

AERTR-MP

SUBJECT: Appendix 9 (Counseling SOP) to Annex A
(Administration) to the 95th Military Police Battalion
Administration SOP

(9) Relief for Cause counseling. Noncommissioned officers who have demonstrated less than acceptable daily performance over an extended period of time or fail to respond to developmental counseling will be entered into a 90 day relief for cause counseling process. The initial relief for cause counseling will outline all negative areas where the rated NCO failed to improve his/her duty performance. If the NCO fails to make significant improvement, he/she will be counseled after the initial 30-day period. The counseling will indicate the lack of improvement and corrective action to be taken. If apathy is displayed, it can be cause for immediate relief. The initial 30 day counseling will inform the sergeant he/she has 60 days in which to improve or be subject to relief. After an additional 30 day lapse, a subsequent counseling covering the previous 30 days performance will be conducted giving the rated NCO final notice he/she has 30 days in which to improve or be relieved. At the end of the 90 days, and no improvement is made, relief for cause procedures will apply. This process does not apply to personnel who commit offenses under the UCMJ that warrant immediate relief.

f. Construction of individual counseling files. Individual counseling files will be constricted using Tri-fold folders and labeled IAW MARKS using the following heading: 600-8d Personnel Data Card Files, Name, Rank, SSN, and Privacy Act: A0715.01a DAPC. Folders will be constructed in two separate categories: Noncommissioned Officers and enlisted.

(1) Noncommissioned officer counseling folder. The noncommissioned officer counseling folder will contain the following documents and completed as outlined below:

(2) Noncommissioned officer checklist/record (DA 2166-7-1). DA 2166-7-1 will be completed in ink or typed within 30 days of the noncommissioned officer being assigned to duty and quarterly performance counseling conducted from then on or as needed.

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(b) **Noncommissioned officer evaluation report: (DA form 2166-7).** DA Form 2166-7 will be filled out in ink or typed from Part I, blocks a, b, c, d, e, f, and h, Part II showing the rating chain with all pertinent data. Part III; blocks a, b, c, d, e, and f, and Part IV showing specific goals and objective per category. The DA Form 2166-7 will be annotated with the date the counseling was conducted.

(c) **General counseling form.** DA Form 4856 (minus legal statement). This form will be completed for initial counseling, as a cover sheet to the NCO continuation sheet attached and as a general summary of the previous quarters performance that is more detailed than is reflected on DA Form 2166-7-1. The Reception and Integration counseling form will be used during in processing.

(d) **Noncommissioned officer counseling continuation sheet to the noncommissioned officer counseling checklist.** This continuation form is used to outline standards and objectives of the organization and will accompany the completed DA Form 2166-7-1 and the initial counseling form. This need only be completed during a noncommissioned officer's in processing. A general counseling form located at Tab C., will be used for any initial counseling requirements based on change in rating chain or transfers within the battalion and for monthly performance counseling.

(e) **Leaders Personal Data Form.** Personal data form will be completed in its entirety and updated as required.

(f) **Positive counseling form.** This form will be completed with a DA Form 4856 (General Counseling Form) outlining what the soldier accomplished during the last month and to establish goals and objectives on what is to be accomplished next month.

(g) **Promotion Counseling.** All sergeants (E-5) will be counseled on a monthly basis once their names appear on the AAA-292 for consideration for staff sergeant or when they are already on the standing list and failed to achieve

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sufficient points to be promoted.

(h) **Other documentation.** Any other documentation can be included in the counseling file as long as the information has military significance. Body fat computations, current profiles, etc. may be included as a history of the soldier's tenure in a unit.

(1) **Counseling requirements.** Counseling noncommissioned officers will be conducted every 90 days after receiving the initial and reception and integration counseling. Approach each subject with detailed accuracy. Remarks must be quantified and qualified. Give the noncommissioned officer credit for his/her accomplishment and coach in those areas needing improvement. The counseling folder is the road map in which to credit the noncommissioned officer for what he/she did to contribute to the unit's effectiveness, readiness, morale, and esprit de corps and on his/her individual accomplishments. Remember, no one event or incident is the basis for an evaluation. Encompass the entire rating period and the sergeant's performance to justify evaluations.

(2) **Enlisted counseling folders.** Enlisted counseling folders will be constructed in the same manner as the noncommissioned officer's with the following exceptions. All documents relating to NCO counseling will be deleted. The enlisted counseling continuation sheet to initial counseling will replace the NCO counseling continuation sheet. The Enlisted Continuation Counseling Sheet located at Tab B. will be completed on each soldier within 30 days of assignment. A positive counseling form with a DA Form 4856 will be completed each month thereafter. All positive and/or negative counseling will be completed as needed. Promotion counseling will be conducted on anyone eligible to compete for promotion whose name appears on the AAA-292. Reception and integration counseling will be completed within 48 hours of assignment to the unit.

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8. **Conclusion.** This SOP is not all-inclusive. Counseling is a necessary requirement in developing and teaching young soldiers Army business. Finding the time to do it and do it right is often difficult. However, every attempt must be made to ensure leaders at all levels do proper counseling. It is total commitment that develops good leaders and soldiers.

JOHN G. CHAMBLISS

LTC, MP

Commanding

Enclosures

Tab A - NCO Continuation Sheet
Tab B - Enlisted Continuation Sheet
Tab C - General Counseling Form 4856-F
Tab D - Positive Counseling Form
Tab E - Punitive Counseling Form 4856-F
Tab F - Promotion Counseling Form 4856-E
Tab G - Weight Control Counseling Form 4856-F (Initial)
Tab H - Weight Control Counseling Form 4856-F (Monthly)
Tab I - Reception and Integration Counseling Form 4856-F
Tab J - APFT Failure Counseling Form 4856-F
Tab K - Pregnancy Counseling Form 4856-F
Tab L - Administrative Reduction Form 4856-E
Tab M - Relief for Cause Counseling Form 4856-F
Tab N - Financial Irresponsibility Form 4856-F
Tab O - Personal Data Card

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No	Date of Counseling 01 SEP 04
Organization 272nd Military Police Co./ 759th Military Police Bn.		Name and Title of Counselor Duran, Levi, B. SGT.	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

Performance and Professional Performance Counseling for the period of 01 July 04 thru 31 July 04.

The areas covered in this counseling are duty performance, motivation, physical fitness, appearance, discipline, accountability, maintainence, education, upcoming events and promotion standing.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

DUTY PERFORMANCE/MOTIVATION: PFC Combs, early this month you and I escorted the company commander to an Iraqi Police station that was under attack. Throughout the mission you displayed outstanding motivation in the performance of your duties which added to the overall success of the mission. There have also been an increased number of attacks that have required our platoon to post guards on the perimeter. I commend your professional attitude and the speed in which you are prepared for duty. You have also continued to do good things while teaching, at the Baghdad Public Service Academy. In the past you had a problem with arriving late and leaving early, I have seen an improvement in this area. Overall, I have seen an improvement in your soldiering abilities and attitude.

PHYSICAL FITNESS: Because of safety concerns, we have not been able to conduct formal PT sessions for the majority of this month. When we have conducted PT at the team level, you have pushed yourself as well as other in your team to improve. You have also been going to the gym in you free time in an effort to reach a 270 APFT score.

APPEARANCE/DISCIPLINE: You have recently come off of a shaving profile which has improved your military appearance. Continue to maintain the standards in other areas of appearance and discipline.

ACCOUNTABILITY/MAINTAINENCE: During my periodic inspections for cleanliness of weapons and sensitive items, I find that you take care of the items assigned to you. Prior to leaving on missions, you are always prepared by having the proper equipment with you. Our team was recently assigned a new M1114 HMMWV, as one of the drivers of the team you must ensure that it is fully mission capable at all times.

MILITARY/CIVILIAN EDUCATION: Computer labs are available for your use 24 hours a day. I encourage you to take advantage of this opportunity to improve yourself, increase your chances for military promotion, and civilian job opportunities. I am requiring that you complete at least 2 correspondence courses each month.

UPCOMING EVENTS: The Initial Recruit Training Course that you are currently instructing graduates on 08 SEP 04. You should utilize the time off between class cycles to prepare for the next 8 week course. Remain flexible, as you know the mission could change at anytime, so be prepared.

PROMOTION STANDING: PFC Combs, you are currently eligible for a waiver for promotion to Specialist. Your marginal performance in the past has precluded you from receiving this waiver. I encourage you to stay motivated and keep improving!

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; the proponent agency is The JOC

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 01 AUG 04
Organization 2/272nd Military Police Company	Name and Title of Counselor Duran, Levi B. SGT/Team Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 Performance and Professional Developmental Counseling for the month of July 2004.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

This month PFC Combs passed the Army Physical Fitness Test with a score of 246 points. He has put forth the effort to improve his physical fitness as well as lifting his flagged status and becoming eligible for promotion. PFC Combs still needs to improve in other areas in order to show his chain of command that he is prepared to be promoted to Specialist. He has been late coming to the class he instructs at the Baghdad Public Service Academy or does not return to class after lunch, leaving the other instructor for the remainder of the day. With the increased number of attacks on the academy it is important that both instructors are present in the classroom for the entire day. I have had the opportunity to observe PFC Combs with his class and was impressed with his professionalism. PFC Combs has also recieved a shaving profile, on one occasion he was found not having his profile with him. Weapons maintainence as well as accountabilty of sensitive items is still a big priority, PFC Combs continues to do well in this area. Continue the improvement and keep up the good work!

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.

DEVELOPMENTAL COUNSELING FORM

For use on this form, see FM 22-100; the proponent agency is ADOC

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 06 JUN 04
Organization 272nd Military Police Co.		Name and Title of Counselor Duran, Levi B. SGT./Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

The purpose of this counseling is to discuss failure to obey General Order Number One and the importance of following correct guard duty procedures.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 05 JUN 04 the posted barracks guard duty roster had PFC Combs scheduled to have shift from 0100 until 0200. At approximately 0145 PFC Combs came over to the new barracks to wake up his relief, PFC Larnard. PFC Combs went to his bed and fell asleep after waking up PFC Larnard instead of returning to the other barracks and waiting to be properly relieved. PFC Larnard woke up but fell back asleep without ever getting out of bed. As a result, the barracks were left unsecured from approximately 0145 until 0630.

Security of personnel, sensitive items, and personal items is a vital part of every mission and should not be taken lightly. The platoon's barracks are located on a unsecured area, making the barracks guard an even more important force protection measure. Because we are currently deployed to a forward combat area this was a serious mistake that could have met with disastrous repercussions. The actions of PFC Combs showed a lack of concern for the safety and security of the platoon and its equipment as well as a failure to follow General Order Number One.

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.

DEVELOPMENTAL COUNSELING FORM

For use this form, see FM 22-100; the proponent agency **RADOC**

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 2 JUN 04
Organization 272nd Military Police Co.	Name and Title of Counselor Duran, Levi B. SGT Team Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 The purpose of this counseling is to discuss the importance of conducting personal hygiene everyday and sanitary living conditions while deployed to a combat area.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:
 It has been brought to the attention of the chain of command that PFC Combs has not been conducting personal hygiene on a daily basis. While deployed to a forward combat area it is necessary to maintain sanitary living conditions to prevent the contraction and spread of sickness and disease in order to remain combat effective. Personal hygiene is especially important here in Baghdad which is one of the most polluted cities in the world. Food, air, and water borne diseases and well as those contracted by insects are wide spread and may be serious enough to require medical attention. On this patrol base we have access to free laundry services and ample shower facilities to ensure soldiers remain healthy. Although dental care is available, it is limited and therefore it is more important that the individual soldier prevent dental problems by brushing and flossing daily. Now that daytime temperatures are often above 100 degrees causing soldiers to sweat more, it is important to change underclothes daily, shower daily and change DCU's more often. As instructors at the Baghdad Public Service Academy, we come in contact with larger numbers of local nationals than the average soldier and are also at a greater risk for contracting and spreading sickness. Personal hygiene is exactly that "personal", but when it is not conducted properly or often enough it can be a problem for the entire unit.

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.

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AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 01 JUN 04
Organization 2/272nd MP CO/759 MP BN APO AE 09390-2402		Name and Title of Counselor Duran, Levi B., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 Performance and Professional Growth Counseling for the month of May 04.

The counseling covers the following: Duty Performance, Motivation, Initiative, Dedication, Physical Fitness, Military and Civilian Education, Upcoming Events, Accountability, Appearance, and Promotion Standing

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC Combs during this month we began the new Iraqi Police basic training class at the Baghdad Public Service Academy. I have seen you interact with your class and was pleased with your professionalism and the discipline you have instilled. It is important to remember that this is an important mission and its success depends on the instructors

PHYSICAL FITNESS: Your performance during PT sessions shows motivation and a desire to improve. I remind you that squad PT sessions are only to sustain not improve performance, so you must work to improve in your spare time. You will be given a diagnostic APFT to gauge your performance. If you can successfully pass two diagnostic APFT's you will be given a record.

EDUCATION: Although we are deployed, it is important to complete military correspondence courses in order to further your career. There are computers available and plenty of free time to complete some courses. Currently, civilian education is not available for soldiers deployed here, but as soon as it is, I encourage you to register. It will not only help with promotions in the military but is also beneficial as a civilian.

ACCOUNTABILITY: Accountability of sensitive items and personal equipment is essential given our current location and mission. You have done an excellent job so far of keeping track of your equipment. It is also important to keep your weapons and equipment clean and servicable.

