewed

COL Brunson - BDE CDR

LTC Sanchez - BDE XO

CSM Vargas - BDE CSM

LTC Hamman, Christopher - former BDE XO (Supervisor)

MAJ Collins, Mark - former BDE XO (Supervisor)

INITIALS OF PERSON MAKING STATEMENT LM

STATEMENT OF Larry Morgan TAKEN AT BLDG 4047, HHC BDE CP DATED 20230120

AFFIDAVIT

I, Larry Morgan, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

MORGAN LARRY DALE JR [redacted] Digitally signed by MORGAN LARRY DALE [redacted]
Date: [redacted]

(Signature of Person Making Statement)

WITNESSES:

2LT Tolsten, Miriam

ORGANIZATION OR ADDRESS

112th SIG BN

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 20 day of January, 2023 at BLDG 4047, HHC BDE CP

(Signature of Person Administering Oath)

Tolsten Miriam

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT LM

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301, Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN)

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

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DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Throckmorton Library	20230124	1448	
5. LAST NAME, FIRST NAME, MIDDLE NAME	**6. SSN**		**7. GRADE/STATUS**
Lowrie, Pamina A			O-3/RA
8. ORGANIZATION OR ADDRESS			
528th SB(A)			

9. I, Lowrie, Pamina, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

PAL

~~Aft~~ I have worked with SFC Forbes for three months and during that time, he has been an avid avocater for doing the right thing and upholding ~~the~~ PAL regulatory policies and guidelines for our personal Security program. But, his approach, messaging, and delivery can be viewed or preceived as being too aggressive, domineering and counterproductive in terms of perceived destructive leadership within the unit. That means, at times his PAL ~~style~~ "my way, or no way" attitude towards the team have compromised the overall organiziontal effectiveness and it has affected the good order and discipline of the unit's culture. Based on my working relationship with SFC Forbes, he may be an (1)

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 4 PAGES
	PAL	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF ____ TAKEN AT ____ DATED ____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

incompent team leader because he has adequate cognitive ~~con~~ capabilities, but lack the emotional fitness to be ~~a~~ ~~part~~ support and lead his team. He also cannot make sound decisions on time because he so passionate about "doing what is right," but at the same time he is indecisive and PAL lack the ability to control his emotional center. (2) He's interpersonally skilled and intellectually sound, but does not provide timely guidance. He's also energetic and consumed by need ~~to~~ for unit accomplishment and success, but often PAL ~~unintentionally~~ PAL create a frenzied, chaotic, and unhealthy workplace climate. He's capable of producing short term results, but can appear to be intemperate, distrusting, and arrogant. (3) ~~Self~~ PAL He also engaged in self-serving behaviors such as displaying arrogance, lacking concern or empathy for others, and insisting on having his way. For example, there was not a proper hand-off duties and responsibilities when I went through onboarding. Unfortunately, information was not shared because ~~of reason~~ PAL (1) Him not wanting to hand-off responsibity (2) ~~I~~ I ~~was trained through~~ PAL had to conduct personnel security training and the most important training that was required for me

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 2 OF 4 PAGES

DA FORM 2823, NOV 2006

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STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

me to gain access to DISS was not included in the list of training he provided to me. This may have been an oversight, but a big one at that because I didnt get right list of training Until Jan 23, when I met Ms. Carmen McKinney (USASOC, Personnel Security ~~Hierarchy~~ DISS Manager). (3) Majority of the email correspondence for the BDE S2 Section was handled by SFC Forbes; I was cc'd on some emails, but not all especially the ~~ones~~ PAL emails he sent to the BNs, SFC and USASOC. Overall, this senior Noncommissioned officer has been influencing his will instead of leading the organization. His delivery with effecting change was poor, but that means he can still develop and learn from his experience as the BDE S2 NCOIC. He has been consistent with being technically correct, but there are always better ways to deliver, so that it doesn't offend others or disrupt the good order and discipline of the Unit.

Nothing Follows

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF CPT Lowrie, Patrina TAKEN AT Throckmorton Library DATED 20230124

9. STATEMENT (Continued)

//NOTHING FOLLOWS//

//NOTHING FOLLOWS//

AFFIDAVIT

I, CPT Lowrie, Patrina, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 4. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

Patrina Lowrie
(Signature of Person Making Statement)

WITNESSES:

2LT Tolston, Miriam
112th SIG BN (SOXA)

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 24 day of January 2023 at Throckmorton Library

(Signature of Person Administering Oath)

Tolston, Miriam
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT PAL

PAGE 3 OF 4 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

SWORN STATEMENT

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PRIVACY ACT STATEMENT

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DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
Hagy Hall, Bldg X-4047 New Dawn Drive	20230125	1100	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Korista, David, Kirk	[redacted]	O-3, Commanding

8. ORGANIZATION OR ADDRESS
HHC, 528th Sustainment Brigade (SO) (A), Hagy Hall, Bldg X-4047 New Dawn Drive, Fort Bragg, NC

9. I, David Kirk Korista, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH.

Question 1: I have no first-hand knowledge of alleged disrespect from SFC Forbes to MAJ Racaza.

Question 2: I have witnessed, first-hand, counter productive leadership traits and actions conducted by SFC Forbes.

a. On or about 06 December 2022, I observed SFC Forbes unprofessionally admonishing both SGT Nathan Venturino and SPC Austin Terry, who both work in my Company Training room. SFC Forbes was aggressively and angrily asking these two Junior Soldiers/NCOs about why he was expected to attend an annual Company Training event, the Mask Confidence training event. I told SFC Forbes to immediately conduct himself as an NCO, and talk to me or 1SG if he had questions pertaining to mandatory training events.

b. In April or May of 2022, CPT Cadman Kiker, BJA, was conducting an informational brief to the BDE CMD Team, BN CMD Teams, and all CO CMD Teams prior to the BDE Quarterly Training Brief. CPT Kiker's informational brief detailed the Army's new policies regarding Soldiers going through a Medical Gender Transition. I and every Commander in the Brigade's CoC personally witnessed SFC Forbes ask, "Are you expecting me to share bathrooms and take showers with people like this?" His tone was one of degradation and disgust, and not in keeping with the dignity and respect that all Service Members, regardless of gender, are entitled.

c. In the Summer of 2022, in the midst of a major barracks overhaul/move for my unit, one of my Soldiers, PFC Matthew Scheffing, was directed by myself, the 1SG, and the Company Barracks Manager, SGT Venturino, to go to his barracks room and stand-by for a CMD and Garrison-directed walk-thru. After PFC Scheffing left work for the barracks, SFC Forbes walked into my office, demanding why I was tasking his Soldier last minute. I informed SFC Forbes to the importance of the barracks move for our Soldiers, and why PFC Scheffing was needed on that particular day. I also told SFC Forbes to "act like an NCO" and to never again act towards me or any of my Soldiers in this aggressive and erratic nature.

Question 3: I have not personally SFC Forbes acting disrespectfully towards other Commissioned Officers, but on numerous occasions, I personally had to remind SFC Forbes to stop speaking unprofessionally, stop cursing, and to stop his aggressive behavior towards my NCOs and Soldiers.

Question 4: On the evening of 18 January 2023, SFC Forbes was Command-Directed to Behavioral Health by me, following a string of concerning and alarming behaviors that SFC Forbes exhibited in an Open Door meeting with MG Angle, 1SFC(A) CG. I was alerted to this incident between SFC Forbes, MG Angle, and MG Angle's staff o/a 1600 on 18 January, and ordered SFC Forbes to ride with a higher-ranking escort, MSG Grix, 389th MI BN, out of concern for his mental well-being and safety. SFC Forbes was ordered three times and refused all three times, only finally going with MSG Grix to the WAMC ER once the Fort Bragg Military Police arrived and were prepared to insure that SFC Forbes received a Behavioral Health Evaluation.

Overall, my concern regarding SFC Forbes is two-fold:

1. SFC Forbes has consistently displayed a pattern of bullying, degradation, disrespect, and unprofessionalism for the entirety of the two years that I have known him, and should never be trusted with leading Soldiers ever again, in any form or fashion. He has a total disregard for dignity and respect.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	[redacted] DK	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT ____ DATED ____"

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USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

9. STATEMENT *(Continued)*

2. SFC Forbes has access to TS-SCI, manages the Brigade's Information Security, Physical Security, and Operational Security programs. He is also the Brigade's "Reportable Activities" (Derog) NCOIC/manager. His erratic behaviors and actions, in addition to his counter productive outbursts, not only degrade the Brigade's morale, but also could pose a threat to the security of all those who work in the Brigade. I am concerned that his continued access to these programs and Sensitive information poses a threat to the unit, 1SFC(A), USASOC, and the US Army. SFC Forbes has used his access to the Reportable Activities- Derog/ continuous vetting program to exact what could be interpreted as retribution and retaliatory in nature. His access and level of responsibility must be immediately revoked/ lowered.

----------NOTHING FOLLOWS----------

INITIALS OF PERSON MAKING STATEMENT DK

DA FORM 2823, NOV 2006 APD AEM v1.04ES

STATEMENT OF David Kirk Korista TAKEN AT Hagy Hall, Bldg X-4047 New Dawn Drive DATED 20230125

AFFIDAVIT

I, David Kirk Korista, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

1st Kaitlin Jennes

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25 day of Jan, 2023 at Hagy Hall, Bldg X-4047 New Dawn Drive

(Signature of Person Administering Oath)

Kaitlin Jennes

(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT DK

DA FORM 2823, NOV 2006

APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
X-4047 New Dawn Dr. Fort Bragg, NC 29314	20230125	1150	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Henkel, Eric, Christopher		E-5

8. ORGANIZATION OR ADDRESS
528th Sustainment Brigade

9. I, SGT Henkel, Eric, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

The following are experiences I have had with SFC Forbes, Michael since I became his subordinate AUG 2021:

During my time with SFC Forbes, I experienced a lot of missed deadlines. The BDE S2 would be asked to complete a task and it would be pushed off to either me or SFC Meredith to complete. Any time we would try to add something to the calendar to complete, SFC Forbes would get loud with me and yell saying he did not have time to get anything done.

