

1 is immoral, that they are a terrible person, that there is no use for them? No. It's based on
2 a military need. I mean, as you can see in the OPRs and even from her own statement to the
3 board, there was a time in Major Witt's career where she was involved with weight management
4 program. Now people who are overweight, who can't meet standards, are they terrible people,
5 immoral, anything like that? No. It's just that there is a military need for members to be
6 fit, to go on deployments in austere situations, and it's lawful, just, logical discrimination.
7 So that's what's here at this point.

8
9 Now you have before you various references. First of all, you can see the policy on
10 homosexuals within the military comes to us from Congress. You have it as a government exhibit
11 that section of the United States Code and that's to show you that it's in statute in the
12 United States Code enacted by Congress. This isn't just a policy that the military, or DoD, or
13 the Air Force came up with on its own. This comes to us from the will of the people, from
14 Congress.

15
16 Now in the AFI that you have to review, AFI 36-3209, you can see the Air Force policy on
17 homosexuals within the military at paragraph 1.15. 1.15, pretty much, restates the
18 congressional findings that you have in the Code.

19
20 Now we have to take a look, is there a military need for this type of program? Well,
21 I've deployed a couple of times. A couple of times went to pretty Spartan places. You know,
22 bases that are just getting ramped up; you have to live in tents; you have to live in barracks;
23 communal showers; communal bathrooms; things like that. And the thing is, members, no matter
24 how bad the conditions were where I deployed, men and women were not forced to shower together.
25 Men and women were not forced to share the same tent. Even here on base--you know, this is a
26 normal office environment. This is not really typical of a deployment. Even here at a base
27 level, the dormitories on base, you don't have mixed-sex people as roommates. You don't have
28 that.

29
30 Now why? I mean, is it because if men and women are forced to shower together, are
31 forced to sleep together in the same room, that, you know, something is bound to happen? That
32 we can't be taken at our word? No, it comes, basically, out of concerns for privacy, out of
33 concerns for a person's modesty, and not being, you know, on display as a source of sexual
34 desire. I mean, really, if you think about it--you know, I mean we can say, "Hey, you know,
35 people in the military, they're people of integrity, they're people of honor. You know, if
36 they do misbehave, we have the UCMJ for that, so why not have men and women shower together?
37 Why not have them sharing bunks, and tents, and accommodations together? It's because as they
38 go through stages of undress, as things happen, you don't really want to be on display for
39 members of the opposite sex. You don't want to be a source unwittingly or unknowingly of
40 sexual desire. It comes from concerns of modesty, concerns of privacy.

41
42 Now we have the issue of homosexuality. And we know that servicemembers, of course, they
43 deploy. They have to live in the conditions that I talked about. And now, if you have
44 somebody in the room who is, maybe, attracted, maybe not--I mean it's not a really actual test:
45 are they really attracted or not. There's the potential for that attractiveness. And really,
46 the Government would put to you that having a known homosexual in those kinds of conditions it
47 will be the same thing as having men and women of different ages showering and sleeping
48 together and saying, "This is it. We're putting you up as roommates," "We're putting you in
49 the communal showers."

1 So does the DoD policy, does the Air Force policy on homosexuality--like I said, it's
2 discriminatory. There's no mistake about that. But does it serve a valid purpose? Is it
3 illegal discrimination? Is it illogical discrimination? Is it unjust discrimination? And it
4 is not. Besides the fact that--you know, you could just take the position, "Well, it's the
5 law," and that's it. But that is an important thing. It is the law, and it comes to us from
6 Congress. But not just resting there, looking at it, playing with it, it does serve a purpose.
7 It serves the same purpose as not having men and women sleeping and showering together. It's
8 out of concerns of modesty, out of concerns of privacy. So just saying, "Oh, you know, a known
9 homosexual. Well, if anything happens, we have the UCMJ to take care of that," and things like
10 that. That doesn't really address the issue.

11
12 So in this case we have Major Witt, and the Government has provided you evidence that
13 Major Witt did conduct homosexual activity, and that she should be discharged under the
14 provisions of AFI 36-3209, specifically paragraph 2.30.1.1., for homosexual conduct. What
15 evidence do we have supporting that? The main evidence is the statement from Tiffany Jenson.
16 And Tiffany Jenson's statement that she engaged in a homosexual relationship with Major Witt
17 from 1997 to 2003, it has indices of reliability. I mean, throughout that period, 1997 to
18 2003, Tiffany Jenson didn't come forward to the Air Force and try to get Major Witt into
19 trouble. I mean, Tiffany Jenson held back until investigators came to talk with her. Even at
20 that point, Tiffany Jenson didn't want to supply a written statement, but eventually she did.
21 So it has the hallmarks of reliability.

22
23 Also, we have the various statements made by--also, we have the various statements made
24 by Major Witt herself, and the attorneys on her behalf, and the court documents. In her
25 declaration, particularly paragraph 12, she states that from '97 to 2003, she was in a
26 homosexual relationship. And just to make the point clear, she says that she did engage in
27 homosexual acts. This wasn't just unrequited love or romance of the heart. There was physical
28 homosexual conduct throughout that relationship. And this is in a court document that she
29 submitted herself.