APPEARANCE: You have recently gotten a shaving profile, remember you must keep it with in the standards given on the profile. You still need to be in the proper uniform at all times because we are always in a military environment. Also as an instructor you will be representing the U.S. Army so it is important to set a good example in appearance and demeanor.

UPCOMING EVENTS: No events scheduled for the near future. Be prepared for the situation to change. Stay flexible.

PROMOTION: PFC Combs you are ineligible for promotion to Specialist due to your APFT failure in March 04.

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.

DEVELOPMENTAL COUNSELING FORM

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AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 30 JUN 04
Organization 2/272nd Military Police Company		Name and Title of Counselor Duran, Levi, B. SGT/Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

Performance and professional development counseling for the period of 01 JUN 01 until 30 JUN 04

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

This was a busy month for 2nd Platoon. The class that PFC Combs instructed at the Baghdad Public Service Academy graduated to become part of the Iraqi Police Force. I have the opportunity to observe PFC Combs interact with his class and was impressed with what I saw. Because of the importance of the Academy, there have been several high ranking officials and news agencies that have come to observe. It is important to do the right thing at all times. Although the current mission of 2nd Platoon does not require us to work within the city, PFC Combs has volunteered to work with other platoons at IP stations within the city of Baghdad. I encourage this because if the mission should change, it will be important to have experience working "outside the wire." PFC Combs has shown motivation during PT sessions and also conducts PT during his free time. This is an important step in lifting his flag on promotion to Specialist and other favorable action. Last month PFC Combs had an issue with conducting personal hygiene, however this month he has not had any further problems concerning this issue. PFC Combs has shown an overall improvement in attitude and performance during the past month.

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.



272nd Military Police Co



Date of Counseling	Purpose of Counseling	Counselor Name
14 MAY 03	Event oriented counseling	SGT KING
16 MAY 03	Event oriented counseling	SGT KING
1 June 03	INITIAL COUNSELING	SSG McQuerry
15 June 03	Event oriented counseling	SPL Simpson
2 July 03	EMAIL SOP COUNSELING	SGT INABINET
2 July 03	click it or ticket counseling	SGT INABINET
2 July 03	FIRE SAFETY COUNSELING	SGT INABINET
2 July 03	SSO SOP COUNSELING	SGT INABINET
2 July 03	Event oriented counseling	SGT INABINET
2 July 03	monthly counseling - June	SGT INABINET
12 July 03	Initial Counseling	SGT HALL
4 Aug 03	monthly counseling for - July	SGT INABINET
3 Sep 03	monthly counseling - AUG	SGT INABINET
01 Dec 03	Initial Counseling - Nov	SGT Edwards
01 Dec 03	monthly Counseling - Nov	SGT Edwards
01 Jan 04	monthly counseling - Dec	SGT Edwards
21 Jan 04	Event oriented	SGT Edwards
04 Feb 04	Monthly JAN 04	SGT Edwards
04 Feb 06	Event oriented	SGT Edwards
04 Feb 29	Event oriented	SGT Edwards
04 Feb 29	Event oriented	SGT Edwards
20 MAR 04	Event Oriented Counseling	SGT HALL
1 MAY 04	Apr 04 Monthly	SGT Duran
1 JUN 04	MAY 04 Monthly	SGT Duran
2 JUN 04	Event Oriented Counseling	SGT Duran
6 JUN 04	Event Oriented Counseling	SGT Duran
30 JUN 04	JUN 04 Monthly	SGT Duran
01 AUG 04	JUL 04 Monthly	SGT Duran
01 SEP 04	AUG 04 Monthly Counseling	SGT Duran

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PRINCIPAL: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James, E.	Rank/Grade PFC/E-3	Social Security No. 420 65	Date of Counseling 01 May 04
Organization 2/272nd MP CO/759 MP BN APO AE 09390-2402		Name and Title of Counselor Duran, Levi B., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 Performance and Professional Growth Counseling for the month of April 04.

The counseling covers the following: Duty Performance, Motivation, Initiative, Dedication, Physical Fitness, Military and Civilian Education, Upcoming Events, Accountability, Appearance, and Promotion Standing

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC Combs during the month of April we deployed to Baghdad, Iraq. During this time you showed a high level of motivation in dealing with the constant movement of the deployment. From Mannheim, Germany, into Kuwait and throughout Baghdad, Iraq, you helped by doing what was asked of you. Also during this month you completed a "Train the Trainer" course in order to prepare for our platoon's current mission of instructing at the Baghdad Public Service Academy. I had the opportunity to observe you teach a class during this course and was impressed by the effort you put into it and your overall performance.

PHYSICAL FITNESS: With the constant movement it was difficult to establish organized physical fitness sessions. You took it upon yourself to conduct weight training in your free time. I encourage you to continue to do PT on your own in order to improve your APFT score and lift your flag. As we become settled in to our mission, regular PT will resume.

EDUCATION: Although we are deployed, it is important to complete military correspondence courses in order to further your career. There are computers available and plenty of free time to complete some courses. Currently, civilian education is not available for soldiers deployed here, but as soon as it is, I encourage you to register. It will not only help with promotions in the military but is also beneficial as a civilian.

ACCOUNTABILITY: Accountability of sensitive items and personal equipment is essential given our current location and mission. You have done an excellent job so far of keeping track of your equipment. It is also important to keep your weapons and equipment clean and servicable.

APPEARANCE: Maintaining a military and professional appearance is not something you have had a problem with. You still need to be in the proper uniform at all times because we are always in a military environment. Also as an instructor you will be representing the U.S. Army so it is important to set a good example in appearance and demeanor.

UPCOMING EVENTS: The class cycle for new Iraqi Police Cadets begins next month. You must continue to prepare your classroom as well as look over the class lessons. Continue to be flexible, as you know the mission could change at any time, be prepared.

PROMOTION: PFC Combs, you are eligible for a waiver for promotion to Specialist in May but, as you know you are currently flagged for promotion due to your failure on the APFT given in March.

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.

DEVELOPMENTAL COUNSELING FORM

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DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 U&C 301, Departmental Regulations; 10 U&C 3013, Secretary of the Army and E.O. 9397 (S&N)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES E. III	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 20 MAR 04
Organization 2/272ND MP CO CMR#435 APO, AE 09086		Name and Title of Counselor DARRELL WINSTON HALL/SQUAD LEADER	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 Failed to show up to the 0600hrs. formation

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:
 On March 19, 2004 you failed to show up to the 0600hrs. formation. You were told the time and place on March 18, 2004 before you were released for the day. The platoon had a P.T. test that was conducted at the 0600hrs. formation on the back forty. You called me at 0630hrs. to inform me that you over slept and that you did not make it to the P.T. test. This type of behavior is not tolerated in this squad, platoon or company.

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PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES EDWARD III	Rank/Grade E3/PFC	Social Security No.	Date of Counseling 27 FEB 04
Organization 272ND MP CO	Name and Title of Counselor JEREMY EDWARDS/TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
FAILURE TO INFORM CHAIN OF COMMAND

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

The purpose of this counseling is to re view what was wrong about your actions, when today you failed to inform your chain of command of your whereabouts. You were not told to miss any formations, you also did not call anyone in your chain to let them know what was going on. This is the wrong answer, you were told about this once before. You want to totally neglect your superiors and subordinates and not do what is right. I can not stress enough to you the problems that come with not caring about the rules. Your attitude and the way you handle things is affecting every one around you. You need to take pride in your craft, and start taking initiative. You are about to be on a mission that every decision that you make could mean life or death for you and your team, maybe your platoon. You need to take more time thinking about what you are doing, and being responsible for your actions. This type of attitude will no longer be tolerated, and if this happens again administrative action will be done.

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES EDWARD III	Rank/Grade E3/PFC	Social Security No.	Date of Counseling 20 FEBRUARY 04
Organization 272 MP COMPANY	Name and Title of Counselor JEREMY A. EDWARDS/ TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Failure of the Army Physical Fitness Test (APFT): First Failure. You failed to meet minimum requirements of the APFT for your age. The following information is the result of your APFT taken on 20 FEBRUARY 04.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

You are hereby counseled on failing your APFT. Physical fitness applies to everyone Army wide. It provides a foundation for combat readiness and must be an integral part of every soldier's life. As your leader I am responsible for planning, conducting, and evaluating physical fitness training and testing. You are expected to meet the standards set forth in AR350-41 and FM 21-20. Failure to meet physical fitness standards or the mission-related physical fitness standards required of this unit might subject you to administrative action. The first priority of physical fitness is to enhance your ability to complete critical soldier and leader tasks that support the unit's METL. As a result of your failure IAW AR 600-8-2, you are flagged from receiving any favorable actions. You are hereby placed in a remedial PT program, where you are to report to the unit special emphasis PT NCOIC at the back of Taylor Barracks, at 0600 hours. Your PT program will focus on your special needs, at least 4 times a week. You are to continue this program until you are retested and successfully pass a record test. The purpose of the fitness test is to give soldiers an incentive to stay in good physical condition and provide commanders a means to assess the general fitness of the unit. Accordingly, you should be able to take and pass the APFT at any time. You are also being counseled that you will take a subsequent record APFT within three(3) months of your initial record APFT failure. If you feel you are capable of retesting at any time within the three-month window, you may request to retake the test with the commander's concurrence. Failure of a second or subsequent record test may subject you to elimination from the Army. Any display of apathy toward not applying yourself to test and pass a record APFT can result in immediate consideration of discharge.

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES EDWARD III	Rank/Grade PFC/E-3	Social Security No.	Date of Counseling 24JAN04
Organization 272ND MP CO. CMR435, APO AE 09086	Name and Title of Counselor SGT JEREMY A. EDWARDS/TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Event orientated

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC Combs, the purpose of this counseling is to discuss the event o the 23rd of January 04 when you failed to perform the task of dawning your pro. mask in 9 sec. It took you 10+ times to get it right. this is unsatisfactory, and not a joking matter. This is a basic task you should be proficient in, and you will be proficient in this task before we deploy. Like I said before this is not joking matter and it also came upon my attention that when you were around the platoon Sergeant you made a statement that you didn't care, that is also unsatisfactory. You need to take pride in what you do, cause the attitude you take effects the young soldiers around you, and also could mean the lives of the people around you. This is not a game we are about to deploy and you need to set the standard. SOLDIER HARD!!

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES EDWARDS III	Rank/Grade E-3/PFC	Social Security No	Date of Counseling 06FEB04
Organization 272ND MP CO.	Name and Title of Counselor SGT JEREMY A. EDWARDS SR./TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
FAILURE TO USE CHAIN OF CONCERN

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC Combs, the purpose of this counseling is to discuss your inability to utilize your chain of concern. Today we had an issue in which you were in the battalion Sergeant Major, and battalion commander's office, of course for no issue of yours but never the less no one in your chain know of this action that you choose to take upon yourself. This decision was a very bad one and did not reflect the on your NCOs' in a good way. In any act when you have to go in front of any one you do not take it upon yourself, you need to let someone in your chain know what you are doing or about to do, before it goes to your chain the wrong way. You were briefed in your initial counseling about your chain of concern so there should be no confusion on what you need to do. You need to also focus on what you need to do for any situation. For your corrective training you will write a 5,000 word R.B.I. on the importance of not jumping your chain of command or concern, also on failure to inform, and the attitude of caring about your actions. You will also hold a class for the same topics as your R.B.I. The R.B.I. will be due on the 11th of February by C.O.B. The class will be held on the 12th of February dates are subject to change.

If your substandard conduct continues, action may be initiated to separate you from the Army under AR 635-200. If you are involuntarily separated you could receive an honorable discharge, a general (under honorable conditions) discharge, or an under other than honorable conditions discharge. An honorable discharge may be awarded under any provision. A general discharge may be awarded for separation upon chapter 14. If you receive an honorable discharge you will be qualified for most benefits resulting from military service. An involuntary honorable discharge however will disqualify you from reenlistment for some period of time and may receive a general discharge, you will be disqualified from reenlisting in the service for some period of time you will be ineligible for some benefits, including the Montgomery GI Bill. If you receive an under other than honorable conditions discharge, you will be ineligible for some benefits, including payment for accrued leave, transportation of dependents and household goods to home, transitional benefits, and the Montgomery GI Bill. You may also face difficulty in obtaining civilian employment, as employers have a low regard for general and under other than honorable conditions discharges. Although there are agencies to which you may apply to have the character of your discharge changed it is unlikely that any such application will be successful.

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES E. III	Rank/Grade E-3/PFC	Social Security No.	Date of Counseling 04FEB04
Organization 272ND MP CO.	Name and Title of Counselor JEREMY A. EDWARDS/ SGT TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
MONTHLY COUNSELING(JAN)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

The purpose of this counseling is to discuss your performance for the month of January.

DUTY PERFORMANCE: During the month of January you attended IRT training in which you showed that you had knowledge on your basic tasks, but you had trouble with the task of putting on your promask, as I said before this is unsatisfactory and was corrected with the proper corrective training. While at IRT training you gave the platoon Sergeant the preception that you did not come when you made countless statments of your mask and your weapon. You must take pride in everything you do, and you need to also take iniative and be at the top of the game you know what you need to do and how to do it, so make it happen.

EDUCATION: You should be using at least some of your own time to do corresponded courses to better yourself and to also be ready for promotion when your time time comes. The will be time for you to do them, and if you don't have any just ask your team leader.

PHYSICAL FITNESS: During this month you took a dianostic P.T. test in which you scored poorly and did not make the proper amount of push ups. This is unsatisfactory, and you need to take pride in what you do, like I said before, you know what you need to do so take the iniative and better yourself. you still have a goal that we have set you need to reach that goal.