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. In November 2021, I asked SFC Forbes not to speak to me the way he spoke to me and his response was "I'm not yelling. That is just the way I am". He would proceed to make back handed comments to other people about how he could not talk to me because I was sensitive.

Once I left BDE S2 and moved down to the BN, SFC Forbes continued try to take my ability to do my job. He changed the master code on all the doors. I needed the master code to do my job for the BN Command team. He also took my ability to give others badge access to the building and to look at the cameras, which is a part of my job for the BN. I could not complete my tasks and when I requested that BDE help give these soldiers access, he would yell and say I was trying to get out of working.

SFC Forbes did everything in his power to push away any additional duties. Arms rooms inspections are a big part of S2 since I have been in the Army. Since SFC Forbes got here, he would argue that we should not be doing it. He even held the keys to the arms room hostage. He would not let SSG Rhodes, the STB BN S2 at the time, have them. In doing this he stopped the arms room from being able to complete an inspection to try to get our ammo license back. This was a major issue because 528th was having to request other units to hold our ammo for us until the keys were signed to another individual. SPC Munro was a soldier in OPs who was the armorer. He sent an email to SFC Forbes requesting the keys be brought down for the inspection. SFC Forbes proceeded to walk downstairs and yell at SPC Munro because he said "back in my day, no SPC would tell a SFC what to do. How dare he talk to me that way".

Anytime SFC Forbes was talked to about 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 in the wrong in his opinion. He would even go out of his way to try to get the commander, CPT Korista, to take away my requested leave that was approved. SFC Forbes once called SSG Meredith just to talk bad about me and SSG Rhodes, while SSG Rhodes was in the car. SFC Forbes proceeded to say that me and SSG Rhodes were not good at our job.

SFC Forbes was always late to work. While he worked here at 528th, it was expected not to see him until 0930 at the earliest. Sometimes he would not get in until closer to 1030.

SFC Forbes made multiple comments in the office that made me and others uncomfortable. He once said "I wanted to take my wife to see a marvel movie. I hated Shung Chi, they are just trying to push Asian narrative like the rest of the world.". A couple weeks later he said "I took my wife to see The Eternals. It was really good until that gay scene.". It was the way he said these things that made it so uncomfortable.

Overall I felt uncomfortable and demeaned by SFC Forbes. Majority of days I left dreading coming back and I was always stressed I did something wrong. Because of SFC Forbes I had to get appointments with Behavioral Health to figure out how to cope with the environment I worked in.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	HENKEL.ERIC.CHRISTOPHER [redacted] EH	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

9. STATEMENT *(Continued)*

----------Nothing Follows----------

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.0MES

STATEMENT OF SGT Henkel, Eric TAKEN AT X-4047 New Dawn Dr. Fort Bragg, NC 29314 DATED 20230125

AFFIDAVIT

I, SGT Henkel, Eric, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January, 2023 at X-4047 New Dawn Dr. Fort Bragg, NC 29314

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EH

DA FORM 2823, NOV 2006

APD AEM v1.0ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
528th SUS BDE	20230125	1445	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
Scheffing, Matthew, Joseph		E-3/RA

8. ORGANIZATION OR ADDRESS
X-4047 New Dawn Drive Fort Bragg NC, 28310

9. I, Matthew Joseph Scheffing, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1) I was not present for the event, but I did hear information about it.

2) Self-serving behaviors: his way or no way, or you did I successfully but its no the best was and you should only do it that way (usually that was the way he created). Losing temper on almost a daily occurrence at minor things. There could have been a better was to come off about a subject but was always brash. Having a very strong distrust-fullness in the fellow workers in the 528th footprint.

3)In front of me no.

4)I noticed a decline in how he was acting is was slow at first but increased after the event with MAJ Racazza. he Seemed to get agitated more quickly also seemed that is was hard for him to maintain composure when taking.

-nothing follows----------

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	
	SCHEFFING MATTHEW JOSEPH [redacted] MS	Page 1 of 3

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF Matthew Joseph Schelling TAKEN AT 528th SUS BDE DATED 20230125

9. STATEMENT *(Continued)*

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006

APD AEM v1.04ES

STATEMENT OF Matthew Joseph Schefling TAKEN AT 528th SUS BDE DATED 20230125

AFFIDAVIT

I, Matthew Joseph Schefling, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 3. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2LT Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 25th day of January, 2023 at 528th SUS BDE

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT MS

DA FORM 2823, NOV 2006 APD AEM v1.04ES

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION	2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
~~EMEKAEKWUE, EMMANUEL A~~ EEA	20230126	1435	

5. LAST NAME, FIRST NAME, MIDDLE NAME	6. SSN	7. GRADE/STATUS
EMEKAEKWUE, EMMANUEL A		E9

8. ORGANIZATION OR ADDRESS
STB, 528th SB

9. I, EMMANUEL A. EMEKAEKWUE, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

1. I was not there when this event occured.

2. I have not witnessed him display counter productive behaviors, but I have heard of instances were he displayed counter productive behaviors.

3. No, I have not witnessed, but I have heard multiple instances from NCOs & Officers.

4. I have observed him to be overly aggressive at times when communicating his opinions. Others have informed me of instances of counter productive outburst. In one instance, SGT Lopez informed me on how SFC Forbes yelled at him and kicked him out of his office for simply informing him about a Tasker.

5. Having known SFC Forbes for many years, I can attest that his patterns of exhibiting counter productive behaviors are well known among those that know him.

10. EXHIBIT	11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF 2 PAGES
	EEA	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF_____ TAKEN AT _____ DATED _____

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

DA FORM 2823, NOV 2006 PREVIOUS EDITIONS ARE OBSOLETE APD LC v1.01ES

USE THIS PAGE IF NEEDED. IF THIS PAGE IS NOT NEEDED, PLEASE PROCEED TO FINAL PAGE OF THIS FORM.

STATEMENT OF EMMANUEL A. EMEKEKWUE TAKEN AT 1436 DATED 26 JAN 23

9. STATEMENT (Continued)

NOTHING FOLLOWS

EEA

EEA EEA

EEA

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 2 OF 2 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

STATEMENT OF Emmanuel A. Emekaekwue TAKEN AT 1436 DATED 26 JAN 23

9. STATEMENT (Continued)

EEA

EEA EEA

EEA

AFFIDAVIT

I, Emmanuel A. Emekaekwue, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE 1. I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE, OR UNLAWFUL INDUCEMENT.

(Signature of Person Making Statement)

WITNESSES:

2Lt Miriam Tolstoy
112th SFG BN

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 26 day of January 2023 at STB 526th SB

(Signature of Person Administering Oath)

Miriam Tolstoy
(Typed Name of Person Administering Oath)

UCMJ, ART. 136
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT EEA

PAGE 3 OF 3 PAGES

DA FORM 2823, NOV 2006

APD LC v1.01ES

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: CPT Lowrie.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in CPT Lowrie's sworn statement.

a. CPT Lowie approaches SFC Forbes with a team mentality. She describes his reaction to everyday events as "a house on fire but the match is not yet lit" or if the house is on fire, the fire is contained to the basement giving rescuers time to remedy the situation.

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

TOLSTON.MIRRIAM.GERMAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE [redacted] Date: 2023.04.13 09:42:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: PFC Scheffing.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those PFC Scheffing's sworn statement.

a. PFC Scheffing knows that SFC Forbes gets rallied up very quickly. In conversation, SFC Forbes has stated that he is aware of how he comes off but he is old and set in his ways. In his own words "you can't teach an old dog new tricks".

b. In terms of counterproductive leadership he exhibits losing his temper, being disrespectful, self-serving behaviors, and blaming others and distrustful. PFC Scheffing has experienced SFC Forbes stating "you did the right thing but it wasn't done the way I would do it therefore it was wrong" and expressing his "my way or the highway mentality."

c. PFC Scheffing noted that SFC Forbes would often say "they are out to get me" where "they" refers to the command team or others in the BDE.

d. Overall PFC Scheffing states SFC Forbes extremely short fuse could be observed every day. PFC Scheffing would often become uncomfortable with how SFC Forbes would address people. Additionally, PFC Scheffing described his work environment as "dark" and stated that he didn't want to come into work. After the incident with MAJ Racaza, PFC Scheffing noticed a major decline in SFC Forbes mental health, but was unsure how to address it.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 09:41:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: MAJ Weber.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because MAJ Weber did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is just a loud person. When he speaks he can seem vindictive. Many people think his personality is very particular and difficult to work with. Many individuals say it is easiest to avoid him.

b. He throws doctrine at problems and will use that information to go after individuals. He will not care about something but then will all of a sudden be very passionate about certain situations or events. When he becomes passionate he can go about implementing things in the wrong way.

c. When people need information for the S2 section, they used to go to SFC Meredith but once he left individuals had to go to SFC Forbes with issues related to security and SFC Forbes was not able to perform or handle the pressure.

d. He is a weird guy and seems to be in his own world. He thinks he is smarter than everyone else in the room.

e. He feels like people (specifically command teams) are coming after him. When this happens he builds a packet to blackmail them with. He makes minor issues into large issues. Has a rough personality.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted]0 Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:01:11 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statements: CSM Emekawkwee.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented in those witnesses' sworn statements.

