## **APPENDIX E**

## UNITED STATES DISTRICT COURT WESTERN DISTRICT OF WASHINGTON AT TACOMA

MAJOR MARGARET WITT,

Plaintiff,

v.

No. C06-5195 RBL

UNITED STATES DEPARTMENT OF THE
AIR FORCE, et al,

Defendants.

DEPOSITION UPON ORAL EXAMINATION OF LIEUTENANT COLONEL KENNETH WINSLOW

## TAKEN AT

Carney Badley Spellman 701 Fifth Avenue, Suite 3600 Seattle, WA 98104

MARCH 18, 2010

THURSDAY, 9:00 A.M.

Reported by: MARIE WHITE, CSR # WH-IT-EM-\*29906

COPY

- active duty who'd actually been doing the job, because
  we didn't have to spend a lot of time training them.

  They knew the system, they knew their ins and outs,
  which was nice to have somebody who is up to speed when
  they came in.
- 6 Q. On a number of occasions you served as her rater?
- 7 A. Mm-hmm.
- 8 Q. For OERs?
- 9 A. Mm-hmm. Actually those would be OPRs.
- 10 Q. OPRs?
- 11 A. OER is enlisted.
- 12 Q. Got my wires crossed from another case I did about
  13 twenty years ago.
- 14 A. You did.

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- Q. Why is it that you would be the rater for several years in a row for Major Witt as opposed to anybody else?
  - A. You go back to those flights, and one of the flights is our training flight. And at that time I was the Chief of Air Crew Training. And she was an instructor within that section. I was a section officer in charge. And she worked for me, with me in that section as one of the instructors. So I was her immediate supervisor.

(Exhibit No. 1 marked for identification)

Q. I believe you can tell me if I have missed any, but I believe that you served as her rater for three

- consecutive years starting with this one.
- Do you recognize what you have been handed as
- 3 Exhibit No. 1?
- 4 A. Yes.
- 5 O. What is it?
- 6 A. It is a Field Grade Officer Performance Report. That
- is an annual report done on all officers.
- 8 Q. Is that your signature sort of up at the top of page --
- towards the top of Page 2?
- 10 A. Yes.
- 11 Q. I don't know whether, would you have had a reason in
- the last week or two, perhaps, preparing for this
- deposition, to look at this document?
- 14 A. Yes.
- 15 O. And so you have looked at it within the last week or
- 16 two?
- 17 A. Yes.
- 18 | Q. Okay. In the box marked "Key Duties", that description
- doesn't seem to change too much over this year, the
- 20 next year, the following year?
- 21 A. Those are pretty much standard for her position as a
- 22 | Flight Nurse Examiner.
- 23 Q. But if we could start there?
- 24 A. Mm-hmm.
- 25 Q. There is some military terminology that I'm not

- 1 intervention would be needed.
- 2 Q. You know Major Thomas Hansen?
- 3 A. I do.
- 4 Q. I just want to make sure that these concur boxes work
- 5 both ways. It is my understanding that when the
- 6 additional rater checks concur, that means he or she
- 7 concurs with the rater's assessment. Does it work the
- 8 other way around?
- 9 A. No, because I sign ahead of time.
- 10 Q. I see, okay.
- 11 A. It is not a two-way street, it is a one-way up.
- MR. LOBSENZ: One-way up. All right. This
- is Exhibit No. 2, '02-'03.
- 14 (Exhibit No. 2 marked for identification)
- 15 Q. You have been handed Exhibit No. 2. Do you recognize
- that as the OPR that you completed for Major Witt the
- following year?
- 18 A. Yes, I do.
- 19 Q. That would be April of '02 to April of '03; correct?
- 20 A. Correct.
- 21 Q. Now, I'm not sure, but it appears to me that there are
- 22 really aren't any major differences between her duties
- 23 this year than the previous year. But could you check
- 24 | me on that and tell me?
- 25 A. No, I read it, that is correct.