UPCOMING EVENTS: In the month of Febuary there will be ranges for M9 and M4. There will also be a new member to our team in which you need to step up and show the professionalism that I know you have. We will be working the road so get your courses together.

Overall your performance for this month has been poor, but I know that you are better that that and I will show you that you are better than that. Keep your head follow me and you will come out on top. And always remember SOLDIER HARD!

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES EDWARD III	Rank/Grade E-3/PFC	Social Security No.	Date of Counseling 01 JAN 04
Organization 272ND MP CO.	Name and Title of Counselor SGT JEREMY A. EDWARDS/TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Professional growth and development: Monthly counseling

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC Combs this counseling is to discuss your overall performance during the month of December. Your duty performance during this month of December we were at the Battalion Range Density were you qualified on your primary weapon the MK 19, and you were motivated and moved with a purpose when you were called on for details throughout the week. Afterwards you went on two weeks of leave. When you arrived back you were conducting patrol duties. Your motivation and professional appearance everyday keeps me motivated. Keep up the good work. Physical fitness I've seen you working on your PT, even though we haven't been doing platoon PT on a regular basis. I've given you a goal and I see you working towards it. Keep training because APFTs are coming soon. Education: Correspondent courses must be completed. You need to start building your future now. Up and coming events in the month of January are more training for the deployment, also getting yourself and personal gear ready. Keep up the good work.

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

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DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES E. III	Rank/Grade PFC/ E-3	Social Security No.	Date of Counseling 01 DEC 03
Organization 272ND MP CO. CMR 435 APO AE 09086		Name and Title of Counselor SGT JEREMY A. EDWARDS/ TEAM LEADER	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Professional growth and development: Monthly performance counseling

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC Combs, the purpose of this counseling is to discuss your overall performance during the month of November. Included in this counseling, I will discuss such key topics as motivation, education, physical fitness, and other pertinent topics. Your motivation has been average, you have done an excellent job being at work on time and presenting a professional appearance. This is very important to you as an MP because as you know, you are constantly under the observation of everyone. We have worked many hours and due to preparing for this up and coming deployment, and personnel changes, have had to be very flexible when dealing with the constant change of work hours/shifts. I have never heard you complain about this, and you always drive on. This is one of the good signs of a future leader and you have set this standard for yourself. Good job and I don't expect that to change. During these changes and fast pace schedule, or long shift hours, I know that college is very difficult to obtain. I also know you like to maximize your off duty time. However, you can take advantage of correspondence courses as they will help you advance in your career by giving you points for promotion. I advise you to take time to do correspondence when you can, I will be keeping track of your hours and progress.

Physical fitness: this is very important topic and something which is expected of you to perform regularly without the supervision of a superior. Due to time in the field, PT is not performed on a regular basis. Which is not an excuse. You took a PT test this month you passed, but you scored poorly. There will be a PT test coming in the near future, and your PT progress will be closely observed by myself and if you fail any physical fitness events or drop lower in any areas, I will have to take some of your personal time after work by making sure you conduct PT. This is not a threat, I do not expect you to do this, I am only informing you of the consequences if you neglect PT. Make sure you do it on your own!

This has been a very difficult month due to the squad moving to a new platoon and the personnel changes, but you have done an excellent job getting honors for the evaluation, which I didn't work directly with you, but I saw you doing what needed to be done to accomplish the mission. The platoon did an excellent job at the mount site this month, I was not able to attend but I heard nothing but good things. The long days and redondate training remember that this is not the fault of your chain of command, it is simply a result of the army meeting its obligation to our country and stepping up to the demands of the times we're in. Expect more changes. Expect more long days. But most importantly, remember that you have a chain of command that is here for your needs. It is my job to look out for your well-being. Whatever needs, questions or concerns you have, I urge you to bring them to my attention. I will do all that is in my power to assist you in every situation. Remember to keep me informed and I will always do the same for you. Good job during this month of November and keep up the good work!

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS, JAMES EDWARD III	Rank/Grade E-3/PFC	Social Security No. 000	Date of Counseling 01 DEC 03
Organization 272ND MP CO	Name and Title of Counselor SGT JEREMYA. EDWARDS/ TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

Initial Counseling

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:
See Memorandum

OTHER INSTRUCTIONS

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DEPARTMENT OF THE ARMY
272nd Military Police Company
Unit 29925, APO AE 09086

AERTR-MP-272

01 DECEMBER 2003

MEMORANDUM FOR PFC COMBS, 2ND SQUAD TEAM MEMBER

SUBJECT: Initial Team Member Counseling

1. The purpose of this counseling is to explain to you what is expected of you as a team member. Ultimately if you do your very best to soldier, your chain of command will take care of you. Your leadership will always do their best to create a good working environment, where you can enjoy coming to work, so you can take pride in yourself and your unit. I also expect you to be prepared to deploy on a moment's notice, and to be able to fight and win.
2. The first thing that I would like to talk about is the Chain of Command. If you have any questions or concerns you will go through your team leader, and then to me, your squad leader. There should be no reason for you to go to the Platoon Sergeant or LT for answers, unless you can't get in touch with your team leader or me. If you have an issue that you need fixed and you don't want to talk to me about it that is fine let me know and I will get you in to see whom you need to see.
3. If you have any problems, either personal or professional, you should let your team leader know right away. If I am unable to resolve your problem, I will be able to point you in the right direction for help. If you find yourself in trouble, let your team leader know right away so that I can notify the chain of command. It is better to let me know you might have a problem than to just wait and let me find out on my own. You will be expected to conduct yourself in a military manner both on and off duty. Being on time and in the proper uniform are examples of your duties. If for any reason you are going to be late for a formation or work, call; and ensure that you talk to your team leader or myself, or whoever might be in charge that day. This will at least let us know where you are. You will be treated like an adult as long as you act like one.
4. Training is of great importance to the Army, the command, this platoon, and the squad. No opportunity to train will be wasted, nor will scheduled training time be squandered. Lecture training will be avoided, as much as possible, because it doesn't stimulate learning. We will train as we fight, which means your training should be as realistic and challenging as possible. Training is the cornerstone of readiness and the better trained a soldier is, the more likely he or she will survive on the battlefield.
5. Safety first! Safety is an individual soldier responsibility but your leaders will also ensure that it is practiced at all times. We will train realistically and safely at all times. Every soldier should keep in mind the risk factors that they are tasked to accomplish. This applies to both on and off duty. There is nothing we do in peacetime, which calls for unnecessary risks. Remember MP's do not get into accidents! Safety First will be our watchword.
6. All Army uniforms will be worn and personnel groomed IAW AR 670-1, at all times. All uniform items will be serviceable and in good condition. For Administrative duty and law enforcement operations, uniforms will be pressed daily and boots highly shined. You must be proactive in enforcing AR 670-1 and you must lead by example.

Initials JEL

AERTR-MP-272

SUBJECT: Initial Team Member Counseling

7. You will be expected to pass the APFT at any given time. Additionally, all soldiers will strive for a score of 270 points. All soldiers will meet the height and weight standards outlined in AR 600-9. If you fail to meet these standards, you will be placed on Special POP PT. Daily PT sessions may not be enough to sustain your PT requirements so you will be expected to take on the responsibility of keeping yourself up to and above the standards. Soldiers must be in shape to meet the rigors of combat and combat readiness is our main priority, thus, PT is of great importance. APFT results also weigh heavily on favorable actions so do not fall short.
8. As military police we are expected to uphold very high standards of conduct. Drinking and driving is totally unacceptable. Designated driver's, cabs, buses, trains, walking, myself, or the rest of the chain of command are all available in lieu of driving drunk. There is no excuse for putting your career, your life, or the life of others at risk because you did not want to make a phone call. Again don't drink and drive.
9. All soldiers must know that there is zero tolerance for disrespect or insubordination in any form. Insubordination and disrespect to NCO's or Officers will be harshly dealt with. Military discipline and proper courtesy will be the norm. Little things like calling "attention" or "at ease" when it applies, and standing at the position of attention or parade rest when it applies are a must. When you are told to do something, it must be done without protest, complaint, smart remarks, or dirty looks. Any concerns about a task can be dealt with at a later time. I don't expect any problems in this area. The company motto is "FIGHTING DEUCE". It is what we say to other soldiers. I expect you to say the motto to NCO's and Officers.
10. Sexual Harassment and prejudices will be harshly dealt with by the chain of command with my full support.
11. When you are tasked to do maintenance, do it properly and according to the TM or appropriate manual. Our lives may depend on our equipment, so we must take it seriously and do it right the first time. Train to maintain is one of the training principles and I've already stated how important training is, thus, maintenance is just as important.
12. During the duty day, insure I know where you are and what you're doing at all times. The leadership has the responsibility of knowing your whereabouts at all times but if you don't let them know then the entire squad looks bad.
13. This squad will be expected to set the standards for the rest of the platoon. If you do something wrong, come clean and accept responsibility, we will rebuild from there. I don't harp on wrongs, as long as, you don't repeat them and learn from them. I ask you to do the same for other soldiers and your leaders. No one is perfect. Leaders make mistakes. If a soldier shows initiative but chooses the wrong course of action, I won't hold it against them. This is how we learn and improve. You will be given a lot of responsibility while you are a member of this squad. Except it and grow from it! That is what soldier/team development is all about.
14. You should also be thinking education. Education is a very important part of your military career. I want every member of this squad to be enrolled in correspondence course. These are quick and easy, this not only improves your chances for promotion but also improves on your technical and tactical proficiency. Take college classes at every opportunity. This is very important for promotion and also prepares you for your post-military life. I know that continuing education is hard but it is an essential aspect of your military career.

Initial JEL

AERTR-MP-272

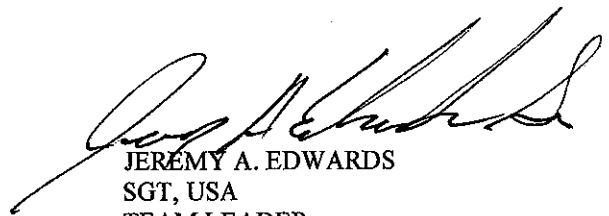
SUBJECT: Initial Team Member Counseling

15. If you live in the barracks your room and personal area will be clean at all times. It is your home to live in but you have to keep in mind that you never know who might decide to walk through. You should always leave your room as if you know that the ISG is coming through.

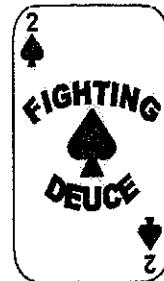
16. I am looking forward to working and training with you. If you need anything do not hesitate to call your team leader, if you can't contact your team leader then call me my phone is on all the time. Remember that we are all here for different reasons but must accomplish the same mission. Stay focused and let's work together as a team.



JAMES E. COMBS III
PFC, USA
TEAM MEMBER



JEREMY A. EDWARDS
SGT, USA
TEAM LEADER

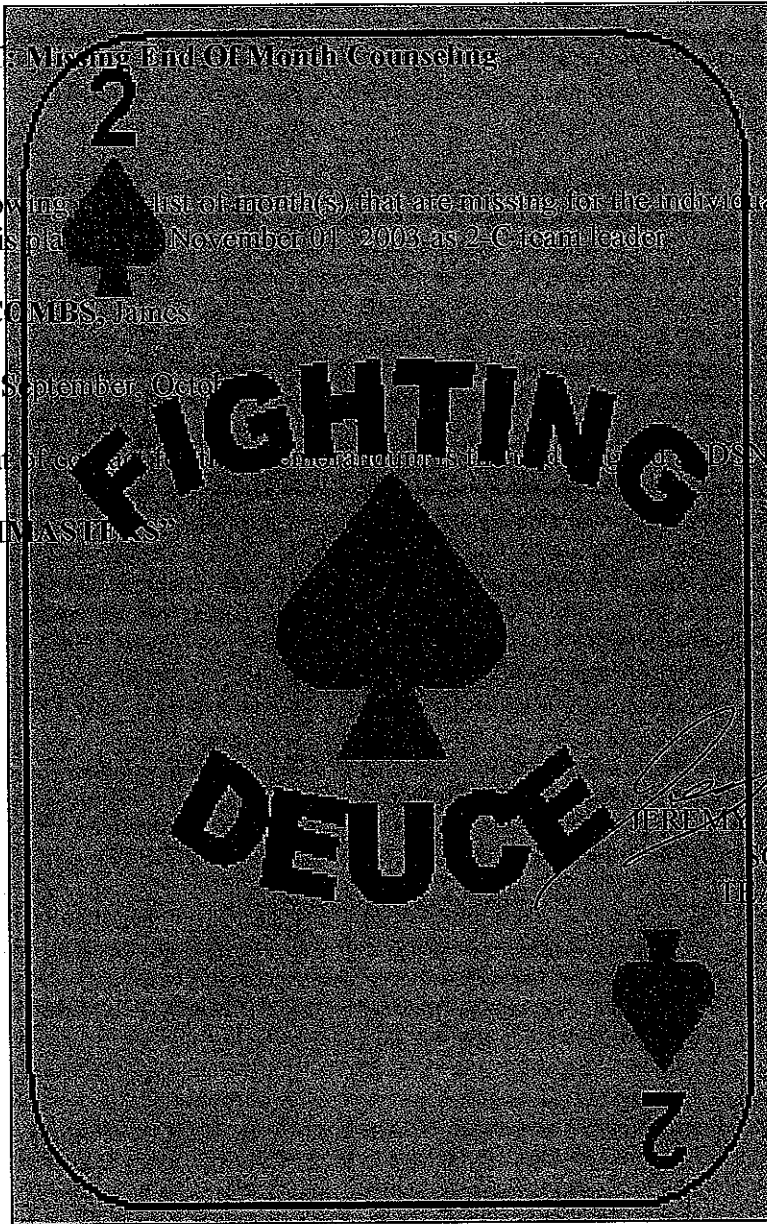


DEPARTMENT OF THE ARMY
272ND MILITARY POLICE COMPANY
CMR 435, APO AE 09086

AERTR-MP-272

MEMORANDUM FOR RECORD

SUBJECT: Missing End Of Month Counseling



1. The following list of month(s) that are missing for the individual counseled. I came to this point on November 01, 2003 as 2-C team leader