2. Information that I believe relevant, but not included in the CSM Emekawkwees' sworn statement.

a. SFC Forbes can come off as aggressive, but he is just passionate about his point of view. To others his style of communication can be confrontational or come off as harassment.

b. SFC Forbes became passionate about implementing USASOC Policy 25-2 which prohibits personal electronic devices (PEDs) in buildings. His way of implementing this policy came across as harassment and was counterproductive in the workplace. An individual came forward to CSM Emekawkwee and stated they felt as if they couldn't work. CSM Emekawkwee counseled SFC Forbes stating that his actions were causing individuals to become uncomfortable in the workplace. SFC Forbes disagreed with the information in the counseling and informed CSM E that he "will comply with the plan of action, but will consult IG"

c. CSM E stated that in a previous unit SFC Forbes displayed the same actions as he is now. CSM Emekawkwee stated that his previous CSM relived SFC Forbes of his position in the unit and his ability to be part of USASOC.

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.GER MAINE [redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE [redacted] Date: 2023.04.13 10:01:54 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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

ASOC-SIG-BC 22 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: LTC Furlow.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because LTC Furlow did not write a sworn statement. The individual did not want to write or sign a official Sworn Statement.

a. SFC Forbes is by the books when it fits him. He will be respectful when it comes to rank. He projects his voice and he often thinks people are trying to undermine his actions, but he will overexerted actions and statements. He often is not willing to accept change. He is hard headed and resistant to change

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:02:40 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

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 RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Summary of Information not Captured in Witnesses' Sworn Statement: SFC Meredith.

1. This memorandum documents information relayed to me during witness interviews, but that was not then documented because SFC Meredith did not write a sworn statement.

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) SFC Meredith was not there at the time for the altercation. He saw the aftermath of the situation. SFC Meredith knew stuff was erupting and left following the return of SFC Forbes.

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) Yes. SFC Meredith was the BDE S2 NCOIC before SFC Forbes. SFC Meredith gave SFC Forbes the wheel. SFC Forbes would make it a point that the faults of the unit were on SFC Meredith. SFC Forbes would barrage SFC Meredith and others. SFC Forbes would discuss how the shop was under his responsibility and no responsibilities could fall on SFC Meredith anymore. SFC Forbes would say bad things about BN S2 sections. SFC Forbes would have several mood swings and erratic behaviors throughout the day.

(2) One example of SFC Forbes' erratic behaviors is when SGT Lopez came to discuss an email with SFC Forbes. The conversation became very disrespectful very quickly to the point where there was almost a physical altercation. This is an instance where SFC Forbes would become agitated over something miniscule. In the last three months of SFC Meredith working with SFC Forbes, the blow ups became more until the culminating event with MAJ Racaza.

(3) In his opinion SFC Forbes uses the comment that he is supporting the BDE commander's initiatives. He will be super aggressive in meetings. He does not see it

that way. They have had counseling's about this situation. More on the backend. Would be disrespectful on the back end. Last six months was the fall off the cliff land.

c. Is the workplace productive with SFC Forbes as the BDE S2 NCOIC?

(1) Workplace was not productive. They kept most thing off his radar. Took him a month the build off a tracking mechanism. They did not involve him in work unless he absolutely had to be. People would not talk to SFC Forbes, if SFC Meredith was not there then they would leave and come back later because others would do anything to not work with SFC Forbes.

d. Overall comments about SFC Forbes.

(1) Overall I think between stress and personal issues SFC Forbes is no longer fit to handle the stressors of the Army. To officers, he is always at the cusp of being disrespectful. To peers, he will die on a mountain to support what he believes is right, but will also take things too far. Something happened in the last six months that caused a mental break. He is failing to adapt. He is older in age and is unable to communicate with people. He is set in his ways and unwilling to change them. SFC Forbes is not a bad person but something happened and he has gone too far.

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

TOLSTON.MIRRIAM.GERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE[redacted] Date: 2023.04.13 10:03:22 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY:	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army.
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES:	The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.
DISCLOSURE:	Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI)	Rank/Grade	Date of Counseling
FORBES, MICHAEL J	SFC/E7	12 December 2022

Organization	Name and Title of Counselor
STB, 528th SB	CSM Emekaekwue, Emmanuel

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented Implementation of USASOC Policy 25-2

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

- Thank you for taking the initiative to get the battalion in compliance with USASOC Policy 25-2
- Going forward, follow all directions from your OIC, CPT Lowrie, on how to implement the plan of action to get us to full compliance with USASOC Policy 25-2
- In the event that you notice someone out of compliance, report them to your OIC. Do not confront them.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

- Immediately get with your OIC for further guidance on the way forward on compliance of USASOC Policy 25-2

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☑ disagree with the information above. (PERSONAL REMARKS)

Individual counseled remarks:

AS SUB-ORDER PSM WHO CAN RECRUIT PERSONS IN SITUATIONS WHICH THE REMAINING ADMIN ~~[illegible]~~ USES DISCRETION IN DETERMINE A PSM CAN RECRUIT WITHOUT COR OR RECEIVING [illegible] CAN SERVE. MEANS HAVE I DON'T [illegible] PERSONAL, I MEAN [illegible] AT SOME DUTY HOLE TOTALLY TO SOME PERSONS, THIS DOES NOT [illegible] THE RECRUITING [illegible] SEGREGATE. [illegible]

Signature of Individual Counseled: [signature] Date: 12 DEC 2022

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will continue to monitor SM's compliance with this counseling

-SM states that he will comply with the plan of action, but will consult IG as soon as possible.

Signature of Counselor: [signature] Date: 12 DEC 22

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

Counselor: Individual Counseled: Date of Assessment:

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see ATP 6-22.1; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army.

PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.

ROUTINE USES: The DoD Blanket Routine Uses set forth at the beginning of the Army's compilation of systems or records notices also apply to this system.

DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name *(Last, First, MI)*	Rank/Grade	Date of Counseling
FORBES, MICHAEL JEFFREY	SFC/E7	27 July 2021

Organization	Name and Title of Counselor
HHC, 528th Special Troops Battalion (SO) (A)	1SG Larry Morgan - Company First Sergeant

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)*

Event Oriented Counseling - Inform SM of perceived behavior (counterproductive leadership traits)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 23 July 2021, CPT Mansour and myself were down in the 528th STB Motorpool checking on operations. When we stopped by the Shop Office, you were present with SSG Grafton and CPT Valdez, working to dispatch vehicles for the upcoming Brigade exercise. At the conclusion of your business, your comments to CPT Valdez had a condescending and disrespectful tone. I followed you out of the office and briefly relayed to you watch the way you talk to Commissioned Officers and how your comments were preceived by me. In addition, it has been brought to my attention that you have acted similarly to several Commissioned Officers since your arrival to the unit. I am concerned about your attitude and commentary towards your superiors and how the perception of insubordinate behavior can have across the enterprise.

Verbal remarks of contempt are bold comments that are rude and insulting directly to a Noncommissioned, Warrant, or Commissioned Officer. Obviously, being disrespectful can be shared a variety of methods through words or acts that are rude, indifferent, insolence (silent) and impertinence towards the officer and within his/her sight and hearing.

According to ADP 6-22, the Army defines Counterproductive leadership as the demonstration of leader behaviors that violate one or more of the Army's core leader competencies or Army Values, preventing a climate conducive to mission accomplishment. Counterproductive leadership is incompatible with Army leadership doctrine and Army Values (see attachment).

As a Senior Noncommissioned Officer, you set an example within the organization and it is imperative that you remain professional when conducting business as a representative of the Brigade Commander/principle Brigade staff member. You are in a highly visible position and the eyes of your superiors, peers, and subordinates will be on you at all times, it is important to set the example as a leader.

Pursuant to AR 635-200, this constitutes a formal counseling session concerning your noted deficiencies. If this conduct continues, action may be initiated to involuntarily separate you from the service under AR 635-200, Chapter 5, 13, 14. If you receive a General Under Honorable Conditions Discharge or an Uncharacteristic Discharge, you will be disqualified from reenlisting into the service for some period of time, and you will be ineligible for many veterans benefits. Regardless of the type of discharge that you may receive it may have serious consequences affecting civilian, veterans benefits, or future service.

OTHER INSTRUCTIONS

This form will be destroyed upon: reassignment *(other than rehabilitative transfers)*, separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

Plan of Action *(Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)*

SM will review:

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 2 - Character

ADP 6-22 - Army Leadership and the Profession (July 2019), Chapter 8 - Counterproductive Leadership

TC 7-22.7 - The Noncommissioned Officer Guide (January 2020), Chapter 7 - Officer and NCO Relationships

Session Closing: *(The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)*

Individual counseled: ☐ I agree ☑ disagree with the information above.

Individual counseled remarks: I WAS NOT DISRESPECTFUL; ONLY FACTUAL. I WAS NOT ABLE TO GET A 2062 FOR MY VEHICLE (HQ20) DUE TO IT BEING IN THE PROCESS OF BEING DISPATCHED WITH MY SIGNATURE. I FOUND THAT DUE AT THIS TIME OF THIS DISCUSSION. THE KEYS TO HQ20 (WHICH I AM SIGNED FOR) ARE CURRENTLY, AS OF THE TIME OF THIS COUNSELING UNDER THE CONTROL OF MSG BURGOS AND IN THE CVP HOLDER OF THE TRUCK. BIL IS AT RISK OF BEING LOST

Signature of Individual Counseled: Date: 27 JUL 21

Leader Responsibilities: *(Leader's responsibilities in implementing the plan of action.)*

I will follow up with SM and discuss the information he reviewed from the above listed references.