- 1 civilian?
- 2 A. Mm-hmm.
- 3 Q. I take it that is not something you personally
  4 observed?
- 5 A. Correct.
- Q. And neither is the comment about the care for the airman that potentially saved his eyesight?
- 8 A. Correct.
- 9 MR. LOBSENZ: One more of these.
- 10 (Exhibit No. 3 marked for identification)
- 11 Q. Do you recognize Exhibit No. 3 as the OPR that you
- completed as rater for Major Witt for the year April of
- 13 '03 to April of '04?
- 14 A. Yes.
- 15 Q. If we compare the duties description this year to the
- previous two years, are there any significant
- 17 differences there?
- 18 A. No.
- 19 Q. What about under "Impact on Mission Accomplishment" are
- there significant additional or different areas in
- 21 which she made an impact this particular year?
- 22 A. I would say the five months of additional active duty
- to support the squadron to get everybody ready during
- the -- another again step-up of our deployment of folks
- in support of OPERATION ENDURING FREEDOM and IRAQI

- 1 A. Yes, Major Witt contacted me and asked if I would sign
- this letter in support of her position.
- Q. Okay, was that, do you know, was that an email contact,
- 4 a telephone?
- 5 A. It was in person.
- 6 Q. In person, okay. And were you willing to do that?
- 7 A. Yes.
- 8 Q. Did you have any hesitation about doing that?
- 9 A. Very little.
- 10 Q. What was the little part?
- 11 A. Well, knowing how it would affect my personal career in
- the Air Force. But I didn't dwell on that very long.
- 13 Q. Did you understand at the time that you were asked that
- she was going to have a board proceeding?
- 15 A. Yes.
- 16 Q. Did you understand that your letter, if you provided
- one, was going to be provided to the board?
- 18 A. Yes.
- 19 O. And you understood that the board was going to be
- deciding whether to recommend to the Secretary of the
- 21 Air Force her discharge?
- 22 A. Yes.
- 23 Q. So you said it had very little?
- 24 A. Mm-hmm.
- 25 Q. And I think I understand what you mean. But again,

- what are you worried about?
- 2 A. Depending on how some people perceive that or if they
- started investigating -- I don't know, I guess a
- 4 messing with me and my career, asking questions, just
- doing things, depending on how the politics of it all
- 6 worked out, it could just make it difficult to progress
- and go places.
- 8 Q. Okay. Do you recall that you recommended at the end of
- your letter that she be retained in the military?
- 10 A. I do.

- 11 Q. And that was contrary to the actions of Colonel Walker
- in initiating the discharge; right?
- 13 A. I don't know, because I don't know what -- I never saw
- or heard Colonel Walker speak specifically to what her
- recommendations were.
- 16 Q. It was contrary to somebody who was processing --
- 17 A. Correct.
- 18 Q. -- the discharge.
- 19 And you were slightly concerned that that might
- 20 come back to haunt you.
- 21 A. Yes.
- 22 Q. Bite you in the butt.
- 23 A. Right.
- 24 (Exhibit No. 4 marked for identification)
- 25 Q. Take as much time as you want, but do you recognize

- 1 mischaracterization.
- 2 A. I know she had been accused of that. She had never --
- 3 she had never told me personally what her sexual
- 4 preference was.
- 5 Q. Okay.
- 6 A. I knew it had been alleged in this proceeding that was
- 7 taking place.
- 8 Q. Did you know that a lawsuit had been filed?
- 9 A. Yes.
- 10 Q. So in light of that, okay, and you had never heard her
- after the allegation you had never heard her deny it
- 12 either?
- 13 A. Correct.
- 14 Q. So why did you give the opinion that she should remain
- in the military not withstanding the fact that at least
- 16 you had not heard her deny the allegation?
- 17 A. Well, I think that was the whole part of it. There is
- 18 a lot of people that may do things outside of the
- 19 military that may be alleged or not alleged. And I
- 20 didn't know, like I said, she had never indicated to me
- 21 that she was or she was not. So therefore, not
- 22 knowing, I didn't have any personal reason to think
- 23 that she should be discharged from the Air force, and
- that she was actually an asset to our unit.
- 25 Q. Okay. What about if she was retained, if this panel

had recommended that she been retained, and she had been retained, and come back to the unit, do you think there would have been problems reintegrating into a unit now that it was such widespread knowledge given to the allegation?

MR. BUCKINGHAM: Objection, speculation.

- Q. What she was doing in her private life?
- 8 A. I don't think so.
- 9 Q. Why don't you think so?
- 10 A. I guess I'm speaking from personal. Personally I don't

  11 know that one way or the other people's private lives

  12 that we don't share has anything to do with our
- mission.
- 14 Q. Okay.