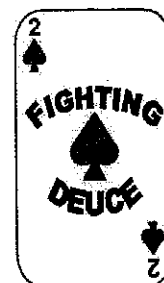
NAME: COMBS, James

Month(s): September, October

2. The point of contact for the individual is DSN: 381-8664.

3. "BUSHMASTERS"

Jeremy A. Edwards Sr.
JEREMY A. EDWARDS SR.
SGT, USA
TEAM LEADER



DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James E. III	Rank/Grade PV2/ E-2	Social Security No.	Date of Counseling 3 September 2003
Organization 3/272nd Military Police Company		Name and Title of Counselor Inabinet, James P., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

-Monthly Performance Counseling for August 2003.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

OVERALL: During the month of August PV2 Combs has began to work the road duty. During that time he has not recieved any major complaints but he has not really shown any drive to learn more than just what is needed to get by. It has been explained that this is a bad trait and he should break himself of being lacidazical while on the road. He should be active patrolling and staying alert but is probably just barely doing a thing. His chain of command cannot be around him all the time so this is where it has been told that soldier must take it upon himself to show discipline and do the right thning instead of the easy. PV2 Combs also has been instructed that he must carry his CTT book on him at all times while in BDU's for the fact that he did not know a simple CTT task. Overall PV2 Combs had a mediocre month and needs to step it drastically. PV2 Combs did qualify with his assigned MK-19 at range density this month and this was his first time firing the weapon system. He also keeps showing improvements in his physical fitness level during PT with the platoon.

IMPROVEMENTS: PV2 Combs must remember that he is coming up for eligibility for a waiver for promotion to PFC. With his preformance this month I would not recommend him at this time. PV2 Combs has been told that he needs improve his motivation and the way he demonstrates it . PV2 Combs is usual the last one to volunteer or the last one to raise his hand to answer a question during a class. He must become more involved or he has been told he will be passed by his peers sooner than he thinks. PV2 Combs must also continue to complete correspondence courses to improve his knowledge and help himself later in his career.

UPCOMING EVENTS AND GOALS: The next month will continue to stay busy with partially working the road during the month and then a platoon FTX and then a Company EXEVAL. PV2 Combs must concentrate on watching his peers and himself and train hard to excel at these upcoming tasks. This upcoming exeval he will probably be moved to another team during that time due to his team leader will be on leave. PV2 Combs has been told to trust and listen to the NCO's and senior SPC and they will not steer him wrong. Keep it up, AIRBORNE!!!

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James E. III	Rank/Grade PV2/E-2	Social Security No. [REDACTED]	Date of Counseling 4 August 2003
Organization 3/272nd Military Police Company		Name and Title of Counselor Inabinet, James P., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 Monthly Performance Counseling for July 2003.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

OVERALL: PV2 Combs has accomplished some of the goals that were set before him in the prior month. During the field training that the platoon had, PV2 Combs showed that he wants to learn and at times demonstrated what he had learned. He has been told to keep up the concentration and continue to "want to know how to do this or how this equipment works?". PV2 Combs also passed the USAREUR driving exam and now can begin to drive in Europe while on and off duty. PV2 Combs also fired his assigned M9 pistol this month and qualified sharpshooter. Overall, PV2 Combs continues to get better at his duties and responsibilities as a soldier.

SUSTAIN: All that can be said is that PV2 Combs needs to continue to strive to be the best at every tasks he attempts. The biggest improvement that has been noticed is that he has stepped and started running with "alpha" group during physical training. Not only does he run with the group he has tried to push and give everything he has got to lead it and complete it at the front. He also has continue to keep up a good standard of appearance no matter what the training is for the day.

IMPROVEMENTS: One of the biggest shortcomings of this soldier is his lack of confidence in himself and at times the proper amount of motivation. PV2 Combs is not a stupid soldier but it is believed by many that he has a confidence problem in himself. The soldier is always being told to speak up or explain something to someone that we know he knows but he fails to explain it at all or we have to pull the information out of him by asking more questions. The motivation level can only be explained by thinking that PV2 Combs will probably only do what is expected of him and nothing above and beyond if nobody tells him to. This kind of motivation must be stopped.

UPCOMING EVENTS AND TRAINING: PV2 Combs has been explained to that this month due to a possible deployment that the company is doing one week cycle rotations. This means that he he got to stay light on his feet and be prepared for events to change suddenly. The biggest thing for PV2 Combs to do right now is to stay motivated and continue to get better. PV2 Combs has been explained to that he will soon be eligible for promotion to PFC so he needs to strive to be the best at everything task he takes on. AIRBORNE!!

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James E. III	Rank/Grade PV2/E-2	Social Security No. 750	Date of Counseling 19 July 2003
Organization 3/272 Military Police Company, Mannheim Germany	Name and Title of Counselor Inabinet, James P., SGT, Team Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Event-Oriented Counseling for:
Failure to properly secure sensitive items and accountability

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 030702 PV2 Combs' assigned M9 was found to be unsecured in the platoon MTOE room. Further investigation found that the weapon had been locked in the room over night. Upon confronting PV2 Combs about the location of his weapon he stated, "he had been called up stairs to report to his team leader while cleaning weapons and had asked PFC Jones to watch his weapon while he was gone." PV2 Combs was upstairs and then down in the supply room for approximately one hour. After completing some tasks in the supply room PV2 Combs was directed to go up stairs to the platoon bay for the end of day formation along with the rest of the platoon. PV2 Combs was asked why he had not secured his weapon and he stated, "that he thought it would of been secured and turned into the Armorer on duty because it was a mass cleaning of weapon for the platoon." PV2 Combs was talked to by his team leader, squad leader, and platoon sergeant by the seriousness of this incident. He has been informed that he should not put that kind of trust in someone to secure his sensitive item because if a major incident would of happened that it would of fell back on him. PV2 Combs has been instructed that if he signs a weapon or sensitive item out of the armsroom that he will retrieve his weapon card and check the sign-out log for that sensitive item to insure that it has been checked back into the armorer. PV2 Combs has been instructed that simply he must always double check and to not rely on another soldier to square away one of his responsibilities.

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.

DEPARTMENT OF THE ARMY
272nd Military Police Company
Unit 29925, APO AE 09086

AERTR-MP-272

12 JULY 2003

MEMORANDUM FOR PV2 COMBS, 3RD SQUAD TEAM MEMBER

SUBJECT: Initial Team Member Counseling

1. The purpose of this counseling is to explain to you what is expected of you as a team member. Ultimately if you do your very best to soldier, your chain of command will take care of you. Your leadership will always do their best to create a good working environment, where you can enjoy coming to work, so you can take pride in yourself and your unit. I also expect you to be prepared to deploy on a moment's notice, and to be able to fight and win.
2. The first thing that I would like to talk about is the Chain of Command. If you have any questions or concerns you will go through your team leader, and then to me. There should be no reason for you to go to the Platoon Sergeant or LT for answers, unless you can't get in touch with your team leader or me. If you have an issue that you need fixed and you don't want to talk to me about it that is fine let me know and I will get you in to see whom you need to see.
3. If you have any problems, either personal or professional, you should let your team leader know right away. If I am unable to resolve your problem, I will be able to point you in the right direction for help. If you find yourself in trouble, let your team leader know right away so that I can notify the chain of command. It is better to let me know you might have a problem then to just wait and let me find out on my own. You will be expected to conduct yourself in a military manner both on and off duty. Being on time and in the proper uniform are examples of your duties. If for any reason you are going to be late for a formation or work, call; and ensure that you talk to your team leader, myself, or whoever might be in charge that day. This will at least let us know where you are. You will be treated like an adult as long as you act like one.
4. Training is of great importance to the Army, the command, this platoon, and the squad. No opportunity to train will be wasted, nor will scheduled training time be squandered. Lecture training will be avoided, as much as possible, because it doesn't stimulate learning. We will train as we fight, which means your training should be as realistic and challenging as possible. Training is the cornerstone of readiness and the better trained a soldier is, the more likely he or she will survive on the battlefield.
5. Safety first! Safety is an individual soldier responsibility but your leaders will also ensure that it is practiced at all times. We will train realistically and safely at all times. Every soldier should keep in mind the risk factors that they are tasked to accomplish. This applies to both on and off duty. There is nothing we do in peacetime, which calls for unnecessary risks. Remember MP's do not get into accidents! Safety First will be our watchword.
6. All Army uniforms will be worn and personnel groomed IAW AR 670-1, at all times. All uniform items will be serviceable and in good condition. For Administrative duty and law enforcement operations, uniforms will be pressed daily and boots highly shined. You must be proactive in enforcing AR 670-1 and you must lead by example.

Initials JEC

AERTR-MP-272

SUBJECT: Initial Team Member Counseling

7. You will be expected to pass the APFT at any given time. Additionally, all soldiers will strive for a score of 270 points. All soldiers will meet the height and weight standards outlined in AR 600-9. If you fail to meet these standards, you will be placed on Special POP PT. Daily PT sessions may not be enough to sustain your PT requirements so you will be expected to take on the responsibility of keeping yourself up to and above the standards. Soldiers must be in shape to meet the rigors of combat and combat readiness is our main priority, thus, PT is of great importance. APFT results also weigh heavily on favorable actions so do not fall short.
8. As military police we are expected to uphold very high standards of conduct. Drinking and driving is totally unacceptable. Designated driver's, cabs, buses, trains, walking, myself, or the rest of the chain of command are all available in lieu of driving drunk. There is no excuse for putting your career, your life, or the life of others at risk because you did not want to make a phone call. Again don't drink and drive.
9. All soldiers must know that there is zero tolerance for disrespect or insubordination in any form. Insubordination and disrespect to NCO's or Officers will be harshly dealt with. Military discipline and proper courtesy will be the norm. Little things like calling "attention" or "at ease" when it applies, and standing at the position of attention or parade rest when it applies are a must. When you are told to do something, it must be done without protest, complaint, smart remarks, or dirty looks. Any concerns about a task can be dealt with at a later time. I don't expect any problems in this area. The company motto is "FIGHTING DEUCE". It is what we say to soldiers. I expect you to say the motto to NCO's and Officers.
10. Sexual Harassment and prejudices will be harshly dealt with by the chain of command with my full support.
11. When you are tasked to do maintenance, do it properly and according to the TM or appropriate manual. Our lives may depend on our equipment, so we must take it seriously and do it right the first time. Train to maintain is one of the training principles and I've already stated how important training is, thus, maintenance is just as important.
12. During the duty day, insure I know where you are and what you're doing at all times. The leadership has the responsibility of knowing your whereabouts at all times but if you don't let them know then the entire squad looks bad.
13. This squad will be expected to set the standards for the rest of the platoon. If you do something wrong, come clean and accept responsibility, we will rebuild from there. I don't harp on wrongs, as long as, you don't repeat them and learn from them. I ask you to do the same for other soldiers and your leaders. No one is perfect. Leaders make mistakes. If a soldier shows initiative but chooses the wrong course of action, I won't hold it against them. This is how we learn and improve. You will be given a lot of responsibility while you are a member of this squad. Except it and grow from it! That is what soldier/team development is all about.
14. You should also be thinking education. Education is a very important part of your military career. I want every member of this squad to be enrolled in correspondence course. These are quick and easy, this not only improves your chances for promotion but also improves on your technical and tactical proficiency. Take college classes at every opportunity. This is very important for promotion and also prepares you for your post-military life. I know that continuing education is hard but it is an essential aspect of your military career.

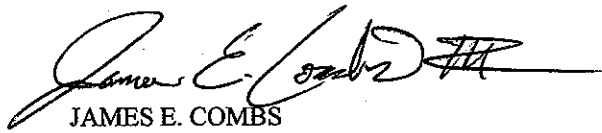
Initial DEK

AERTR-MP-272

SUBJECT: Initial Team Member Counseling

15. If you live in the barracks your room and personal area will be clean at all times. It is your home to live in but you have to keep in mind that you never know who might decide to walk through. You should always leave your room as if you know that the 1SG is coming through.

16. I am looking forward to working and training with you. If you need anything do not hesitate to call your team leader, or if you can't contact your team leader. You can contact me; my phone is on all the time. Remember that we are all here for different reasons but must accomplish the same mission. Stay focused and let's work together as a team.



JAMES E. COMBS
PV2, USA
TEAM MEMBER



DARRELL W. HALL
SGT, USA
SQUAD LEADER

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name <i>(Last, First, MI)</i> Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 2 July 2003
Organization 3/272nd Military Police Company		Name and Title of Counselor Inabinet, James P., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)*
 Monthly Performance Counseling for June 2003.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

OVERALL: This month PV2 Combs was moved from 1st squad to 3rd squad and began as a gunner of a new team in. PV2 Combs has "survived" through a rather hectic month for 3rd platoon. PV2 Combs completed a record APFT on 4 June 2003. He scored a 228 and scored these marks in the APFT events; P/U: 56/79, S/U: 59/70, 2-mile run: 14:25/79. PV2 Combs has been verbally counseled and has started to closely watched during his physical training. PV2 Combs has also showed a good improvement on his timeliness to appointed places of duty and his military appearance in uniform.