Signature of Counselor: Date: 27 JUL 21

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: *(Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)*

- SM has not had any problems since the 27 July counseling session

Counselor: JXI MORGAN Individual Counseled: Date of Assessment: 7 OCT 21

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DA FORM 4856, JUL 2014

Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)

From:	Morgan, Larry 1SG USARMY USSOCOM USASOC (USA)
Sent:	Friday, January 20, 2023 11:44 AM
To:	Tolston, Mirriam G 2LT USARMY USSOCOM USASOC (USA)
Subject:	FW: SIR- 18JAN23 SFC Forbes to WAMC ER
Signed By:	larry.d.morgan4.mil@mail.mil

v/r
1SG Larry Morgan
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
Office: (910) 432-4194
Email: larry.morgan.mil@socom.mil

From: Korista, David K CPT USARMY USSOCOM USASOC (USA) <david.k.korista.mil@socom.mil>
Sent: Wednesday, January 18, 2023 6:48 PM
To: Furlow, Burton LTC USARMY USSOCOM USASOC (USA) <burton.furlow.mil@socom.mil>; Emekaekwue, Emmanuel A CSM USARMY USSOCOM USASOC (USA) <emmanuel.a.emekaekwue.mil@socom.mil>; Weber, Andrew J MAJ USARMY USSOCOM USASOC (USA) <andrew.j.weber.mil@socom.mil>
Cc: Sanchez, Manuel D LTC USARMY USSOCOM USASOC (USA) <manuel.d.sanchez.mil@socom.mil>; Morgan, Larry 1SG USARMY USSOCOM USASOC (USA) <larry.morgan.mil@socom.mil>; Racaza, Rhea L MAJ USARMY USSOCOM USASOC (USA) <rhea.racaza@socom.mil>; Utley, Matthew D LTC USARMY USSOCOM USASOC (USA) <matthew.d.utley.mil@socom.mil>; Prewitt, Demetris A CSM USARMY USSOCOM USASOC (USA) <demetris.a.prewitt.mil@socom.mil>
Subject: SIR- 18JAN23 SFC Forbes to WAMC ER

Sir and CSM-

Who: SFC Michael J. Forbes, 35F, BDE S2 NCOIC
What: Exhibited alarming mental symptoms/behaviors at 1SFC(A) HQs, which was subsequently relayed thru CoC. Initially, SFC Forbes refused to conduct a Safety Check with WAMC ER, which was the recommendation provided by the BDE BH. After 2 hours of discussion, SFC Forbes was convinced to go voluntarily to WAMC ER, escorted by MSG Grix, 389th MI BN. FBNC Garrison MPs were dispatched as a precautionary measure, and the WAMC BH "Pit Boss" was alerted to the arrival of MSG Grix and SFC Forbes at 1835L.
When: approximately 1600L-1820L, 18JAN23
Where: Hagy Hall, Bldg X-4047, New Dawn Drive, FBNC
Additional Information: SFC Forbes appeared to his Company CMD Team to be in a state mental duress, although SFC Forbes denied being suicidal or desiring to hurt others. After consultation with the BDE Psych, MAJ Racaza, it was determined that the safest course of action was to escort SFC Forbes to WAMC ER for a routine Safety Check. SFC Forbes refused to comply, and instead detailed aloud all the wrong doings committed against him by the CoC, and what/who he was going to talk to about it. He discussed speaking with CSM Munter tomorrow morning at 0900, and seemed most distressed about what he called an "assault and battery" committed against him by CSM Emekaekwue. CHAP Devine, MSG Grix, 1LT Jennes, and 1SG Morgan all witnessed the interactions between CPT Korista and SFC Forbes. No physical altercations transpired.

MTF as the SM receives his Safety Check.

GO HEADHUNTERS!

Very Respectfully,

DK

David Korista
CPT, CM
Commander
Headquarters and Headquarters Company
528th Sustainment Brigade (SO) (A)
1st Special Forces Command
NVOIP: 910.432.4194
Blackberry: [redacted]
Personal Cell: [redacted]
NIPR: david.k.korista.mil@socom.mil
SIPR: david.k.korista.mil@socom.smil.mil

No read

SFC Forbes has made multiple soldiers weary as of recent. He has not only yelled at them for things that make no sense.

SFC Forbes is creating a toxic hostile work place for blowing up or being rude to Jr. Soldiers and NCOs.

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 21 February 2023

MEMORANDUM FOR RECORD

SUBJECT: Informal Army Regulation (AR) 15-6 Investigation – Questions for the accused.

1. This memorandum documents the questions for the accused that will be asked during the interview.

2. Question 1. On or about 30 November 2022 did you engage in disrespectful behavior towards MAJ Rhea Racaza?

a. Is 30 November 2022 the correct date of the interaction? What is the approximate time of the interaction?

b. If so what are the facts and circumstances surrounding that interaction?

c. Do you know of any other witnesses to the interaction?

3. Question 2. Have you engaged in counterproductive or toxic leadership behaviors within the brigade or battalion S2 section as discussed in AR 600-10, chapter 1-11d and ADP 6-22?

a. How would you describe your leadership style?

b. Do you know of any other witnesses to the interaction?

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

TOLSTON.MIRRIAM.G ERMAINE.[redacted] Digitally signed by TOLSTON.MIRRIAM.GERMAINE.[redacted] Date: 2023.04.13 10:04:25 -04'00'

MIRRIAM G. TOLSTON
2LT, SC
Investigating Officer

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S): E35F NO INSIGNIA
SQI(P/S): EP/E3
ASI(P/S):
Date of Birth: [redacted]
Birth Country: USA
Country of Citizenship: USA
Gender: M
Ethnicity: Others
Height: 66
Weight: 175
Religion: UNTHC
Marital Status: Married
# of Dependents (Adults/Children): 1/0
Home Address: [redacted]

PV1	PV2	PFC	SPC	CPL	SGT	SSG	SFC	MSG	SGM
20061031			20070212	20070212	20100201	20121101	20200401		

Career Mapping

2024 2025 2026 2027 2028 2029 2030

PZ PZ

SFC MSG

Deployable

Readiness

MRC Code: MRC2
MRC Reason: ITEMS THAT CAN BE CORRECTED IN LESS THAN 72 HOURS
MRC Reason Start Date: 20221206
PHA Exam Date: 20220600
PULHES: 111111
Current Asgt. End: 20280430
YMAV Date: 202310
ETMP End Date: —
MACP Date: —
ETP Date: —
Security Clearance Type: [redacted]
Clearance Effective Date: [redacted]
Investigation Type: [redacted]
Investigation Status: P
Investigation Status Date: [redacted]

SFPA FLAGS

Restriction	Code	Begin Date	End Date
—	—	—	—

Skills

0 Self-Professed

PROFESSIONAL LICENSES		PROFESSIONAL CERTIFICATIONS		DEFENSE LANGUAGE PROFICIENCY TEST (DLPT)				LANGUAGES (SELF-PROFESSED)			
License	Expiration Date	Certification	Certified Date	Language	Listening	Reading	Speaking	Language	Listening	Reading	Speaking
—	—	—	—	—	—	—	—	—	—	—	—

ATTRIBUTES (SELF-PROFESSED)

Attribute	Rating	Date
—	—	—

Experience

0 Self-Professed

DEPLOYMENTS

Short Tours: 0
Long Tours: 0
DROS:
DEROS: —
CBT: 5
OPN: 0
RES: 0
Dwell Start:
Dwell Duration:

MILITARY EXPERIENCE: DEPLOYMENTS / ASSIGNMENTS

Asgt	From	# Months	UIC	Organization	Station	Location	Comd	Duty Title	MOS
Projected	20231010	8	W1EBHB	—	FORT HUACHUCA	AZ	TC	#2 SR INSTR	E35F
Current	20230104	1	WKENT0	—	FORT BRAGG	NC	SP	INTELLIGENCE ANALYST	E35F
1st Prev	20210905	23	WJTDAA	—	FORT BRAGG	NC	TC	STANDARD EXCESS	999992
2nd Prev	20200926	5	WKENA0	—	Invalid Location - Placeholder	VA	SP	SR INTEL SERGEANT	E35F
3rd Prev	20170929	36	WAC8T0	—	CP EDERLE	AE	E1	SR INTEL SERGEANT	E35F
4th Prev	20160827	13	WAC8D0	—	CP EDERLE	AE	E1	INTELLIGENCE SERGEANT	E35F

See STP online for additional 25 rows.

CIVILIAN WORK EXPERIENCE (SELF-PROFESSED)

Employment	Job Title	Start Date	End Date	Duration
—	—	—	—	—

ADDITIONAL DUTIES (SELF-PROFESSED)

Duty Title	Start Date	End Date
—	—	—

Knowledge

0 Self-Professed

CIVILIAN EDUCATION

Degree	School	Location	Level	Graduation Date
MASTER OF BUSINESS ADMINISTRATION	U PITTSBURGH	PA USA		19960101
BACHELOR OF SCIENCE	PENN ST UERE-BEHREND CLG	PA USA		19900101

THESIS & CAPSTONE (SELF-PROFESSED)

Title	Year
—	—

MILITARY EDUCATION

Course Title	Code	Start	End	Duration	CMDT List
SR LEADER CRS	SMH	20200117	20200228	6 weeks	
MIL DECEPT PLN CRS	AYS	20170818	20170825	1 week	
USAF AIRLIFT PLAN CRS	DER	20170707	20170714	1 week	

See STP online for additional 3 rows.