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- 15 A. And I try not to speculate on what people do outside
  16 the Air Force. And her behavior within the Air Force
  17 was, as far as I was concerned, outstanding and well
  18 within what was required of her.
- Q. So as far as your personal opinion is concerned, what
  she does outside the Air Force doesn't matter as long
  as her performance in the Air Force is good?
- As long as that outside behavior doesn't somehow impact our ability to do our mission.
- Q. So if in this case the Court were to order her reinstated --

- 1 A. Mm-hmm.
- Q. -- in the 446th, do you think there would be problems
- if the unit having that accomplished?
- MR. BUCKINGHAM: Objection.
- 5 A. Not that I can think of.
- 6 Q. Now, if I go back in time to -- I tend to use
- 7 November 4, 2004 as sort of a dividing line. Because
- 8 that is the day that it was communicated to her that
- 9 Colonel Walker started the discharge proceedings.
- MR. BUCKINGHAM: Objection, based on facts
- 11 not in evidence.
- 12 Q. But if we go to the period of time before that?
- 13 A. Mm-hmm.
- 14 Q. Did you suspect prior to that time that she was
- 15 lesbian?
- 16 A. No.
- 17 | Q. Did you ever give it any thought at all?
- 18 A. No.
- 19 Q. So it wasn't something that you ever spent any time
- 20 thinking about, I take it?
- 21 A. (Witness nods)
- MR. LOBSENZ: You have to answer out loud.
- 23 A. No.
- 24 THE WITNESS: I'm sorry, no.
- 25 Q. Okay. Did you ever fly on any training missions with

- respond to a subpoena?
- 2 A. No.

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- 3 Q. In the spring of, I think it is -- I can't remember if
- it was 2005, I think, or 2006. But there was a period
- of time when the legal team for Witt did collect a lot
- of affidavits from members of the unit.
- 7 A. Okay.
- 8 Q. And then they were filed.
- 9 A. Okay.
- 10 | O. In Federal Court.
- Do you recall ever hearing anyone in the unit
- discuss the propriety or the wisdom of those people
- 13 having executed affidavits?
- 14 A. No.
- 15 Q. No. In the summer of 2009, as I understand it, there
- was a ceremony for the 50th anniversary of the creation
- of the squadron?
- 18 A. Yes.
- 19 Q. Did you attend that?
- 20 A. Yes, I did.
- 21 O. That was on base?
- 22 A. Yes.
- 23 O. Do you recall whether or not Major Witt attended that
- 24 celebration?
- 25 A. I believe she did.

- 1 Q. Can you recall having any interaction, any interaction
- with her at that?
- 3 A. Yes.
- 4 Q. What do you recall?
- 5 A. Hi, how are things. Just superficial chitchat about
- how things are going in her life, no specifics.
- 7 Q. Do you recall whether or not Colonel Moore-Harbert
- 8 attended that?
- 9 A. Yes, she did.
- 10 Q. Did you at any time see Colonel Moore-Harbert
- interacting with Major Witt?
- 12 A. Not that I recall.
- 13 Q. At any time during that ceremony did you see anyone
- appear to be -- appear to you to be reacting negatively
- to Major Witt's presence?
- 16 A. Not that I recall.
- 17 Q. Did you attend the retirement ceremony of Sergeant
- 18 James Shafer?
- 19 A. I did.
- 20 O. Do you remember whether Major Witt attended that?
- 21 A. I don't, specifically.
- 22 Q. Okay. Did you attend the retirement ceremony of
- 23 | Heather Julian?
- 24 A. I did.
- 25 | Q. Do you remember whether Major Witt attended that?

another, I have the original of this. Were you here 1 when this was --MR. BUCKINGHAM: No. 3 MR. LOBSENZ: You were not? 4 COLONEL CARNES: I was. 5 MR. LOBSENZ: You already have some copy of 6 7 this somewhere. MR. BUCKINGHAM: Okay. 8 MR. LOBSENZ: And if you want, this is the 9 original, I can take this out for you to look at for 10 today. 11 12 MR. BUCKINGHAM: Okay, that is fine. MS. KUNG: The original is actually big and 13 14 in color. (Exhibit No. 5 marked for identification) 15 (By Mr. Lobsenz) The court reporter has marked a Xerox 16 17 of a photograph of Exhibit No. 5. First of all, do you recognize the photograph? 18 19 Yes. A. What is it? 20 It is a picture of the flight line at McChord Air Force 21 Base with a C-17 and a 141. 22 Is this photo routinely used for any specific purpose? 23 Q. 24 Usually when people change units or leave, we give them Α. 2.5 a picture of this. This picture.