SUSTAIN: PV2 Combs has been instructed that he needs to continue to keep up his standards of appearance. He has been informed that not only has his team leader noticed the improvement but also his squad leader. PV2 Combs has shown a growing improvement in his attentiveness while conducting training and during classes. PV2 Combs had a some what rough start when arriving to this platoon but has shown improvements in many areas has hopefully will continue to so that he can become a well-rounded soldier for the "Fighting Deuce".

IMPROVEMENTS: PV2 Combs' worst enemy is himself. This soldier member does pass the standards of the Army A.P.F.T. but not with a great score. PV2 Combs has been offered a challenge by his team leader to score a 250+ on his next record diagnostic A.P.F.T. which will be in the second week of July. PV2 Combs has been informed that he needs to begin to enroll in the Army Correspondence Course Program and begin to complete some courses to help himself in the future. The soldier member also has began studying again for his USAREUR driver license test again and will be taking the test during the second week of July.

UPCOMING EVENTS AND TRAINING: PV2 Combs will be experiencing his first field training cycle as a Military Policeman next month. He will have to combine the training from this month with the training he will learn during this upcoming month and demonstrate it during the platoon EXEVAL at the end of the month and the FTX during the second week of July.

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 2 July 2003
Organization 272nd Military Police Company	Name and Title of Counselor Inabinet, James P., SGT, Team Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)

Event Oriented Counseling for:

1. Failure to be at Appointed Place of Duty in Proper uniform

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

On 030702, PV2 Combs was instructed to be at the Sullivan Barracks Chapel at 0900 in his Class A uniform for a memorial service for a fallen soldier. PV2 Combs arrived at the chapel on time but, not in proper uniform. PV2 Combs arrived without his black tie tied and Distinctive Unit Insignias were misplaced. PV2 Combs was inspected the day prior by a NCO in the platoon and his uniform was checked as all was in order. PV2 Combs along with the rest of the platoon was again asked this morning after physical training if there was any last minute tasks that they needed help with or fixed. PV2 Combs knowing that he did not know how to properly tie his black dress tie. PV2 Combs was instructed and also knows that if he needed help at anytime he could of called his team leader or squad leader and they would of been there to assist him. This shows a great lack of initiative and lack of pride in his military uniform.

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

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DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 2 July 2003
Organization 3/272 Military Police Company		Name and Title of Counselor Inabinet, James P., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 SSQ Standards of Conduct

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

You are hereby counseled on the standard of living when residing within the SSQ. You are to keep your room in a healthy and livable standard at all times. SSQ residents should maintain their room to present a neat, clean and uncluttered appearance at all times. Room decorations should not be offensive. Nothing should be displayed that may bring discredit upon any individual, unit or the US Army, to include: Pictures exposing the male/female genitalia, Political papers directed at the Commander-in-Chief (the President), Chain of Command, etc; Satire directed at any racial, ethnic or religious group, any items considered to encourage sexual harassment. Soldiers will not place message boards on the front of their room doors. All rooms will have tags on the doors identifying the occupant(s).

Individual room standards are as follows:

Floors will be kept free of trash and will be vacuumed. Furniture will be kept clean and free of dust. If the soldier desires to place heavy objects on top of the desk, nightstand or three-drawer chest, a towel must be placed on top of the furniture to prevent it from becoming damaged. Windows will be kept clean and free of streaks, to include the frame and window sill. Windows on the first floor will be kept closed and locked when the room is unoccupied. There will be nothing sitting on the windowsill so as to be seen from the outside of the building during duty hours. **SOLDIERS ARE NOT PERMITTED TO STAND OR WALK ON THE WINDOW LEDGE TO CLEAN THE EXTERIOR OF THE WINDOWS.** Trash containers will be kept clean and trash removed from the room daily. Under no circumstances will trash be placed outside of the rooms. Care will be taken to insure that trash does not stain the carpets or tile. Refrigerators will be defrosted as often as necessary and will be kept clean inside and out. Ice will not be chipped or scraped off. The seal around the door will be kept clean from stains, mildew and foodstuff. Temperature will be set to maintain minimum energy, but still be able to function properly. Shaking rugs and dust mops, or sweeping other debris from the windows is prohibited. In addition, bedding, rugs, dustmops, and flower pots/boxes, antennas, food, or beverages and other items will not be placed on the outside window ledges. Curtains will be kept clean and hung properly. Food items must be stored to prevent spoilage and/or rodent/insect infestation.

Overall, rooms will be maintained in a neat and orderly manner. Beds will be made daily. Civilian bed covers may be used. All rooms will have on the inside (back) of the door, placed in a clear plastic document protector, a copy of the Single Soldiers Quarters SOP, Commanders Policy Letter, and a copy of the fire evacuation plan. These items will remain in the room at all times, in good condition and are inspectable. If any soldier violated the standards set forth in the Company SOP and/or this counseling, they are subject to having their leave and pass privileges suspended by the unit commander. The suspension will be enforced until the unit commander feels that a healthy and proper living atmosphere can be accomplished. Leave and pass privileges include and are not limited to; Removal of civilian clothing and items from the individual room; suspension of the privilege to leave post without an escort; suspension of leave and pass rights.

Your room may be inspected by the unit chain of command at anytime. There will be both announced and unannounced inspections to ensure that you maintain health and welfare standards.

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

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DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 2 July 2003
Organization 3/272 Military Police Company	Name and Title of Counselor Inabinet, James P., SGT, Team Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Fire Safety/Prevention Responsibilities

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

This counseling is to inform you of your responsibilities to ensure that you maintain a safe environment while residing in the Single Soldiers Quarters. Fire safety is important to know. It will not only save your life, but that of others living in your building. The following procedures will be followed:

1. No heat producing appliances in your room(ie, hotplates, toaster, electric grills/ovens).
2. No open flames in your rooms. (candles, incense or other open flame devices)
3. Do not over use your extension cords.
4. Make sure that your extention cords are sfe, no frayed wires, no exposes wires, use appropriate extension cords for appliances.
5. Make sure that your extension cords are not covered by flammable materials. (blankets, boxes, papers, clothes, etc)
6. Do not store flammable liquids in your room.
7. Make sure all appliances are turned off when leaving them unattended.
8. Do not smoke in bed.
9. Always inspect your outlets, ensuring the are not broken. Broken outlets must be called in immediately for a work order.
10. It is a fire hazard if the fire doors are left open, it is the responsibility of everyone to ensure that they are closed. A fire in the barracks will spread much fater if these doors are left open. Ensure yo are awre of the posted fire escape plan.

If you violate these procedures, you can be subject to corrective training or administrative actions. If found guilty of neglect, you could endure the cost of replacing items that were lost in the fire.

OTHER INSTRUCTIONS

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DEVELOPMENTAL COUNSELING FORM

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DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name <i>(Last, First, MI)</i> Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.)	Date of Counseling 2 July 2003
Organization 3/272 Military Police Company		Name and Title of Counselor Inabinet, James P., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: *(Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)*
 Event Oriented (The Army in Europe's "Click it or Ticket" and "Booze it and Lose it" Campaigns.
 The purpose of this counseling is to inform you of the present Safety Campaign in the European Command, the following included information is your safety briefing and includes required tasks to mitigate safety risks associated with this time of year. You are instructed to provide this counseling in written form to your direct subordinates and they will in turn conduct this chain counseling to the lowest levels of the unit so that every soldier in the unit has received this and a copy placed in their counseling packet.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

The Army in Europe's "Click it or Ticket" and "Booze it and Lose it" campaigns were repeated during the Memorial Day holidays. The next events will be held during the upcoming Independence Day holiday weekend. In the first "Booze it and Lose It" campaign over Easter, 22 soldiers, family members and government employees were apprehended for driving under the influence of alcohol. That number was six times more than during the same period last year. Over Memorial Day, 12 individuals (all military personnel) were apprehended for driving under the influence of alcohol. The same period last year resulted in the apprehension of 18 U.S. personnel. The statistics showed that younger personnel (under 25) are more likely to be apprehended for alcohol related driving offenses than any other group. MP's issued "Booze it and Lose it" questionnaires to every offender to find out the motives for drinking and driving. The answers infer that most believed they were not under the influence of alcohol and could drive safely. All understood the risks of drinking and driving, agreed that losing their license would be a deterrent. Additionally, they all said that at no time had anyone offered to drive them home. This infers that they did not have designated drivers, and perhaps having one could have prevented them from facing the consequences of drinking and driving. Host Nation Police continue to account for the majority of the apprehensions (75 percent this year), implying that personnel are most likely to drive after drinking at locations off US installations. Stateside notifications are USAREUR's new weapon in the fight against drunk driving. "The Provost Marshal will notify U.S. driver's license agencies when personnel lose their driving privileges here for one year or more due to driving offenses involving alcohol or refusal to submit to a blood alcohol test. This notification will include the reason for the revocation and the blood alcohol level. The notification will be sent to the state in which the driver's license was issued. The penalties for drinking and driving are:

- 90 day driving ban: Operating a POV with a breath- or blood-alcohol content (BAC) of 0.5 milligrams (mg) to 0.79 mg of alcohol per 1.0 milliliter (ml) of whole breath or blood.
- 180 day ban: Operating a POV with a BAC of 0.8 mg to 0.99 mg of alcohol per 1.0 ml of whole breath or blood.
- Indefinite driving ban (minimum 12 months): Operating a POV with a BAC of 1.0 or more of alcohol per 1.0 ml of whole breath or blood.
- Indefinite Driving Ban (minimum 12 months): refusing to complete a lawful chemical test under the implied consent provisions.
- Five Year Ban: Operating a POV with a BAC of 0.5 or more per 1.0 ml of whole breath or blood for the second time within the last five years.
- Permanent driving ban- three strikes your out: Driver's with three alcohol-related offenses will never receive a U.S. Forces driver's license again.

Soldiers in the ranks of E-1 to E-5 are still the largest group of offenders. POV operators who drive without wearing a seatbelt, or who don't require passengers to wear seatbelts or restraining devices, can be penalized. POV operators are charged if any vehicle occupant is not wearing a seatbelt or proper restraining device, such as a child's car seat. Military authorities suspend a first time offender's driving privileges for seven days. A second time offender loses driving privileges for 30 days and receives a letter of counseling. Third time offenders lose their license for 180 days, and repeated

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 2 July 2003
Organization 3/272 Military Police Company		Name and Title of Counselor Inabinet, James P., SGT, Team Leader	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
SUBJECT: Battalion E-mail Use Policy (Policy Letter #35)
SUBJECT: Strict Use Policy

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:**SUBJECT:** Battalion E-mail Use (Policy Letter #35)

No routine email will be sent on Thursday (STT), from 0700-1300, from the staff to the units or Commanders. The only exceptions are time sensitive, critical, or emergency information that must be done immediately and the BN XO or S3 has cleared those exceptions. Email is not a venue for arguing. If you have a disagreement or dispute, then go person to person with individual, either in person or via telephone. Email battles serve little purpose and create more problems. If you must deal with issues via email, do it directly; that is, do not CC everyone; go direct. The subject line should either state "Action" or "Info" before sending so the receiver can determine his actions. Do not mass email your opinions or comments, unless you have something useful to all who will read them. If you are replying to someone, reply directly. Only use "reply to all" if all persons included need to see your message. If you are using distribution lists, ensure you are using the correct ones, so you are not emailing persons unnecessarily. Only CC someone if they need to know something. CCing the BN CDR, CSM, or anyone for that matter, on routine actions, wastes a great deal of time. So do not put anything in email you don't want anyone to see, as your comments can get sent anywhere. If you would not say it in person, then you should not say it or send it on email. Email is a great tool, so use it wisely and efficiently. Let's not abuse it or hide behind it. Think about what you are sending and who will be reading it, every time you think about sending a email.

SUBJECT: Strict Use Policy

The 95th MP Bn provides its users with Internet access and electronic communications services as required for the performance and fulfillment of job responsibilities. Users must understand that this access is for the purpose of increasing productivity and not for non-business activities. Users must also understand that any connection to the Internet offers an opportunity for non-authorized users to view or access Sensitive but Classified (SBU). Therefore, it is important that all connections be secure, controlled, and monitored. To this end, users in the 95th MP Bn should have no expectations to privacy while using a government-owned or government leased equipment. Information passing through or stored on government equipment can and will be monitored. Users should also understand that the government maintains the right to monitor and review Internet use and e-mail communications sent or received by users as necessary. **Permitted Use:** The Internet connection and email system of the 95th MP Bn is primarily for business use. Occasional and reasonable personal use is permitted, provided that this does not interfere with the performance of work duties and responsibilities. Users may use Internet services for personal improvement, outside of scheduled work hours, provided that such is consistent with professional conduct and is not for personal financial gain. Users may send and receive email attachments that do not exceed 5MB in size, provided that all attachments are scanned before they are opened by Norton Antivirus. Users may send and receive short text messages with no enclosures for non-business purposes. It is requested that the personal email not be read in the office and that any personal email you receive be forwarded to your AKO account or other non-business account to be viewed at your leisure. **PROHIBITED USE:** Users shall not use the Internet or email services to view, download, save, receive or send material related to or including: Offensive content of any kind, including pornographic material. Promoting discrimination on the basis of race, gender, national origin, marital status, sexual orientation, religion or disability. Threatening or violent behavior. Illegal activities. Commercial messages. Messages of a religious, political or racial nature. Gambling.