HOBBIES / INTERESTS (SELF-PROFESSED)

Hobby / Interest	Genre	Proficiency	Date
—	—	—	—

SELF STUDY (SELF-PROFESSED)

Self Study	Genre	Proficiency	Date
—	—	—	—

Basic Data

AC

SFC(P)

MRC2

Job Code(P/S): E9SF NO INSIGNIA
SQI(P/S): EP/CS
ASI(P/S):
Date of Birth: [redacted]
Birth Country: USA
Country of Citizenship: USA
Gender: M
Ethnicity: Others
Height: 84
Weight: 175
Religion: UNITHC
Marital Status: Married
# of Dependents (Adults/Children): 1/0
Home Address: [redacted]

Deployable

Cultural Experience & Proficiency

0 Self-Professed

Date	Location	Type	Duration
---	---	---	---

ACCESSIONS DATA

BASD: 20070212 Commissioning Year: --- Regular Ret Dt: 20270212
Current PPN: --- Type of Original Apt: --- Non-Reg Ret Dt: 20271030
End Current Assignment: 20250430 Mo/Days Afcs: / Current Statutory Auth: ---

MILITARY QUALIFICATIONS

Evaluation	Date	Passed
DA FORM 7801 M4A1 5.56MM CARBINE 1 OCT 20	20220916	SHARPSHOOTER
Army Physical Fitness Test	20191202	Passed

Behavior

0 Self-Professed

PROFESSIONAL GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date
---	---	---

PERSONAL GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date
---	---	---

FAMILY GOALS (SELF-PROFESSED)

Goal	Goal Date	Actual Date
---	---	---

ASSESSMENTS

Assessment Type	Assessment Date	Proficiency Level	Composite Score
---	---	---	---

Career Planning

0 Self-Professed

LOCATION PREFERENCES (SELF-PROFESSED)

Station	City	State
---	---	---

COUNTRY PREFERENCES (SELF-PROFESSED)

Country	Rank
---	---

DUTY PREFERENCES (SELF-PROFESSED)

Duty Name	Date Entered
---	---

ENDORSEMENTS (SELF-PROFESSED)

Endorsement	Endorser
---	---

DESIRED FUTURE ASSIGNMENTS (SELF-PROFESSED)

Assignment

TEXT RESUME (SELF-PROFESSED)

Date	Category	Description
---	---	---

PERSONNEL ACTION

For use of this form, see PAM 600-8; the proponent agency is DCS, G-1.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: Title 10, USC, Section 3013, E.O. 9397 (SSN), as amended

PRINCIPAL PURPOSE: To request or record personnel actions for or by Soldiers in accordance with DA PAM 600-8.

ROUTINE USES: The DoD Blanket Routine Uses that appear at the beginning of the Army's compilation of systems of records may apply to this system.

DISCLOSURE: Voluntary; however failure to provide Social Security Number may result in a delay or error in processing the request for personnel action.

1. THRU *(Include ZIP Code)*	2. TO *(Include ZIP Code)*	3. FROM *(Include ZIP Code)*
	Commander 389th MI BN (SO) (A) ATTN: S1 Fort Bragg, NC 28310	Commander 528th Sustainment Brigade (SO) (A) ATTN: S1 Fort Bragg, NC 28310

SECTION I - PERSONAL IDENTIFICATION

4. NAME *(Last, First, MI)*	5. GRADE OR RANK/PMOS/AOC	6. SOCIAL SECURITY NUMBER
FORBES, MICHAEL J.	SFC/ 35F	[redacted]

SECTION II - DUTY STATUS CHANGE *(AR 600-8-6)*

7. The above Soldier's duty status is changed from _____ to _____ effective _____ hours, _____ _____

SECTION III - REQUEST FOR PERSONNEL ACTION

8. I request the following action: *(Check as appropriate)*

	Service School *(Enl only)*		Special Forces Training/Assignment		Identification Card
	ROTC or Reserve Component Duty		On-the-Job Training *(Enl only)*		Identification Tags
	Volunteering For Oversea Service		Retesting in Army Personnel Tests		Separate Rations
	Ranger Training		Reassignment Married Army Couples		Leave - Excess/Advance/Outside CONUS
	Reassignment Extreme Family Problems		Reclassification		Change of Name/SSN/DOB
	Exchange Reassignment *(Enl only)*		Officer Candidate School	X	Other *(Specify)* ATTACHMENT ORDERS
	Airborne Training		Asgmt of Pers with Exceptional Family Members		

9. SIGNATURE OF SOLDIER *(When required)*	10. DATE *(YYYYMMDD)*

SECTION IV - REMARKS *(Applies to Sections II, III, and V) (Continue on separate sheet)*

You are attached as shown below:

Attached to: 389th Military Intelligence Battalion (Airborne) (WKENT0) Fort Bragg, NC 28310
Effective Dates: 20 December 22 - until properly released from attachment.
Additional Instructions: This is a brigade directed move, No Cost Move (NCM). Point of contact is 528th SB (SO) (A) S1 at 910-908-8297.

Distribution:
1- Soldier
1- Cdr, 528th (SO) (A) ATTN: S1
1- Cdr, 389th MI BN (A) ATTN: S1
1- File

SECTION V - CERTIFICATION/APPROVAL/DISAPPROVAL

11. I certify that the duty status change *(Section II)* or that the request for personnel action *(Section III)* contained herein -

☐ HAS BEEN VERIFIED ☐ RECOMMEND APPROVAL ☐ RECOMMEND DISAPPROVAL ☒ IS APPROVED ☐ IS DISAPPROVED

12. COMMANDER/AUTHORIZED REPRESENTATIVE	13. SIGNATURE	14. DATE *(YYYYMMDD)*
TRINITY M. MARKLE, SFC, BDE, S1 NCOIC	MARKLE.TRINITY.M.1265137330 Digitally signed by MARKLE.TRINITY.M.1265137330 Date: 2023.01.17 15:55:33 -05'00'	20230117

DEPARTMENT OF THE ARMY
HHC, SPECIAL TROOPS BATTALION (STB)
528TH SUSTANINMENT BRIGADE (SPECIAL OPERATIONS) (AIRBORNE)
X-4047 NEW DAWN DRIVE,
FORT LIBERTY, NORTH CAROLINA, 28310-5000

AOSC-MI 12 July 2023

MEMORANDUM FOR SFC Michael Forbes, HHC, Special Troops Battalion, 528th Sustainment Brigade (Special Operations) (Airborne), Fort Liberty, NC 28310-8500

SUBJECT: Notification of Relief from Duties as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne)

1. In accordance with Army Regulation (AR) 15-6, paragraph 1-12c, and AR 623-3, Evaluation Reporting System, paragraph 3-56, you are relieved from your position as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne), effective 12 July 2023.

2. The basis of the relief is due to founded allegations of counterproductive leadership and disrespect to a senior commissioned officer, and because your professional characteristics, conduct, behavior, and performance of duty warrants removal in the best interest of the U.S. Army. Your actions eroded trust and diminished the effectiveness of the organization. I have lost confidence in your ability to serve as the Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne).

3. You were provided the opportunity to review the supporting evidence and provide written matters in response to your potential relief and follow-on relief for cause NCOER on 1 June 2023. I received your matters in response to the referral of report of investigation on 16 June 2023 and have read and considered them. Please acknowledge receipt of this notification on the provided memorandum of acknowledgement.

4. The point of contact for this memorandum is CPT Patrina Lowrie at patrina.a.lowrie.mil@socom.mil or [redacted]

I WAS NOT PROVIDED DUE PROCESS AS ANOTHER INVESTIGATION WAS OPEN THAT WAS NOT PROVIDED TO ME. DODIG COMPLAINT FILED LAST WEEK.

LOWRIE.PATRINA.ANASTASIA.[redacted] Digitally signed by LOWRIE.PATRINA.ANASTASIA.[redacted] Date: 2023.07.12 12:03:58 -04'00'

PATRINA A. LOWRIE
CPT, MI
Brigade S2 OIC

THAT I WAS NOTIFIED THAT I MUST ACKNOWLEDGE RECEIPT. I ONLY ACK. REC.

I DISAGREE WITH THE CONDUCT INVESTIGATION. I DISAGREE WITH THIS DECISION.

I DISAGREE WITH ANY COMMENTARY ABOVE OR VERBALLY BY CPT LOWRIE THAT THE INVESTIGATION IS WAS "FOUNDED" IF DUE TO ALLEGATIONS OF INCORRECT AND CONTRADICTORY PROVIDED OR IMPROPER IN ANY PERSONAL WAY. [illegible] 12 JUL 2023

AOSC-MI
SUBJECT: Notification of Relief from Duties as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne)

1. I hereby acknowledge receipt of a copy of my Notification of Relief from duties as Brigade S2 NCOIC, 528th Sustainment Brigade (Special Operations) (Airborne).

2. On 1 June 2023, I was notified of my potential relief for cause and follow-on relief for cause NCOER and received the supporting evidence upon which the relief is based.

3. I was provided an opportunity to submit written matters. These matters were due on 11 June 2023, but I received an extension until 16 June 2023. I provided matters in response to the referral of report of investigation on 16 June 2023.

4. Dated: 12 JUN 2023

MICHAEL J. FORBES
SFC, USA
Respondent

PLEASE SEE ALL COMMENTS ON NOTIFICATION OF RFC MEMO. DUE PROCESS WAS NOT PROVIDED PRIOR TO COMPLAINT FILED. ANNOUNCEMENT PER VERBAL COMMUNICATION TO FOLLOW.

RECORD FOR EMERGENCY DATA

OMB No. 0704-0649

Expires 02/28/2026

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 552, 10 USC 655, 1475 to 1480 and 2771, 38 USC 1970, 44 USC 3101, and EO 9397 (SSN).
PRINCIPAL PURPOSES: This form is used by military personnel and Department of Defense civilian and contractor personnel, collectively referred to as civilians, when applicable. For military personnel, it is used to designate beneficiaries for certain benefits in the event of the Service member's death. It is also a guide for disposition of that member's pay and allowances if captured, missing or interned. It also shows names and addresses of the person(s) the Service member desires to be notified in case of emergency or death. For civilian personnel, it is used to expedite the notification process in the event of an emergency and/or the death of the member. The purpose of soliciting the SSN is to provide positive identification. All items may not be applicable.
ROUTINE USES: None.
DISCLOSURE: Voluntary; however, failure to provide accurate personal identifier information and other solicited information will delay notification and the processing of benefits to designated beneficiaries if applicable.

INSTRUCTIONS TO SERVICE MEMBER

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty (other family members or finance), and, to designate beneficiaries for certain benefits if you die. IT IS YOUR RESPONSIBILITY to keep your Record of Emergency Data up to date to show your desires as to beneficiaries to receive certain death payments, and to show changes in your family or other personnel listed, for example, as a result of marriage, civil court action, death, or address change.