- 1 Q. If you would look where I have got my finger?
- 2 (Indicating)
- 3 A. Yes.
- 4 Q. Is that your signature, "Kenny W."?
- 5 A. Yes.
- 6 Q. Can you read what it says there?
- 7 A. "Margie You are my hero."
- 8 Q. Does that bring back any memories of any particular
- 9 event?
- 10 A. No.
- 11 Q. Okay. You do not remember the circumstances under
- which you signed this photo?
- 13 A. No, I don't.
- 14 Q. And you don't remember the circumstances under which it
- was presented?
- 16 A. No, I don't specifically.
- 17 Q. That is fine. It was quite some time ago.
- 18 A. Yes.
- 19 Q. I guess the last question I would have is: And why did
- you say you are my hero?
- 21 A. Because I think she does a great job at being a flight
- nurse. She was somebody I looked up to and, I thought,
- 23 did the job extremely well.
- MR. LOBSENZ: Okay. Thank you. I don't have
- 25 any further questions.

	PERFORMANCE REPORT	(MAJ three CC	L)	
RATEE IDENTIFICATION DATA (Read AR 35-2406 carefully b				
NAME (Last, First, Middle Initial)	2 SSN 3.	GRADE		A. DAFSC
WITT, MARGARET H.	l M	[AJ (Non-EA)	) [2	(46F3
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PERIOD OF REPORT From: 13 Apr 2001   Three 12 Apr 2002	232	2 1	nnual	
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organization, command, location 46TH AEROMEDICAL EVACUATION SQ				MILFLW0
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LUNIT MISSION DESCRIPTION Augments active duty personnel in intertheater contingency operations. Upon notification to supporting personnel with supporting assets to repromedical evacuation missions.				
I, JOB DESCRIPTION				
NETY TITLE		20		
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Extensive knowledge and experience made in Coordinated and implemented rapid upgradus	de the initiativity part	equirements to	transition	to the C-17
- Coordinated and implemented rapid upgra	ane training with new re	month of C-1	7 as the pr	imary aircraft
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V. PERFORMANCE FACTORS		MIEE	IANDAIDS	5174121112
1. Job Knowledge	4	_		
Has knowledge required to perform duties effectively.	•		100	
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EXHIBIT NO.