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) <i>Combs, James E III</i>	Rank/Grade <i>PV2/E-2</i>	Social Security No. <i>()</i>	Date of Counseling <i>26 JUNE 03</i>
Organization <i>272ND MILITARY POLICE COMPANY UNIT 29925</i>		Name and Title of Counselor <i>SSG MCGRUDER/ SQUAD LEADER</i>	

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
NEGATIVE - FAILURE TO OBEY A LAWFUL ORDER

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

You are being counseled on your performance on 26 June 03, by failing to obey a lawful by the 1SG, SFC Beringer, and myself. You were told that during lunch you were not to leave the company area to eat lunch. You were told to eat lunch that was being sponsored by the 272nd MP CO FRG. By not doing so and deciding to go to your room and eat lunch was disobeying a lawful order. This type of behavior will not be tolerated.

If the above misconduct occurs you can be separated IAW Chapter 1 Paragraph 1-18, AR 635-200. Continued behavior of this kind may result in initiation of separation action to eliminate you from the Army. If you are separated for unsatisfactory performance you could receive and Honorable or General Discharge. If you are separated for misconduct you could receive and Honorable, General, or Under other than Honorable Conditions Discharge. A General Discharge or Discharge under Other than Honorable Conditions could deprive you of many or all military or Veteran's benefits. Any further acts of misconduct or unsatisfactory performance may cause you to be eliminated without further counseling.

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.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs, James E. III	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 15 June 03
Organization 3/272 MP CO.	Name and Title of Counselor SPC Simpson, Trevor--Team Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
Event-Oriented: This counseling is intended to address the resent incident on your rail mission in which you lost a round. This is not only loss of DOD property, but also a sensitive item.

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PV2 Combs, in this counseling I will address your resent act of lack of accountability of your rounds while on your rail mission, 11 June 03 through 12 June 03. On 11 June shortly after we had started our mission you and SPC Hecox were on your way to guard the other set of rail cars. On your way you dropped one of your magazines, after you picked it up I asked you if you had all your rounds and you said yes. Later on that day after we had started movement on the train to the local station, myself and PV2 Catlin had to catch a ride with an individual who worked with the Dutch Army this individual handed me a round and asked if any one had lost one. I then took the round and check to see who's it was. Upon checking your rounds I found that it was indeed yours, even after I had asked you earlier if it was yours. This is a serious incident had that individual not found our round you could have been in a lot of trouble. It is not only the rail commanders job to account for sensitive items but also yours. You must at all times know where your rounds, weapons and other sensitive items are. If you had not found that round then you could face UCMJ action, and Article 15, or other types of disciplinary action. This is an extremely serious incident, and you should not take what happened lightly. This is the type of incident that could hamper your career, also it is the type of negative attention you do not need to draw to yourself.

You are hearby counseled for the above indicated misconduct and/or unsatisfactory duty performance IAW Chapter 1, Paragraph 1-16, AR635-200. Continued behavior of this kind may result in initiation of separation action to eliminate you from the Army. If you are separated for misconduct, you could receive an Honorable, General, or Under Other Than Honorable Conditions Discharge. A General Discharge Under Other Than Honorable Conditions could severely prejudice you in civilian life. Additionally, a Discharge Under Other Than Honorable Conditions could deprive you of many or all military or veteran's benefits. Any further act of misconduct or unsatisfactory performance may cause you to eliminated without further counseling.

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.

272ND MILITARY POLICE COMPANY
95TH MILITARY POLICE BATTALION
UNIT 29925, APO, AE 09086

AERTR-MP-272-3

1 June 2003

MEMORANDUM FOR, 3rd Squad, 272nd Military Police Company.

SUBJECT: Initial Counseling

1. This initial counseling is to inform you that I will be your squad leader and some of the areas I will focus on.
2. My intent is to make you aware of what I'll be expecting of you as a member of this squad. This is general in nature and is not all-inclusive.

a. **Competence:** While assigned as a member of 3rd Squad, I demand that you demonstrate the highest standards of a soldier. You are entrusted to fulfill and be familiar with all requirements of the Platoon, Battalion and Company SOP's along with all that encompasses in your duty description. If you see something that can be done better, bring your ideas to surface. I want you to put forth your best efforts in displaying a high standard. Continue to seek opportunities to further your civilian education when time and resources permit. Do your job to the utmost of your ability.

b. **Physical Fitness and Military Bearing:** Consistently strive for the highest physical fitness standards to the utmost of your abilities. By displaying a good haircut, a pressed and serviceable uniform with highly shined boots, you will have the look of a professional soldier. Keep in mind that your actions must also display personal and professional military bearing. Display a positive disposition of your attitude and maintain your posture at all times. Discipline is a must in the military, no matter what unit you are in. You will use the proper customs and courtesies with those soldiers that outrank you. I will not tolerate a soldier failing to stand at "Parade Rest" for a NCO or a Team Leader in a NCO position. Do not call each other by a first name basis while on duty. This is not a frat house and discipline is needed to maintain order. When you are off duty and out and about, I do not object to you using first name basis with those that you hang out with. Under no circumstances will I allow you to use a first name basis with a NCO or team leader.

c. **Leadership:** Seek opportunities to go after the hard tasks, such as Soldier of the Quarter boards, This will not only better yourself but also give you the visibility that you deserve. Always present yourself in a tactful and professional manner, regardless of the task that you are doing.

d. **Training:** This is what we are here for. Not everyone knows the answers to everything however we should have the intelligence and knowledge of where to look for the correct answers. Training will be according to task, conditions and standards along with safety implemented in every aspect. Correspondence Courses are a easy way to achieve promotion points and a way to make yourself more technically and tactfully proficient is your jobs. DO THEM.

e. **Responsibility and Accountability:** Assume responsibility and take responsibility for your actions. If you make a decision on information available and a common sense rule is applied, I will support you 100%. Maintain accountability of equipment. Any lost piece of equipment is a great concern to me, and the more sensitive it is, the more it will get my attention. Also, be responsible for all your personal and financial affairs. Accountability is not just for your equipment but also for yourself. Be at your appointed place of duty at the right time. A 0630 formation is not when you should be arriving, it is when the person in charge calls "fall in". Do not be late for formations or be out of the proper uniform.

DIRTY THIRD INFORMATION SHEET

PERSONAL INFORMATION

NAME: COMBS, JAMES EDWARD III RANK: PV2 GRADE: E-2 DOR: 07-Nov-02 SQUAD: 3c
SSN: DOB: 21-Dec-83 AGE(15 Jul 03) 19 POB: SUBIC BAY, PHILLIPINE
BASD: 07-Nov-02 PEBD: 07-Nov-02 ARRIVAL: 15-Apr-03 DEROS: 13-Apr-05 ETS: 06-Nov-08
PMOS: 95B10 SMOS: ASI: BLOOD: A+ RELIGIOUS PREF AME
HAIR: BLK EYES: BRN SEX: M HT / WT: 69 / 161 ALLERGY: NONE
 MARRIED DUAL MILITARY SPOUSE: N/A SPOUSE DOB: ANNIVERSARY: N/A
CHILDREN - NAME(S) DOB NONE
EMERGENCY NUMBER/RELATION: FATHER (JAMES E. COMBS II)

QUALIFICATION

CBLS: FORCE PRO 07-Aug-03 PMCS: RAIL CERT: 15-Jul-03 RAIL CDR
CHECK RIDE DRIVER'S CERT: EVOC: LAW CERT: 28-May-03 S-GATE:
NIGHT: WINTER: STX: CTT: MAR 03 LTA RANGE: NVG:
 2 1/2 TO TRAILER 5 TON HAZ 11 HAZ 12 GENERATOR CREDIT CARD POT BELLY

EDUCATION

GT: 102 HS GRAD GED ACCP NONE COLLEGE NONE EO SRT PSD K9
 PLDC BNCOC ANCOG FST CUSTOMS MILES BIKE MPI TRAFFIC

SOLDIER READINESS

SOLE PARENT CHILD CARE SGLI LANGUAGE NEO SOLE SURV POV STORE
LAST PDP: 06-Aug-03 HIV: SHOTS MEDICAL DENTAL:
INSERTS: N/A GLASSES: N ID TAGS WILL POA HOT / COLD NONE SWIM

EQUIPMENT/CLOTHING

M40# 8 M40 SIZE M BOOT SIZE 12 MOPP SIZE M GLOVE SIZE 4 ICE PAC
BDU SHIRT: M/R BDU PANTS: M/R BOOTS: 10.5 R BERET: 7 1/8 KEVLAR: M
OVER BOOT: 12 WW TOP: M WW BOTTOMS: M FLACK M SUPPLEMENTAL: Y

AWARDS

BS: MSM: ARCM: AAM: GCM: SWA: KLM AFEM:
NDSR: 1 ASR: 1 HUM: KCM NATO: NCOES:
 DRIVERS BADGE DRILL SERGEANT RECRUITER AIRBORNE AIR ASSAULT

PERSONAL VEHICLES

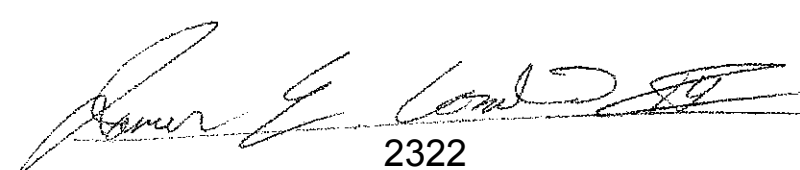
USAREUR LICENSE # Y48577 EXPIRES: 31-Jul-09
POV # 0 MAKE: MODEL: YEAR: COLOR:
REGISTRATION: INSURANCE: 2321 INS EXPIRES

MENU CODE 412

SSN NAME RANK UIC DWOS SEX DEPART DATE
 _____ Comd James E III PFC 892nd 31B M _____

LINE	SIZE	NOMENCLATURE	AU	CF	IS	LINE	SIZE	NOMENCLATURE	AU	CF	IS
*** STATION 01 ***											
*C28404		COVER FIELD PACK	0		1						
*C96399		CANTEEN WATER PLASTI	0		1						
*J71304		GOGGLES SWD	0		1						
M95975		SCARF DESERT	0		1						
*010106		BASE VEST ASSY (IBA)	0		1						
*010107		SM ARMS PROT INSERT	0		1						
*010112		YOKE AND COLLAR ASSY	0		1						
*010113		THROAT PROT ASSY	0		1						
*010114		GROIN PROTECTOR ASSY	0		1						
*010121		COVER CANTEEN 2 QT	0		1						
*010143		PARKA ECMCS DESERT	0		1						
*010144		TROUSERS ECMCS DESER	0		1						

REPORT

X

 20040114
 2322

MENU CODE 011

SEN _____ NAME Combs, James E III RANK PFC UIC _____ DMOS _____ SEX M DEPART DATE _____

LINE	SIZE	NOMENCLATURE	AU	CF	IS	LINE	SIZE	NOMENCLATURE	AU	CF	IS
*** STATION 01 ***											
*B66315	<u>10.5R</u>	BOOT DESERT TAN	2		<u>2</u>						
*C04411	<u>7 3/8</u>	CAP CAMOUFL DES	1		<u>1</u>						
C28404		COVER FIELD PACK	1								
C43484	<u>MR</u>	COAT CAM DESERT	4		<u>4</u>						
C45613		COAT CW DES 3-COL	0								
C96399		CANTEEN WATER PLASTI	1								
*H20256	<u>7 1/4</u>	HAT CAM DES	1		<u>1</u>						
*J71304		GOGGLES SWD	1								
*M95975		SCARF DESERT	1								
010106	<u>M</u>	BASE VEST ASSY (10A)	0		<u>0</u>						
010107		SM ARMS PROT INSERT	0								
010112	<u>M</u>	YOKE AND COLLAR ASSY	0								
010113		THROAT PROT ASSY	0								
010114	<u>M</u>	GROIN PROTECTOR ASSY	0								
010121		COVER CANTEEN 2 QT	1								
010143	<u>MR</u>	PARKA ECMCS DESERT	0		<u>0</u>						
*010179	<u>M/L</u>	COVER HELMET CAM	1		<u>1</u>						
T35238	<u>MR</u>	TROUSERS DESERT	4		<u>4</u>						

END REPORT

X James E. Combs III

2nd

HAND RECEIPT/ANNEX NUMBER For use of this form, see DA PAM 710-2-1. The proponent agency is QDCSLOG.		FROM: SGT HUTCHENS 272nd NBC NCO		TO: PTC Combs, James R III		HAND RECEIPT NUMBER							
END ITEM STOCK NUMBER	END ITEM DESCRIPTION	PUBLICATION NUMBER		PUBLICATION DATE		QUANTITY							
STOCK NUMBER a.	ITEM DESCRIPTION b.	c.	SEC d.	UI e.	QTY AUTH f.	g.							
						A	B	C	D	E	F		
	MASK M40A1 C/B LOT #: LD011202-185 SZ: M			ea	1								
	ISLIST TROUSERS LOT #: SPO100-00-D-NAT ⁰⁰⁰⁵ MAN DATE: 04/01 SZ: M/R			ea	1								
	ISLIST TROUSERS LOT #: SPO MAN DATE: SZ:			ea	1								
	ISLIST COAT LOT #: SPO100-01-D-NAZE 0002 MAN DATE: 01/02 SZ: M/R			ea	1								
	ISLIST COAT LOT #: MAN DATE: SZ:			ea	1								
	CANISTER LOT #: RFT92D005-006			ea	1								
	CANISTER LOT #: RFT92D005-006			ea	1								
	M291 LOT #: PDA980001-006 MAN DATE: 03/98			st	1								
	M291 LOT #: PDA980001-006 MAN DATE: 03/98			st	1								
	M295 LOT #: CLR98A330-004 MAN DATE: 1/98			st	1								
	GLOVES LOT #: DLA100-91-6-4064 SZ: S MAN DATE:			pr	1								
	GLOVES LOT #: DLA100-91-6-4064 SZ: S MAN DATE: 2-91			pr	1								
	BOOTS LOT #: SPO-100-01-D-0308 SZ: 13 MAN DATE: 2-91			pr	1								
	BOOTS LOT #: UNPACK MAN DATE: SZ:			pr	1								
	HELMET COVER LOT #: DLA 100-84-6-0756 MAN DATE:			ea	1								
	HELMET COVER LOT #: DLA 100-84-6-0756 MAN DATE:			ea	1								

* WHEN USED AS A:
HAND RECEIPT, enter Hand Receipt Annex Number
HAND RECEIPT FOR QUARTERS FURNITURE, enter Condition Codes
HAND RECEIPT ANNEX/COMPONENTS RECEIPT, enter Accounting Requirements Code (ARC).