INSTRUCTIONS TO CIVILIANS

This extremely important form is to be used by you to show the names and addresses of your spouse, children, parents, and any other person(s) you would like notified if you become a casualty. Not every item on this form is applicable to you. This form is used by the Department of Defense (DoD) to expedite notification in the case of emergencies or death. It does not have a legal impact on other forms you may have completed with the DoD or your employer.

IMPORTANT: This form is divided into two sections: Section 1 - Emergency Contact Information and Section 2 - Benefits Related Information. READ THE INSTRUCTIONS ON PAGES 3 AND 4 BEFORE COMPLETING THIS FORM.

SECTION 1 - EMERGENCY CONTACT INFORMATION

1. NAME (Last, First, Middle Initial)	2. DOD IDENTIFICATION NUMBER or SSN
FORBES, MICHAEL, J	[redacted]

3a. SERVICE/CIVILIAN CATEGORY	b. REPORTING UNIT CODE / DUTY STATION
[X] ARMY [ ] NAVY [ ] MARINE CORPS [ ] AIR FORCE [ ] DoD [ ] CIVILIAN [ ] CONTRACTOR [ ] AIR FORCE [ ] SPACE FORCE	00246548 - 0528 CS HHC HHC

3c. MARITAL STATUS [ ] SINGLE [ ] DIVORCED [ ] WIDOWED

4a. SPOUSE NAME (If applicable) (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER
[redacted]	[redacted]

c. PHONE NUMBERS (Home, Mobile, Other)	d. PREFERRED LANGUAGE	e. DoD AFFILIATION
910/336-5457	ENGLISH	Army

5a. CHILDREN NAME (Last, First, Middle Initial)	b. RELATIONSHIP	c. DATE OF BIRTH (YYYYMMDD)	d. ADDRESS (Include ZIP Code) AND TELEPHONE NUM

6a. PARENT ONE NAME (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER (Home, Mobile, Other)
7a. PARENT TWO NAME (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER (Home, Mobile, Other)
8a. STEP PARENT ONE (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER (Home, Mobile, Other)

Controlled by: ODASD MC&FP
CUI Category: PRIVACY
LDC: FEDCON
POC: osd.pentagon.rsrcmgmt.list.ousd-p-r-gold-star-advocate-mbx@mail.mil

9a. STEP PARENT TWO (Last, First, Middle Initial)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER (Home, Mobile, Other)
10a. DO NOT NOTIFY DUE TO THEIR ILL HEALTH None	b. NOTIFY INSTEAD None
11a. DESIGNATED PERSON(S) (Military: Duty Status – Whereabouts Unknown Civilian: Excused Absence-Whereabouts Unknown None	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER
12. CONTRACTING AGENCY AND TELEPHONE NUMBER (Contractors only) Not Applicable	

SECTION 2 - BENEFITS RELATED INFORMATION

13a. BENEFICIARY(IES) FOR DEATH GRATUITY (Military only)	b. RELATIONSHIP	c. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER	d. PERCENTAGE
[redacted]	Spouse	[redacted]	100

14a. BENEFICIARY(IES) FOR UNPAID PAY/ALLOWANCES (Military only) NAME and RELATIONSHIP		b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER	c. PERCENTAGE
[redacted]	Spouse	[redacted]	100

15a. PERSON AUTHORIZED TO DIRECT DISPOSITION (PADD) NAME and RELATIONSHIP (Military only)	b. ADDRESS (Include ZIP Code) AND TELEPHONE NUMBER
[redacted]	[redacted]

16. CONTINUATION/REMARKS

17. SIGNATURE OF SERVICE MEMBER/CIVILIAN (Include rank, rate or grade if applicable)	18. SIGNATURE OF WITNESS (Include rank, rate, or grade as appropriate)	19. DATE SIGNED (YYYYMMDD)
cn=FORBES.MICHAEL.JEFFREY.[redacted]ou=USA,ou=PKI,ou=DoD,o=U.S. Government,c=US		2024-03-21T13:39:01

INSTRUCTIONS FOR PREPARING DD FORM 93
(See appropriate Service Directives for supplemental instructions for completion of this form at other than MEPS)

All entries explained below are for electronic or typewriter completion, except those specifically noted. If a computer or typewriter is not available, print in black or blue-black ink insuring a legible image on all copies. Include "Jr.," "Sr.," "III" or similar designation for each name, if applicable. When an address is entered, include the appropriate ZIP Code. If the member cannot provide a current address, indicate "unknown" in the appropriate item. Addresses shown as P.O. Box Numbers or RFD numbers should indicate in Item 16, "Continuations/Remarks", a street address or general guidance to reach the place of residence. In addition, the notation "See Item 16" should be included in the item pertaining to the particular next of kin or when the space for a particular item is insufficient. If the address for the person in the item has been shown in a preceding item, it is unnecessary to repeat the address; however, the name must be entered.

Those items that are considered not applicable to civilians will be left blank.

ITEM 1. Enter full last name, first name, and middle initial.

ITEM 2. Enter DoD Identification Number (located on DoD Identification Card) or SSN if DoD Identification Card is not issued yet. Upon issuance of DoD Identification Card, you will need to submit a new DD Form 93 with your DoD Identification Number to protect your personally identifiable information.

ITEM 3a. Service. Military: Mark X in appropriate block. Civilian: Mark two blocks as appropriate. Examples: an Army civilian would mark Army and either Civilian or Contractor; a DoD civilian, without affiliation to one of the Military Services, would mark DoD and then either Civilian or Contractor as appropriate.

ITEM 3b. Reporting Unit Code/Duty Station. See Service Directives.

ITEM 3c. Select marital status.

ITEM 4a. Spouse Name. Enter last name (if different from Item 1), first name and middle initial on the line provided. If single, divorced, or widowed, mark appropriate block.

ITEM 4b. Address and Telephone Number. Enter the "actual" address and telephone number, not the mailing address. Include civilian title or military rank and service if applicable. If one of the blocks in 4a is marked, leave blank.

ITEM 4c. List home, mobile, and other phone numbers as appropriate.

ITEM 4d. Provide the preferred language spoken by the spouse.

ITEM 4e. Select from the dropdown menu the DoD affiliation of the spouse, if applicable.

ITEM 5a-d. Children. Enter last name (only if different from Item 1) first name and middle initial, relationship, and date of birth of all children. If none, so state. Include illegitimate children if acknowledged by member or paternity/maternity has been judicially decreed. Relationship examples: son, daughter, stepson or daughter, adopted son or daughter or ward. Date of birth example: 19950704. For children not living with the member's current spouse, include address and name and relationship of person with whom residing in item 5d.

ITEMS 6a. and 7a. Parent Name. Last name, first name and middle initial.

ITEMS 6b. and 7b. Address and Telephone Number of Parent. If unknown or deceased, so state. Include civilian title or military rank and service if applicable. If other than biological or adoptive parent is listed, indicate relationship.

ITEMS 8a. and 9a. Parent Name (if applicable). Last name, first name and middle initial.

ITEMS 8b. and 9b. Address and Telephone Number of Step Parent (if applicable). If deceased, so state. Include civilian title or military rank and service if applicable.

ITEM 10a. Do Not Notify Person Due to Their Ill Health. Last name, first name, and middle initial. If more than one person, indicate in ITEM 16, "Continuation/Remarks.

ITEM 10b. Notify Instead. Last name, first name, and middle initial and address of person(s) to be notified in lieu of person(s) listed on this form if they are not already listed on form. If ITEM 10a. is not applicable, leave blank.

ITEM 11a. This item will be used to record the name of the person or persons, if any, other than the member's primary next of kin or immediate family, to whom information on the whereabouts and status of the member shall be provided if the member is placed in a missing status. Reference 10 USC, Section 655.

ITEM 11b. Address and telephone number of Designated Person(s).

ITEM 12. Contracting Agency and Telephone Number (Contractors only). NOT APPLICABLE to military personnel. Civilian contractors will provide the name of their contracting agency and its telephone number. Example: XYZ Electric, (703) 555-5689. The telephone number should be to the company or corporation's personnel or human resources office.

ITEM 13a. Beneficiary(ies) for Death Gratuity (Military only). Enter first name(s), middle initial, and last name(s) of the person(s) to receive death gratuity pay. A member may designate one or more persons to receive all or a portion of the death gratuity pay. The designation of a person to receive a portion of the amount shall indicate the percentage of the amount, to be specified only in 10 percent increments, that the person may receive. If the member does not wish to designate a beneficiary for the payment of death gratuity, enter "None," or if the full amount is not designated, the payment or balance will be paid as follows:

INSTRUCTIONS FOR PREPARING DD FORM 93
(Continued)

(1) To the surviving spouse of the person, if any;
(2) any surviving children of the person and the descendants of any deceased children by representation;
(3) To the surviving parents or the survivor of them;
(4) the duly appointed executor or administrator of the estate of the person;
(5) there are none of the above, to other next of kin of the person entitled under the laws of domicile of the person at the time of the person's death.

The member should make specific designations, as it expedites payment.

Seek legal advice if naming a minor child as a beneficiary. If a member has a spouse but designates a person other than the spouse to receive all or a portion of the death gratuity pay, the Service concerned is required to provide notice of the designation to the spouse. NOT APPLICABLE to civilians.

Item 13b. Relationship. NOT APPLICABLE to civilians.

ITEM 13c. Enter beneficiary(ies) full mailing address and telephone number to include the ZIP Code. NOT APPLICABLE to civilians.

ITEM 13d. Show the percentage to be paid to each person. Enter 10%, 20%, 30%, up to 100% as appropriate. The sum shares must equal 100 percent. If no percent is indicated and more than one person is named, the money is paid in equal shares to the persons named. NOT APPLICABLE to civilians.