AF001368

VI. RATER OVERALL ASSESSMENT		RATEE NAME: WITT, MA	RGARETH
- Strives to help AE improve quality of ca	re by participating i	n cutting edge training or	portunities
- Coordinated and supervised training as	nd certification for	eight C-130 aircrew memi	portunites
unit on C-17 aircraft during Seahawk	2001 expanded ove	roll mission comphilizing a	ocis itolii a sistei Ali
As Eliabt Nurse Instructor/Examines to	coolexpanded ove	tan mission capabilities a	nd readiness
- As Flight Nurse Instructor/Examiner, tra	imed, cernned, and	quaimed over 35 aircrew	members from
other active duty AF, AF Reserve, and A	ANG units on C-141	and C-17 aircraft	
- Pursued opportunity for hands-on train	ing aboard the Civi	l Reserve Air Fleet aircra	ift with new
aeromedical evacuation equipment and	expanded setup and	l configuration being teste	h-d
- Oriented a class of 20 Critical Care Air	Transport Team snu	lents to C-17 aircraft—im	proved crew recourse
management (CRM) of patient care capa	hilities with AF cre	wand likelihood of over	I mission success
Last performance feedback was accomplished on: 20	7 Sen 2001 (Carrier	and incomposit of overa	II IIII2210II 20CCE22
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446th Aeromedical Evacuation Squadron (AMC)	SSN	SIGNATURE //	1 S May 2002
McChord Air Force Base, Washington	Journ	11/1 4461	indon
VII. ADDITIONAL RATER OVERALL ASSESSMENT	124	DNCUB	
			NONCONCUR
- Assisted Brooks AFB research team to te	st a new aeromedica	il patient pallet system de	signed to increase
C-17 patient load capacity to expand opp	ortunities for more:	safe and efficient global p	patient movement
- Lauded by peers and subordinates as a te	am leader with exte	nsive aeromedical and sy	stems knowledge
- Excellent risk manager; using CRM, reco	penized potential na	fient care and equipment	issues prior to
on-load during exercise mission-optimize	ed nations care cana	hilities and avoided time	consuming changes
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THOMAS M. HANSEN, Major, USAFR, NC		er-Flight Commander Trainin	g 6 May 2002
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PERIOD OF REPORT	SION 7. REAL	ason for report ual
From: 13 Apr 2002   Thru: 12 Apr 2003   303 DRIGANIZATION: COMMAND, LOCATION   446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MC	CHORD AFB	9. PAS CODE WA T21LFLWO
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VI. RATER OVERALL ASSESSMENT			A CONTRACTOR OF THE RESERVE OF THE R
	d onelification of 10	RATEE NAME: WITT, I	MARGARET H.
- As OIC of Ground Training ensured rapid	qualification of 10	ou percent of personne	on C-17 aircraft
Volunteered to certify aeromedical evacuation C-17, C-130 and C-141 aircraft expenses	auon crew member	(AECMS) from num	erous other squadrons
on C-17, C-130 and C-141 aircraft, expan	toing mission capac	omnes for wondwide	aeromedical evacuation
- Sets the example by seeking out and main - Demonstrates exceptional nursing, crew a	raming certification	on uree potennal op	portune aircraft for AE.
- Provided life saving medical aid for act	telv-ill DOD civili	ment synts in an envi	ronments
- Utilized excellent mission management	skills to coordinate	an who consider bilet on	d seems world Alfways
diversion of aircraft back to Bahrain for	immediate off-load	d and transport of noti	est for life series or
- Provided emergency medical treatment	for airman during a	structure fire notenti	ally saving avosisht
Last performance feedback was accomplished on: 23	May 2002 (Consisten	with the direction in AEI 25 344	any saving Eyestent
(If not accomplished, state the reason.)	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1 Will are on a control of MI MI 30-240	,A.,/
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	. y	DATE
KENNETH H. WINSLOW, Major, USAFR	Flight Nurse Examin	er-Ch, Aircrew/Frng	12 May 2003
446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, Washington	SSN	SIGNATURE -	1. 1. 1.
VII. ADDITIONAL RATER OVERALL ASSESSMENT	1	fund H	Monlyon
	remains to promote	ONCUR	NONCONCUR
- Seeks opportunities to interact with local a  - Volunteer speaker for over 100 elements	sericies in biomore	and parents from him	ups and understanding
- Prepared a presentation for over 175 mem	hers of the 320 E.V.	and parents from kink	dergamen to find grade
to assure safety of all AECMs performing	at a high tempo of	operations in an auste	s and inting reconiques
- Recognized as key participant in overall ex	cellent rating for A	circrew Standardizatio	on and Evaluation Visit
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TILE	HOLDW CHILDRICH CHARLE	DATE DATE
THOMAS M. HANSEN, Major, USAFR, NC	Flight Name Examina	Til. C	1
- chombs in the sourt, major, barre, NC	I LITERIT LARGE ETTRIBLIE	T-rugui Commander Trat	112DF 1 18 /1P9 /1M14: 1
5th Aeromedical Evacuation Squadron (AMC)	SSN	er-Flight Commander Trai	ning   18 Jun 2003
Sth Aeromedical Evacuation Squadron (AMC)  Chord Air Force Base, Washington			
5th Aeromedical Evacuation Squadron (AMC)	SSN	SIGNATURE	
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Sth Aeromedical Evacuation Squadron (AMC)  "Chord Air Force Base, Washington  VIII. REVIEWER  NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION  DENNIS P. O'DONOGHUE, COL, USAFR	DUTY TITLE Commander	SIGNATURE	DATE 2003
Sth Aeromedical Evacuation Squadron (AMC)  "Chord Air Force Base, Washington  VIII. REVIEWER  NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION  DENNIS P. O'DONOGHUE, COL, USAFR  446th Airlift Wing (AMC)  McChord Air Force Base, Washington	DUTY TITLE Commander SSN	SIGNATURE SIGNATURE	DATE 2 7 2003
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Sth Aeromedical Evacuation Squadron (AMC)  "Chord Air Force Base, Washington  Vill. REVIEWER  NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION  "DENNIS P. O'DONOGHUE, COL, USAFR  446th Airlift Wing (AMC)  McChord Air Force Base, Washington  All: Recommendations must be based on performance prohibited. Do not comment on completion of or enrollment on AF Form 709, OER indorsement levels, family activities last four numbers of SSN.  Rater: Focus your evaluation in Section IV on what the accomplishment. Write in concise "bullet" format, Your of Additional Rater: Carefully review the rater's evaluation may ask the rater to review his or her evaluation. You may not CONCUR" and explain. You may include recomment uninflated, mark the form "CONCUR" and sign the form.  Reviewer: Carefully review the rater's and additional uninflated, mark the form "CONCUR" and sign the form.  "NON-CONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII. Do not use "NonCONCUR" and explain in Section VIII.	DUTY TITLE Commander SSN  Instructions and the potential based on in PME, advanced educe s, marital status, race, se officer did, how well he comments in Section VI in in to ensure it is accu- lay not direct a change in dations for assignment. rater's ratings and comi- lif you disagree with their appraisals. If ONCONCUR* simply to p	SIGNATURE  SIGNATURE  SIGNATURE  In on that performance. Proceeding, previous or anticipate exx, ethnic origin, age, or religion, age, age, age, age, age, age, age, age	MONCONCUR  DATE 17 2003  DATE 2 7 20
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EXHIBIT NO. 3