2324

Day Third Information Sheet

Instructions: To the best of your ability, place either dates, an "X", or other requested information in the spaces provided.

PERSONAL INFORMATION

Name: Combs, James E. III Rank: Pvt Grade: E-2
SSN: _____ DOB: 1983 Dec 21 DOR: 7 Nov 03 POB: Subic Bay, PI.
BASD: 7 Nov 03 PEBD: 7 Nov 03 Arrival: 15 Apr 03
DEROS: 14 Apr 05 ETS: 16 Nov 08 PMOS: 960 SMOS: N/A ASI: N/A
Hair: Blk Eyes: Brn Sex: M Height: 6'9" Weight: 164
Allergies: NONE Religious Preference: Methodist
Married: _____ Dual Military: _____ Spouse Name: _____
Spouse DOB: _____ Anniversary: _____
Children (names & DOB): _____
Emergency Contact (telephone & relation): JAMES E. Combs Jr. / Father

QUALIFICATIONS

Haz 11: _____ Haz 12: _____ S-gate: _____ Credit Card: _____ CBLS date: _____
Force Pro: _____ Check-ride date: _____ Law Cert date: _____
Rail Cert date: _____ Rail CDR: _____ CTT date: _____ STX date: _____
LTA Range Cert: _____ Tactical License: _____ Non-tactical License: _____
Trailer Cert: _____ EVOC date: _____ PMCS Cert date: _____ 2 1/2 ton: _____
5 ton: _____ Bus: _____ Generator: _____ Pot Belly: _____ Winter Driving date: _____
Night Driving date: _____ NVG Driving date: _____

EDUCATION

GT Score: 103 HS Grad: X GED: _____ College: _____ SRT: _____
PSD: _____ EO: _____ ACCP: _____ PLDC: _____ BNCOC: _____
ANCOC: _____ FST: _____ Customs: _____ MILES: _____
Bike: _____ MPI: _____ K-9: _____ Airborne: _____ Air Assault: _____
Drill Sergeant: _____ Recruiter: _____

SOLDIER READINESS

Sole Parent: _____ Child Care: _____ SGLI: _____ Language Prof.: _____
NEO date: _____ PDP date: _____ HIV Test date: MARCH 03
Shots Current: X Permanent Profiles: _____ Dental Cat.: _____
Glasses: _____ Inserts: _____ 2 ID Tags: _____ Will: _____
POA: _____ POV Storage: _____ Sole Survivor: _____
Weak Swimmer: _____ Hot/Cold Casualty: _____

EQUIPMENT/CLOTHING

M40 #: M8 M40 Size: M Chamber date: _____
ICE Pack: _____ MOPP Size: _____ Glove Size: _____
BDU Top: MR BDU Bottom: MR Boots: 10F Beret: 7/8 Kevlar: M
Overboot: _____ WW Top: X WW Bottom: X Flak: L
Supplemental Issue: _____

Turn Over for More In

INDIVIDUAL SICK SLIP

ILLNESS INJURY

DATE

13 July 03

LAST NAME-FIRST NAME-MIDDLE INITIAL OF PATIENT

Carabs, James E

ORGANIZATION AND STATION

272nd MP Company

SERVICE NUMBER/SSN

GRADE/RATE

E-2

UNIT COMMANDER'S SECTION

IN LINE OF DUTY

Yes

MEDICAL OFFICER'S SECTION

IN LINE OF DUTY

Yes

REMARKS

Razor Bumps

DISPOSITION OF PATIENT

SICK BAY

DUTY

HOSPITAL

QUARTERS

NOT EXAMINED

OTHER (Specify):

REMARKS

No shaving x 1 wk.
No styling. No shaping
Follow instructions on handout given
to patient
Follow up on sick call in 1 wk.

SIGNATURE OF UNIT COMMANDER

SIGNATURE OF MEDICAL OFFICER

Kenneth E. Henson PA-C
CPT, SP 7469

DD FORM 689, MAR 63

PREVIOUS EDITIONS ARE OBSOLETE

USAPFC V2.00


1 June 2003

SUBJECT: Initial Counseling

f. **Honesty, Loyalty and Supporting the Chain of Command:** I address these issues because I don't want to leave any gray area in anyone's mind. I expect the highest degree of honesty from you and if something is screwed up, inform the chain of command. The chain of command starts with the Team Leader. If unavailable, notify me the first opportunity you get. I expect open communications with all the NCOs. We need to be a cohesive and trusting team to be able to communicate effectively. I don't like surprises. I don't want anyone to keep bad news from me because the longer you keep it, the worse it gets. Take the initiative to fix a problem, however all I ask is to keep me informed. Always go with the right decisions and never compromise your integrity. The benefit of the doubt may fluctuate; however, make sure you can sleep at night with the decisions you make. Don't go off running to the IG, JAG, and EO or to the CSM unless you inform me first, this is only common courtesy. Always try to solve problems at the lowest level possible. If you have a problem or situation, let someone know so we can assist you. Be a team player, there are a lot of things we don't like to do but it may be part of protocol or "the big picture" that we may not see. Support the chain of command and if there is ways to do something better, let it be known by presenting at least two courses of action.

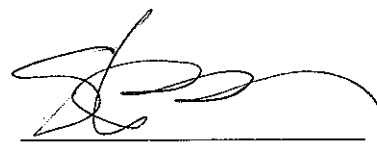
3. Room inspections and personal inspections are going to be conducted with and without notice. The team leaders and myself will inspect your living quarters at least twice a week. Each month we will have some type of inspection (ie Class A, Class B, TA-50 etc). Get used to it as it is part of the Army and keeps us ready as a functioning unit.

4. Alcohol is a problem within this platoon and this unit. If you are under the age of 21 and are not allowed to drink within the United States, then I would ask you to think about what you are doing before you start drinking in Germany. With you being allowed to partake of alcohol, you are taking on a risk that you will get into situations that you may not be able to handle. Drink wisely and always have someone with you that is not drinking to help you get out of those situation that you cannot handle.



Combs, JAMES E III PVT

Soldier Counseled



SSG McQuerry, Squad Leader

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) Combs III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 16 May 03
Organization 3/272nd Military Police Company	Name and Title of Counselor SFC Beringer/Platoon Sergeant		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
16 May 03 - Failure to be at appointed place of duty at appointed time (ART 86 UCMJ)

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PV2 Combs, on 16 May 03 you failed to show up for the 0630 PT formation. This is the second incident this week in that you have missed a formation. You stated that on this occasion you had hit the snooze on your alarm and not heard it go off again. You need to ensure that you are on time for formations. Being late shows a lack of discipline that will not be tolerated. This offense is punishable by Article 15 of the UCMJ and the maximum punishment is confinement for 1 month and forfeiture of 2/3 base pay for 1 month. Up until this week your conduct has been excellent and you have given no reason why it shouldn't still be excellent. If you are having problems waking up then take some initiative and have someone knock on your door to ensure you are awake so that you can make it on time to formation. If there are any other problems that are causing you to be late then inform myself or a member of your chain of command so that we can either give you assistance or direct you to the proper organization to assist you. Further acts of this nature will not be tolerated and will result in a recommendation to the chain of command that they take any action they deem necessary, to include, but not limited to, Article 15 of the UCMJ. If the above conduct continues you can be separated IAW Chapter 1, Paragraph 1-18, AR 635-200. Continued conduct of this nature could result in initiation of separation action to eliminate you from the Army. If you are separated for unsatisfactory performance you could receive an Honorable or General Discharge. If you are separated for misconduct you could receive an Honorable, General, or Under other than Honorable Discharge. A General Discharge or Discharge under Other than Honorable Conditions could deprive you of many or all military or veteran's benefits. Any further act of misconduct or unsatisfactory performance may cause you to be eliminated without further counseling.

OTHER INSTRUCTIONS

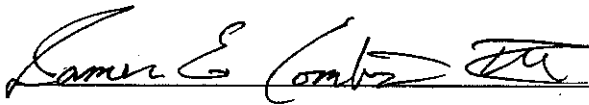
This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.

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).)

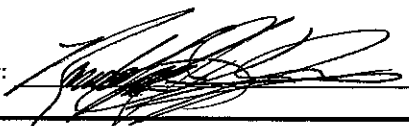
Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)

Individual counseled: agree disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled:  Date: 14 May 2003

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

Signature of Counselor:  Date: 030514

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 FM 22-100; 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 and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 22-100. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) COMBS III, James E.	Rank/Grade PV2/E-2	Social Security No.	Date of Counseling 14 May 2003
Organization 3/272nd Military Police Company	Name and Title of Counselor SGT Randolph J. King Squad Leader		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., performance/professional growth or event-oriented counseling, and includes the leader's facts and observations prior to the counseling.)
 This counseling is for recent performance

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PV2 Combs on 13 May 2003 you failed to be at your appointed place of duty at the appointed time. This type of action absolutely will not be tolerated. I cannot stress to you enough the importance of a soldier being where he, or she is supposed to be and at the proper time. In the military the mission comes first. When you fail in your duty to be where you are supposed to be you not only jeopardize the mission, but in a real world conflict you could jeopardize the lives of the men and women in your unit. During peace time operations you leave others to pick up the slack that you cause in the chain. I want you to understand that your actions can carry very heavy consequences. You could be separated IAW Chapter 1 Paragraph 1-18, AR 635-200. Continued behavior of this kind may result in initiation of separation action to eliminate you from the Army. If you are separated for unsatisfactory performance you could receive an Honorable, or General discharge. If you are separated for misconduct you could receive an Honorable, General, or Other than Honorable discharge. A General discharge, or Discharge under other than Honorable conditions could the loss of many, or all of your military, or veteran's benefits. Any further act of misconduct, or unsatisfactory performance may cause you to be eliminated without further counseling.

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 for implementation and assessment (Part IV below).)

Your team leader, CPL Billups, will direct an amount of time for you to be prior to each formation.

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: agree disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled:

James E. Lombardi

Date: 20030520

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

Signature of Counselor:

Jeffery A. Berlinger

Date: 20030520

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.



272ND MILITARY POLICE

“FIGHTING DEUCE”