ITEM 14a. Beneficiary(ies) for Unpaid Pay/Allowance (Military only). Enter first name(s), middle initial, last name(s) and relationship of person to receive unpaid pay and allowances at the time of death. The member may indicate anyone to receive this payment. If the member designated two or more beneficiaries, state the percentage to be paid in each in item 14c. If the member does not wish to designate a beneficiary, enter "By Law." The member is urged to designate a beneficiary for unpaid pay and allowances as payment will be made to the person in order of precedence by law (10 USC 2771) in the absence of a designation. Seek legal advice if naming a minor child as beneficiary. NOT APPLICABLE to civilians.

ITEM 14b. Enter beneficiary(ies) full mailing address and telephone number to include the ZIP Code. NOT APPLICABLE to civilians.

ITEM 14c. If the member designated two or more beneficiaries, state the percentage to be paid each in this section. The sum shares must equal 100 percent. NOT APPLICABLE to civilians.

ITEM 15a. Enter the name and relationship of the Person Authorized to Direct Disposition (PADD) of your remains should you die. Persons typically selected as a PADD include: surviving spouse, blood relative of legal age, or adoptive relatives. NOT APPLICABLE to civilians.

ITEM 15b. Address and telephone number of PADD. NOT APPLICABLE to civilians.

ITEM 16. Continuation/Remarks. Use this item for remarks or continuation of other items, if necessary. Prefix entry with the number of the item being continued; for example, 5/John J./son/ 19851220/321 Pecan Drive, Schertz TX 78151. Also use this item to list name, address, and relationship of other persons the member desires to be notified. Other dependents may also be listed. This block offers the greatest amount of flexibility for the member to record other important information not otherwise requested but considered extremely useful in the casualty notification and assistance process. Besides continuing information from other blocks on this form, the member may desire to include additional information such as: communication barriers, location or existence of a Will, additional private insurance information, other family member contact numbers, etc. If additional space is required, attach a supplemental sheet of standard bond paper with the information.

ITEM 17. Signature of Service Member/Civilian. Check and verify all entries and sign all copies in ink as follows: First name, middle initial, last name. Include rank, rate, or grade if applicable. May be electronically signed (see DoD Instruction 1300.18 for guidelines).

ITEM 18. Signature of Witness. Have a witness (disinterested person) sign all copies in ink as follows: First name, middle initial, last name. Include rank, rate, or grade as appropriate. A witness signature is not required for electronic versions of the DD Form 93 (see DoD Instruction 1300.18).

ITEM 19. Date the member or civilian signs the form if not already indicated in the electronic signature block. This item must be completed as an ink entry

Controlled by: ODASD MC&FP
CUI Category: PRIVACY
LDC: FEDCON
POC: osd.pentagon.rsrcmgmt.list.ousd-p-r-gold-star-advocate-mbx@mail.mil

Record Review

This document represents a Record Review completed by the Soldier and verified by the Record Manager. The review lists all documents included during this specific records review and identifies missing documents required to be added to the record.This review is digitally signed by the Soldier and the Record Manager, and a copy filed in the AMHRR for future reference. For detailed requirements regarding this review refer to AR 600-8-104.

Review Information

Soldier	FORBES MICHAEL JEFFREY	Review Type	PERSONNEL RECORDS REVIEW	Initiated	2024-07-08
Soldier EDIPI		Record Manager	MCCULLOUGH MUHAMMAD YOLANDA	Due By	2024-06-02

Documents

Doc Name	Doc Title	Effective Date	Reviewed	RM Verified	Comments
ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	2023-01-04	2024-11-25	2023-06-02	
ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	2023-01-04	2024-11-25	2023-06-02	
ASSIGN TEMP OTH	ASSIGNMENT TEMPORARY - OTHER	2023-07-25	2024-11-25	2024-11-25	
SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	2022-01-05	2024-11-25	2022-05-19	
SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	2023-03-21	2024-11-25	2023-06-02	
SGLV 8286	SERVICEMEMBER`S GROUP LIFE INSURANCE (SGLI) ELECTION	2024-03-21	2024-11-25	2024-11-25	
PERS REC REV	PERSONNEL RECORDS REVIEW	2021-06-11	2024-11-25	2022-05-19	
PERS REC REV	PERSONNEL RECORDS REVIEW	2022-05-19	2024-11-25	2022-05-19	
PERS REC REV	PERSONNEL RECORDS REVIEW	2022-05-19	2024-11-25	2023-06-02	
PERS REC REV	PERSONNEL RECORDS REVIEW	2023-06-02	2024-11-25	2024-11-25	
AWD ORDER	ORDERS ANNOUNCING THE AWARD OF BADGES, BARS, TABS, ETCETERA	2022-02-12	2024-11-25	2023-06-02	
DD 93	RECORD OF EMERGENCY DATA	2021-07-22	2024-11-25	2022-05-19	
DD 93	RECORD OF EMERGENCY DATA	2022-06-30	2024-11-25	2023-06-02	
DD 93	RECORD OF EMERGENCY DATA	2023-03-21	2024-11-25	2023-06-02	
DD 93	RECORD OF EMERGENCY DATA	2024-03-21	2024-11-25	2024-11-25	

Record Review

ASSIGN TEMP OTH REV	REVOCATION OF ASSIGNMENT TEMPORARY - OTHER	2023-01-04	2024-11-25	2023-06-02	
DA 638	RECOMMENDATION FOR AWARD	2020-10-19	2024-11-25	2023-06-02	
AWD DOC	AWARD OF BADGES, BARS, TABS, ETCETERA WHEN NO ORDER EXISTS	2020-09-30	2024-11-25	2023-06-02	

RECORD REVIEW

Record Review

Comments

Soldier Comments	DD 93 is accurate. SGLV 8286 is accurate.
Record Manager Comments	Open Cases: Case#: 22832933, ssn = [redacted] doc type = PERS REC REV; effective date = 05/19/2022
Permanantly Missing Document	
Temporarily Missing Documents	

Record Review Details

Review Method	REVIEWED INDEPENDENTLY
Review Errors	NO ERROR - NO ERRORS FOUND DURING REVIEW
Soldier Unavailable	
Soldier Unavailable Explanation	

Signatures

By digitally signing this review, you are acknowledging that you have conducted a complete review of your Record Brief, your most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. You are acknowledging that you are entitled to each of the pays and allowances you are receiving as indicated on your most recent LES. You further understand you will not be paid for any entitlements if you fail to upload the required missing supporting documents.

Additionally, you are confirming that you have provided all identified missing documents to your record manager for uploading to iPERMS and any missing documents that cannot be located are listed in the permanently missing documents field. Once you sign this review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to your record). Additionally, you will be unable to edit the review or change any comments. A copy of the review, to include all comments you have made, is maintained in your file.

By digitally signing this review, you, as the Record Manager, are acknowledging that you have conducted a complete review of the Soldier's Record Brief, the most recent Leave and Earnings Statement (LES) and all the documents contained in the review to ensure all required supporting documents are filed in iPERMS. Additionally, you are confirming all temporarily missing documents have been uploaded to iPERMS and any documents that cannot be located are listed in the permanently missing documents field. You are acknowledging that you received confirmation from the Soldier that he/she is entitled to the pays and allowances being received by the Soldier as indicated on his/her most recent LES which you reviewed. Once you sign the review, the documents contained in the review are locked and no documents will be added or removed from the review (documents can still be added to the Soldier's record). Additionally, you will be unable to edit the review or change any comments. A copy of the review to include any comments you or the Soldier have made, is maintained in the Soldier's AMHRR.

Soldier Signature	Record Manager Signature
Digitally signed by:FORBES.MICHAEL.JEFFREY. [redacted] Date:2024-11-25 at 15:39:57 EST	Digitally signed by:DAVIS.YOLANDA.M. [redacted] Date:2024-11-25 at 15:40:07 EST

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES — THIS IS AN IMPORTANT RECORD. SAFEGUARD IT. — ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME (Last, First, Middle) FORBES, MICHAEL JEFFREY	2. DEPARTMENT, COMPONENT AND BRANCH ARMY/RA	3. SOCIAL SECURITY NUMBER [redacted]
4a. GRADE, RATE OR RANK SFC	b. PAY GRADE E07	5. DATE OF BIRTH (YYYYMMDD) [redacted]
6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) 00000000		
7a. PLACE OF ENTRY INTO ACTIVE DUTY PITTSBURGH, PENNSYLVANIA	b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) [redacted]	
8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 0528 CS HHC HHC SUSTAIN BDE SP	b. STATION WHERE SEPARATED FORT LIBERTY TC, NC 28310-5000	
9. COMMAND TO WHICH TRANSFERRED N/A	10. SGLI COVERAGE AMOUNT: $ 500,000.00 [ ] NONE	

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)
35F4S INTELLIGENCE ANALYST - 13 YRS 2 MOS //96B4O INTELLIGENCE ANALYST - 4 YRS 0 MOS// NOTHING FOLLOWS

12. RECORD OF SERVICE	YEAR(S)	MONTH(S)	DAY(S)
a. DATE ENTERED AD THIS PERIOD	2007	02	12
b. SEPARATION DATE THIS PERIOD	2024	11	30
c. NET ACTIVE SERVICE THIS PERIOD	0017	09	19
d. TOTAL PRIOR ACTIVE SERVICE	0000	00	00
e. TOTAL PRIOR INACTIVE SERVICE	0000	00	00
f. FOREIGN SERVICE	0006	07	13
g. SEA SERVICE	0000	00	00
h. INITIAL ENTRY TRAINING	0000	00	00
i. EFFECTIVE DATE OF PAY GRADE	2020	04	01

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
ARMY COMMENDATION MEDAL (7TH AWARD)//JOINT SERVICE ACHIEVEMENT MEDAL//ARMY ACHIEVEMENT MEDAL (3RD AWARD)//JOINT MERITORIOUS UNIT AWARD (2ND AWARD)//ARMY GOOD CONDUCT MEDAL (6TH AWARD)//USCG GOOD CONDUCT MEDAL// NATIONAL DEFENSE SERVICE MEDAL//GLOBAL WAR ON TERRORISM SERVICE MEDAL//CONT IN BLOCK 18