AF001364,

VI. RATER ÖVERALL ASSESSMENT RA	ATEE NAME: Witt, Margaret H.
- As OIC of Ground Training, demonstrated excelle	ent organizational and management skills by coordinating
	ion of all squadron flyers on six different opportune aircraft
	with multiple other aeromedical units for cross-certification
	ilities and mission readiness of each squadron member
	g scenarios for students in initial upgrade training and
	ce on career advancement and educational opportunities
	to streamline process and assure continuity of documentation
- Takes on new responsibilities-stepped up to creat	te schedule and bid for quarterly mission buys to assure
quality training opportunities would be provided for	for returning deployed, and remaining, squadron members
Last performance feedback was accomplished on: 12,0ct 2003	(Consistent with the direction in AFI 35-2408. If not accomplished, state the reason).)
Last performance resultant was accomplished the 172, every 200	CONSISTENC WILL BIR ORRECTOR IN ACT 30-2400. If not accomplished, state the reason).)
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE DATE
KENNETH H. WINSLOW, Major, USAFR	
446th Aeromedical Evacuation Squadron (AMC)	Flight Nurse Examiner-Ch. Aircrew Trng 1 15 MAY 2004
McChord Air Force Base, Washington	John John John John John John John John
	SSN Somt Hamlon
VII. ADDITIONAL RATER OVERALL ASSESSMENT	CONCUR
- Outstanding squadron and Air Force representativ	e-hand picked to coordinate humanitarian mission and
	overnment and DOD agencies assuring continuity of care
	ed by superiors as Officer of the Quarter Spring of 2003
	ltiple sections within the squadron during unit mobilization
	for new students, continuation training, and evaluations
VAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE DATE
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## MEMORANDUM FOR REVIEWING AUTHORITIES

FROM: Kenneth H. Winslow, Major, USAFR, NC

SUBJECT: Character Reference for Maj Margaret Witt

- 1. I am the acting Flight commander of Operations for the 446<sup>th</sup> AES, McChord AFB, WA. This involves executing all of the necessary policies and procedures for missions flow by this squadron. This involves multiple missions each month to ensure the currency and qualification of over 100 members. I have been on active duty for 10 months this call up. I was assigned to Ramstein AB, Germany as Medical Crew Director (MCD) from December 2005 to April 2006. I flew to the AOR in support of OIF. Then was assigned to Travis AFB, CA from June 2006 through August 2006. Previously I was assigned as MCD to Kandahar AF from November 2003 to March of 2004.
- 2. I met Major Witt in April of 1996 when she joined the 446<sup>th</sup> AES. I was fortunate to be able to work with her in training and as a flight nurse examiner. Her wealth of knowledge was invaluable to me and members of the squadron. Her nursing skills and previous active duty experience combined to make her on of the best nurses in the unit. Multiple times I was aware that many members would ask to fly with her and to be assigned an active duty tour with Major Witt to gain from her experience. This was not limited to other nurses but also the enlisted ranks. Her reputation as a leader among nurse and enlisted members is second to none. She always did the right thing for her troops. Major Witt could always be counted on by her colleagues and subordinates. She leads by example and her loss to this squadron, wing and the Air Force would be enormous. She has sent the standard for officers in this unit.
- 3. I am aware that Major Witt faces involuntary discharge for allegedly engaging in homosexual conduct and making statements that she is a homosexual. I have never seen any inappropriate conduct by Major Witt that would indicate she is a homosexual. I have never heard her make any inappropriate comments about homosexuality or any reference to her sexuality. In my opinion Major Witt should remain in the military.
- 4. Kenneth H. Winslow, Major, USAFR, NC
  23231 SE 48<sup>th</sup> ST
  Issaquah, WA 98029
  H-425-392-6956
  C-425-503-7303
  E-mail flyinm@peoplepc.com

EXHIBIT NO. 4

Respectfully Submitted, Kenneth H. Winslow, Major, USAFR, NC