PERSONAL DATA SHEET

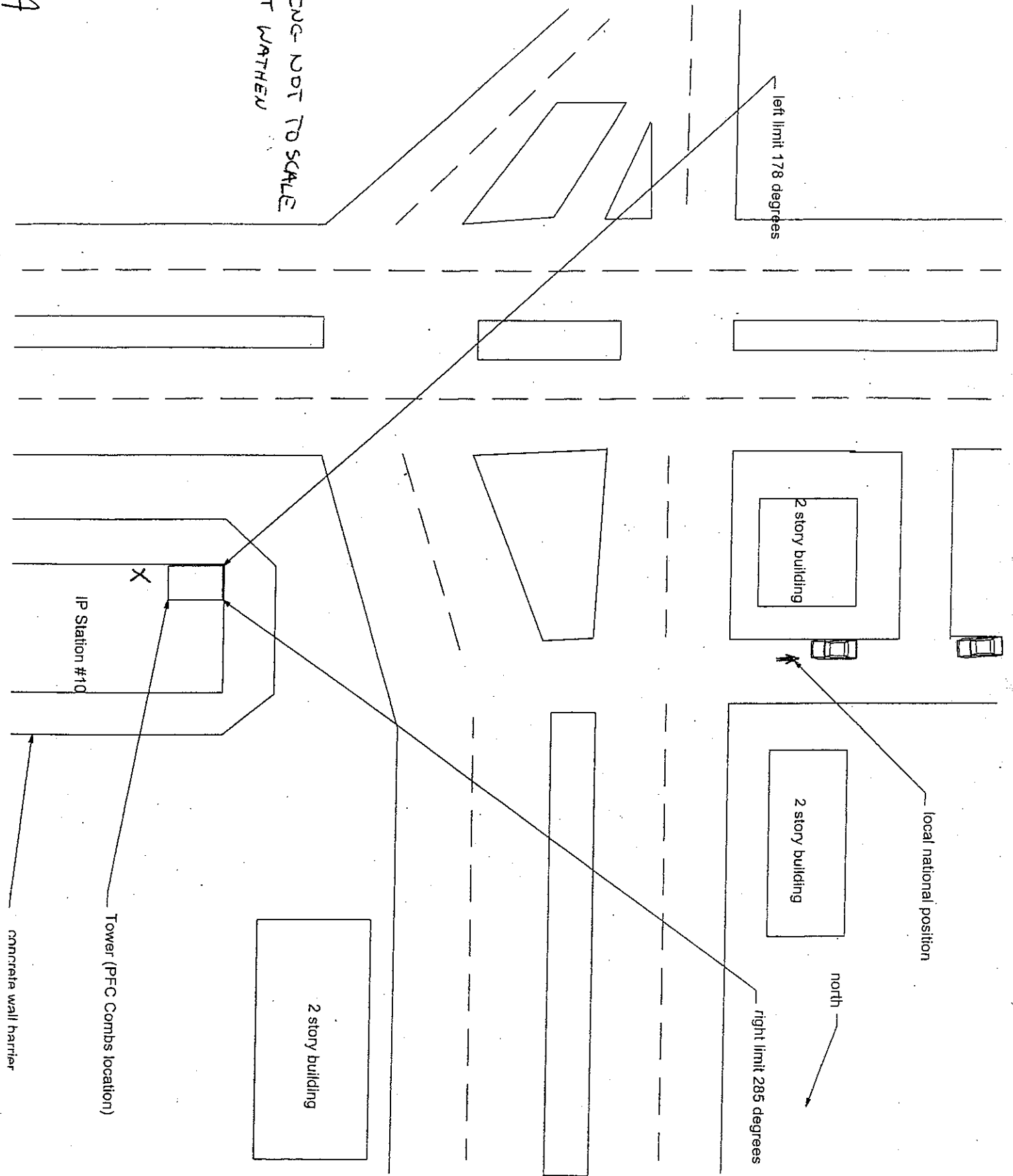
OFFICE OF THE CLERK OF COURT
US ARMY JUDICIARY
ARLINGTON, VIRGINIA 22203-1837

THE RECORD OF TRIAL HAS BEEN REVIEWED FOR RELEASE UNDER THE PROVISIONS OF THE FREEDOM OF INFORMATION ACT. THE DOCUMENT[S] DESCRIBED AS FOLLOWS HAVE BEEN REMOVED FROM THIS COPY OF THE RECORD BECAUSE THE RELEASE WOULD BE IN VIOLATION OF THE DOD FREEDOM OF INFORMATION ACT PROGRAM, DOD 5400.7-R, EXEMPTION (b) (6) 5 U.S.C. 552 (b) (6) :

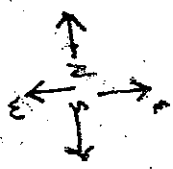
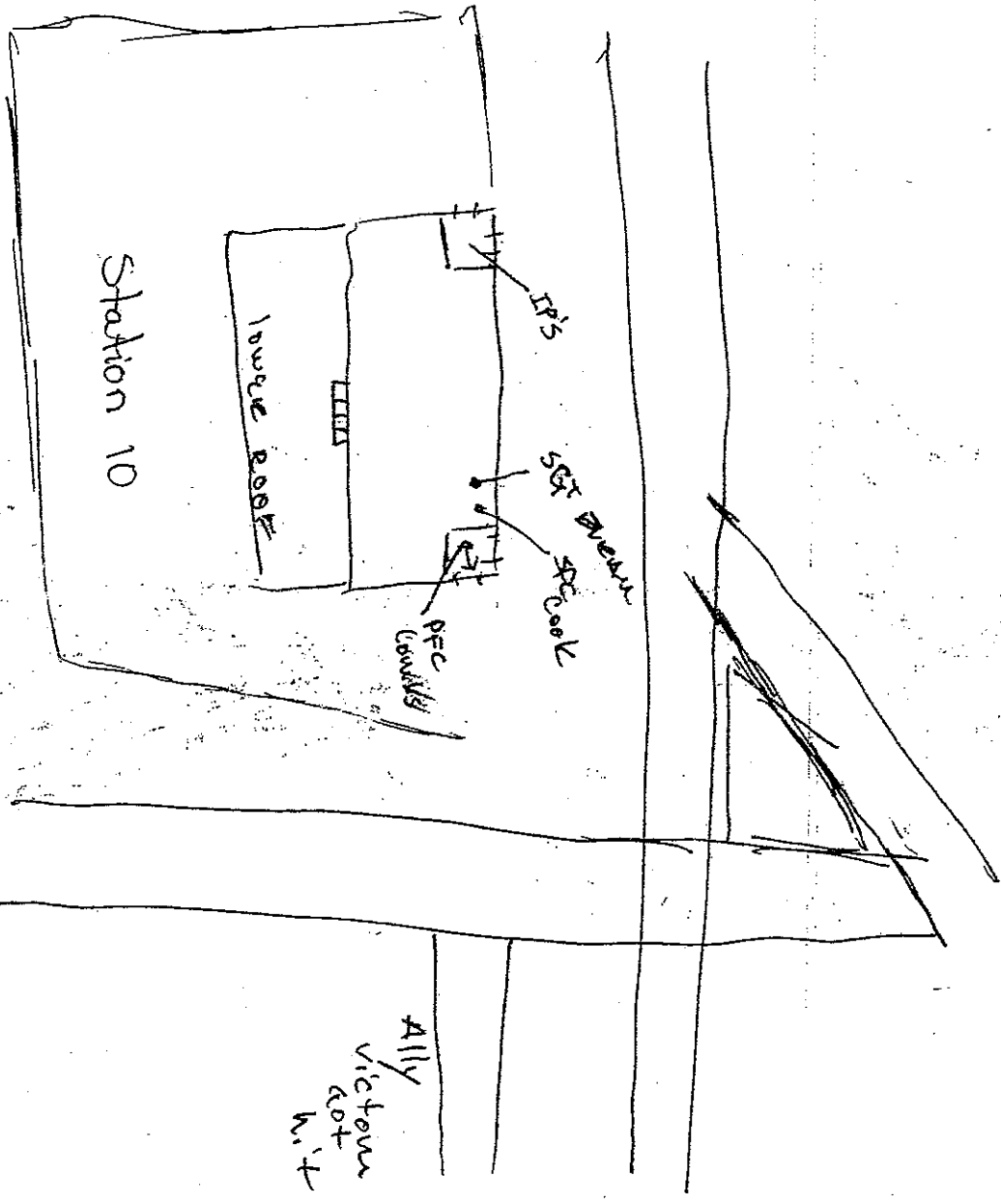
Medical Report(s)

DE A

DRAWING NOT TO SCALE
BY LT WATHEU



DEB



Ally
Victor
Kot
K.I.T

SFC Cook W/Ally

Z3 SEPT 09

SWORN STATEMENT

For use of this form, see AG 190-45, the proponent agency is ODCSOPS

PRIVACY ACT STATEMENT

Under the Privacy Act (5 U.S.C. Section 552a) and the Freedom of Information Act (5 U.S.C. Section 552), you have the right to know how your personal information is being used by the agency. You also have the right to request that your personal information be corrected, deleted, or withheld. Your personal security number, if used, is an additional alternate means of identification to facilitate filing and retrieval. Disclosure of your social security number is voluntary.

PRINCIPAL
ROUTINE USES
DISCLOSURE

2. DATE (YYYYMMDD)	3. TIME	4. FILE NUMBER
20040922	1605	
5. LOCATION	6. SSN	7. GRADE/STATUS
Camp Cuervo, Puerto Rico		E-7
1. LAST NAME, FIRST NAME, MIDDLE NAME	8. ORGANIZATION OR ADDRESS	
Keeneth Ivin	272nd MP Co	

I, Keeneth Ivin, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

on 22 Sept 2004, WARRIOR 7, WARRIOR 18, Jenkins, Bushmaster 328, Bushmaster 3C with 3PC HexOX loaded up at Camp Cuervo and off to Station 11 at approximately 0745 hrs. We arrived at Station 11 at 0810, and we Rped Station 11 enroute to Station 10 at approximately 1100 hrs. Around 1355, I heard a single round fired. Approximately 30 seconds later, I heard on the hand held radio that Combs had accidentally discharged. Around from Sgt. Duran. Sgt Rodriguez, D. asked if everyone was okay. Sgt Duran stated everyone was good. I left the training room where myself, Sgt. Imlay, the IPA, and our interpreter w/around 7 Iraqi policemen were located. I immediately made my way to the roof top where I found Sgt Duran, Cook, and Combs located together in the guard shack overlooking main st. and wild. Combs said the shot came from his weapon, but he said his weapon was on safe. Cook or Sgt Duran, I cannot remember which. Said they were outside the guard shack and had only heard the round go off. Sgt. Duran and Combs were looking for the brass from the round that was discharged. I had noticed the 2 IPs on the roof top had left the roof after pointing at a crowd of about 15 to 20 Iraqi civilians formed up outside the station walls near the intersection. I went down to the second floor and Rped

11. INITIALS OF PERSON MAKING STATEMENT	PAGE 1 OF <u>3</u> PAGES
12. EXHIBIT	

ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT 14 TAKEN AT DATED
 ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER
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C

STATEMENT OF SFC Payer, Kenneth I., II TAKEN AT CAMP CUERVO DATED 22 SEP 04

9. STATEMENT (Continued)

grabbed the interpreter. We went into Col. Doo Woo's office where I had noticed the 2 IPs that were on the roof coming out of. He told me and the interpreter that a ~~single~~¹ woman had been shot. We went back to the roof top. I told Sgt. Duran and Combs to be careful because the round had hit a civilian, and they were still on the roof. Me and the interpreter went down stairs into Col. Haitnam's office to see if he knew who had been shot. He said the a child had been shot, and they did not know whether she was going to live or not. I asked him to have an IP go to the hospital and get the victim's information with the extent of the injuries. He told the interpreter it would be best if we moved on to another IP station. I asked again about the injuries, which I could get no further details, and went outside to call Deuce Base. I called base and told the RTO let me speak to Deuce 3. I told him what happen, and he instructed me to return to Cuervo. I went back inside to get the name of the hospital since Deuce 3 had asked for it. I found out from Col. Haitnam through the interpreter that it was a woman, and she had been grazed across the forehead with the round. Col. Haitnam asked if we were planning to pay any money to the family, and told us ~~it~~^{it} would be best if we did not return for a few days. ~~WFP~~

Q: ILT PETIT, N.P.

A: SFC Payer, K.I., II ~~WFP~~

Q: HOW LONG HAD PFC COMBS BEEN ON THE ROOF?

A: He had been on the roof about 55 minutes. We were on hourly rotation and the soldiers (2) were suppose to be one in each guard shack with a radio and binoculars. ~~WFP~~

INITIALS OF PERSON MAKING STATEMENT

2337

PAGE 2 OF 3 PAGES

9. STATEMENT (Continued)

Q: WAS THE M-4 HIS ASSIGNED WEAPON?

A: I do not know. I am in 4th PLT and he is a soldier in second PLT. I am not sure what his rack number is suppose to be. ^{KAP}

Q: WHY DIDN'T YOU CALL HIGHER AS SOON AS YOU LEARNED OF THE DISCHARGE?

A: I was trying to find out what was going on. I had to make sure that 1st and foremost the soldier on the roof top was okay. At that point, I found out that the round had possibly hit someone. I needed to figure out exactly what was going on. ^{KAP}

/// NOTHING FOLLOWS ///

AFFIDAVIT

I, SFC KENNETH I. PRYOR II, 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]
(Signature of Person Making Statement)

WITNESSES

ORGANIZATION OR ADDRESS

ORGANIZATION OR ADDRESS

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 22nd day of SEPTEMBER, 2004 at CAMP CUEVA, BAHAMA, IOWA

[Signature]
(Signature of Person Administering Oath)

LT PETIT, NICHOLAS P.
(Typed Name of Person Administering Oath)

ART 136, (ICMA)
(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

SWORN STATEMENT

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

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 USC Section 301; Title 5 USC Section 2951; E.O. 9397 dated November 22, 1943 (SSN).
PRINCIPAL PURPOSE: To provide commanders and law enforcement officials with means by which information may be accurately identified.
ROUTINE USES: Your social security number is used as an additional/alternate means of identification to facilitate filing and retrieval.
DISCLOSURE: Disclosure of your social security number is voluntary.

1. LOCATION 2. DATE (YYYYMMDD) 17th Dec. 04 3. TIME 0950 4. FILE NUMBER
5. LAST NAME, FIRST NAME, MIDDLE NAME Mayoof, RAMI, Faiz 6. SSN 7. GRADE/STATUS
8. ORGANIZATION OR ADDRESS TITAN CORP.

9. I, Rami Faiz Mayoof, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:
I attended an interview with one doctor and an M.P.'s guys
the doctor tell us about one female she got shot in her head by
a bullet bigger than the AK-47 he figure that as his experment
for his job as a doctor worked in different hospitals, especially
during the wars, he said that he treated alot of soldiers
that they got shot especially in their heads

10. EXHIBIT 11. INITIALS OF PERSON MAKING STATEMENT R.F.M. 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 BE INDICATED.


DE D

STATEMENT OF Rami Maysof TAKEN AT Camp Curcio DATED 17 Dec 04

9. STATEMENT (Continued)

AFFIDAVIT

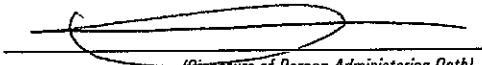
I, Rami Faiz Maysof, HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE 1, AND ENDS ON PAGE ____ I FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. 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:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 17 day of DECEMBER 04 at CAMP CURCIO

ORGANIZATION OR ADDRESS


(Signature of Person Administering Oath)

ORGANIZATION OR ADDRESS

DAVID T. Scott
(Typed Name of Person Administering Oath)

(Authority To Administer Oaths)

INITIALS OF PERSON MAKING STATEMENT

PAGE 1 OF 2 PAGES