14. MILITARY EDUCATION (Course title, number of weeks, and months and year completed)
ADV LDR CRS (ALC), 7 WEEKS, 2013//ANTI-TERR OFF (BASIC), 1 WEEK, 2016//BASIC LEADER CRS (BLC), 2 WEEKS, 2008//COMBAT LIFE SAVERS CRS, 2 WEEKS, 2014//FIELD SAN TEAM - INDIV, 1 WEEK, 2016//INTELLIGENCE ANALYST, 17 WEEKS, 2007//MIL DECEPT PLN CRS, 1 WEEK, 2017//SENIOR LEADER CRS//CONT IN BLOCK 18

		YES	NO
15a. COMMISSIONED THROUGH SERVICE ACADEMY			X
b. COMMISSIONED THROUGH ROTC SCHOLARSHIP (10 USC Sec. 2107b)			X
c. ENLISTED UNDER LOAN REPAYMENT PROGRAM (10 USC Chap. 109) (If Yes, years of commitment: _____) NA			X
16. DAYS ACCRUED LEAVE PAID 60	17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION		X

18. REMARKS //
IMMEDIATE REENLISTMENTS THIS PERIOD -- 20081208-20131016, 20131017-20151202, 20151203-20200115, 20200116-20241130//BLOCK 6, PERIOD OF DELAYED ENTRY PROGRAM: 20061031-20070211//SERVED IN A DESIGNATED IMMINENT DANGER PAY AREA//SERVICE IN AFGHANISTAN 20141023-20150306//SERVICE IN AFGHANISTAN 20110306-20120111//SERVICE IN AFGHANISTAN 20100412-20100823//SERVICE IN AFGHANISTAN 20090115-20090713//SERVICE IN AFGHANISTAN 20071130-20080512//SEPARATION PAY -- $58919.00//MEMBER HAS COMPLETED FIRST FULL TERM OF SERVICE//MEMBER IS ENTITLED TO HALF//SEE ATTACHED CONTINUATION SHEET

The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code) [redacted]	b. NEAREST RELATIVE (Name and address - include ZIP Code) [redacted]		
20. MEMBER REQUESTS COPY 6 BE SENT TO (Specify state/locality) NC OFFICE OF VETERANS AFFAIRS		X YES	NO
a. MEMBER REQUESTS COPY 3 BE SENT TO THE CENTRAL OFFICE OF THE DEPARTMENT OF VETERANS AFFAIRS (WASHINGTON, DC)		X YES	NO
21.a. MEMBER SIGNATURE ESIGNED BY: FORBES.MICHAEL.JEFFREY [redacted]	b. DATE (YYYYMMDD) 20241129	22.a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title, signature) ESIGNED BY: POUNDS.ROSIE.LEE. [redacted] ROSIE POUNDS, TRANSITION CENTER HR SUPV	b. DATE (YYYYMMDD) 20241129

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION DISCHARGE	24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY AR 635-200	26. SEPARATION CODE JGH	27. REENTRY CODE 3
28. NARRATIVE REASON FOR SEPARATION NON-RETENTION ON ACTIVE DUTY		
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) NONE		30. MEMBER REQUESTS COPY 4 (Initials) MJF

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES | THIS IS AN IMPORTANT RECORD. SAFEGUARD IT. | ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

(Continuation Sheet)

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME (Last, First, Middle)	2. DEPARTMENT, COMPONENT AND BRANCH	3. SOCIAL SECURITY NUMBER
FORBES, MICHAEL JEFFREY	ARMY/RA	[redacted]

(Specify the item number of the block continued for each entry.) //

CONT FROM BLOCK 18: SEPARATION PAY//IN ACCORDANCE WITH 10 USC 1174 AND DODI 1332.29, THE TOTAL AMOUNT (GROSS) OF SEPARATION PAY WILL BE RECOUPED FROM EACH PAYMENT OF RETIRED OR RETAINER PAY AND IN CERTAIN CASES VETERANS AFFAIRS DISABILITY UNTIL THE TOTAL AMOUNT DEDUCTED IS EQUAL TO THE TOTAL AMOUNT OF SEPARATION PAY RECEIVED.//CONT FROM BLOCK 13: // NON COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT RIBBON (3RD AWARD)//ARMY SERVICE RIBBON//OVERSEAS SERVICE RIBBON (2ND AWARD)//MILITARY OUTSTANDING VOLUNTEER SERVICE MEDAL//NATO MEDAL//PARACHUTIST BADGE//EXPERT MARKSMANSHIP BADGE W/ RIFLE BAR//CONT FROM BLOCK 14: (SLC), 6 WEEKS, 2020//USAF AIRLIFT PLANNER, 1 WEEK, 2017//NOTHING FOLLOWS

21.a. MEMBER SIGNATURE	b. DATE (YYYYMMDD)	22.a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title, signature)	b. DATE (YYYYMMDD)
ESIGNED BY: FORBES.MICHAEL.JEFFREY [redacted]	20241129	ESIGNED BY: POUNDS.ROSIE.LEE. [redacted] ROSIE POUNDS, TRANSITION CENTER HR SUPV	20241129

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT LIBERTY
2175 ROCK MERRITT AVENUE
FORT LIBERTY NORTH CAROLINA 28310-5000

ORDERS 305-0280 31 October 2024

FORBES, MICHAEL JEFFREY [redacted] SFC 0528 CS HHC HHC SUSTAIN BDE, (WJTDAA), FORT LIBERTY, NC 28310

You are reassigned to the U.S. Army transition point shown for transition processing. After processing, you are discharged from the Component shown. If you are delayed in reporting to the transition point, you still must report to the transition point as soon as possible or as authorized to receive a new effective date of discharge.

Assigned to: FORT LIBERTY TC (W0U3NT) FORT LIBERTY NC 28310-5000
Reporting date: 30 October 2024
Comp: REGULAR
Date of discharge unless changed or rescinded: 30 November 2024

Additional instructions:
a. Soldier is entitled to one-half separation pay IAW 10 USC 1174. b. "Information regarding Out-Processing may be obtained from https://home.army.mil/bragg/index.php/my-fort-liberty/all-services/out-processing-section" c. IAW Public Law 101-510, Section 1144 you must attend a mandatory Preseparation Briefing and complete the DD Form 2648, 120 - 180 days prior to separation with Soldier for Life. d. Storage of household goods, at government expense, is authorized up to 06 months after separation. e. DEPNS: YES(01). f. UPON RECEIPT OF ORDERS REPORT TO THE TRANSITION CENTER, BLDG 4-2843, 2D FLOOR, WING B, BETWEEN THE HOURS OF 0900 - 1100, MONDAY THRU FRIDAY TO SCHEDULE AN APPOINTMENT FOR THE COMPLETION OF YOUR DD FORM 214. g. You must attend a Transportation Briefing given by the Personal Property Shipping Office. Please call 910-396-5212 and 910-396-2163. h. No pay authorized. Member eligible for involuntary separation pay; however, member chose not to comply with 10 USC 1174(e)(1)(A).

FOR ARMY USE
Auth: AR 635-200
HOR: [redacted]
Place EAD or OAD: [redacted]
MDC: 7BE5

FOR ADDITIONAL INFORMATION CONTACT:
ASHLEY M. MEISENBACH ashley.m.meisenbach.civ@army.mil 910-907-0882
SDN: FOR[redacted]PA50280
Format: 501

FOR THE COMMANDER:

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OFFICIAL
FORT LIBERTY, NC
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LEONARD (LEON)WYATT
CHIEF, MILITARY PERSONNEL DIVISION

DISTRIBUTION:
SFC FORBES (1)
Cdr 0528 CS HHC HHC SUSTAIN BDE, (WJTDAA) (1)
CDR, 126TH FINANCE (1)

DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FT LIBERTY
2175 ROCK MERRITT AVENUE
FORT LIBERTY NORTH CAROLINA 28310-5000

ORDERS 330-0259 25 November 2024

FORBES, MICHAEL JEFFREY [redacted] SFC 0528 CS HHC HHC SUSTAIN BDE, (WJTDAA), FORT LIBERTY, NC 28310

The following order is amended as indicated.

So much of order number: Orders 305-0280, US ARMY INSTALLATION MANAGEMENT COMMAND HQ, USAG, FORT Liberty, NC 28310, 31 October 2024
Pertaining to: DISCHARGE OF FORBES, MICHAEL JEFFREY [redacted] SFC, 0528 CS HHC HHC SUSTAIN BDE, (WJTDAA), FORT LIBERTY, NC 28310

As reads: ADDITIONAL INSTRUCTIONS: H. NO PAY AUTHORIZED. MEMBER ELIGIBLE FOR INVOLUNTARY SEPARATION PAY; HOWEVER, MEMBER CHOOSE NOT TO COMPLY WITH 10 USC 1174(E)(1)(A).

How changed: IS AMENDED TO READ: ADDITIONAL INSTRUCTIONS: H. SOLDIER IS ENTITLED TO HALF SEPARATION PAY IAW 10 USC 1174 FOR A PERIOD OF 17 YEARS, 09 MONTHS, AND 19 DAY OF ACTIVE DUTY SERVICE. In accordance with 10 USC 1174 and DODI 1332.29, the total amount (gross) of separation pay will be recouped from each payment of retired or retainer pay and in certain cases veterans affairs disability until the total amount deducted is equal to the total amount of separation pay received.

Auth: AR 600-8-105
FOR ADDITIONAL INFORMATION CONTACT:
Leslie Banks leslie.m.banks.civ@army.mil 910-643-6992
SDN: FOR[redacted]PA50280
Format: 700

FOR THE COMMANDER:

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LEONARD (LEON)WYATT
CHIEF, MILITARY PERSONNEL DIVISION

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