30
31 So there is, basically, the evidence about the homosexual conduct.

32
33 Now as you see under the provisions of AFI 36-3209, 2.30.1.1, that's not the end of the
34 story that a person has engaged in homosexual conduct. A person can engage in homosexual
35 conduct but still continue to serve if, "if," people believe, basically, that's a departure
36 from their normal course of activity and it's unlikely to reoccur in the future. And today, at
37 this hearing, to provide you that criteria, the burden is on the Respondent to satisfy
38 concerns, doubts, questions you have about whether she's likely to engage in homosexual conduct
39 in the future. And the Government would put to you that you have absolutely no evidence from
40 the Respondent or her counsel on that issue. There was no mention. The closest they came was
41 when she was asked, "Hey, Major Witt, if you're allowed to continue to serve, will you continue
42 to draw public attention to yourself," and she said no. There is no evidence put to you as to
43 whether if she is allowed to be retained as a result of today's proceedings whether that
44 homosexual conduct will continue or not. The Government would put to you that it's very likely
45 that it will. We know that her homosexual conduct was not a one-time occurrence. It wasn't,
46 "Well, one night I was under the influence of alcohol and things happened." It went on for
47 several years, and it went on with several women; Tiffany Jenson; Laurie McChesney; and as
48 Tiffany Jenson says, there was a prior woman who was prior to Tiffany Jenson. So it is likely
49 to recur, and you've heard no evidence to the contrary.

1 Now the Government has also brought this case based on Major Witt saying that she is
2 homosexual. And the evidence you have on that part is the same court document that I referred
3 to before, specifically paragraph 12, also in that court document, paragraph 18. This is a
4 document prepared for submission to the court that she's reviewed, her attorneys have reviewed
5 and prepared, and in paragraph 18, she states, "I did not tell anybody except Senior Master
6 Sergeant Schaffer that I was homosexual." And as we know, Senior Master Sergeant Schaffer was
7 in her flight, was a military member, was known by her to be a military member.
8

9 Now I may have a word or two wrong, but like I said before, you have the evidence. But
10 look at paragraph 18 of that court document. That's another statement she made, and she made
11 that statement well in advance of any Air Force action. So we'll address in a moment the
12 Respondent's contention that, you know, she only started talking because of the action that the
13 Air Force took. Not so with that statement with Senior Master Sergeant Schaffer.
14

15 Then we have the news articles and the little video clip. And basically, in the news
16 articles, particularly, I believe, it's page 4 of Government Exhibit 6, you have a statement
17 from her attorney Mr.--I know his first name is Aaron--Aaron Caplan, saying, basically, "Major
18 Witt is a lesbian. That's not in dispute." You also have the little video clip, who I believe
19 is the same gentleman saying she's gay. So you have these statements.
20

21 Now once again, if a person--if a military member states that they are gay, that they are
22 homosexual, they can still continue to serve, if there is a finding made that homosexual
23 conduct is not likely to occur, that the person doesn't have an intent to engage in homosexual
24 conduct, and that they don't have a desire to do that. And once again that burden is on the
25 Respondent, and as mentioned before you haven't heard any evidence about whether Major Witt
26 intends to engage in homosexual conduct in the future or not. Once again, the Government would
27 put, usually the best indication of future action is past performance, and she's had a series
28 of homosexual relationships and homosexual conduct is likely to reoccur. So that's what we
29 have.
30

31 Now having found the basis of discharge and that she is subject to discharge, now we're
32 left with the big question, should she be discharged? And once again, I bring up the military
33 need and--you know, these needs can hurt. Oftentimes, as commanders, it can be hard taking
34 action on somebody. And as mentioned before, the military does discriminate along other lines.
35 We have the whole enlisted-officer fraternization rules. And that's not to say that the
36 enlisted are terrible people, or they are immoral people, or somehow if officers and enlisted
37 become friends, the enlisted are going to corrupt the officer corps. No. Instead it just
38 comes from the basic need of not having a supervisor dating subordinates or being overly
39 friendly with a particular subordinate, because people watch, and morale, good order, and
40 discipline suffer as a result. So that's a form of valid discrimination within the military,
41 officer/enlisted.
42

43 There is also, as mentioned before, fitness programs, medical evaluation boards, and so
44 forth--also rank. Who is to say that that 25-year-old staff sergeant isn't smarter, doesn't
45 have a higher IQ than a lieutenant colonel? We don't know. But, you know, when they start
46 speaking it's the lieutenant colonel's orders that are going to be obeyed, that are going to be
47 listened to. That's a form of discrimination, but it serves a valid purpose. It's based on
48 rank, hopefully, based on experience and past performance. Same thing here. You know, having
49 a person being forced to shower, to live with a person who may find you sexually desirable,
50 it's an undue burden. The military is concerned that people will be so uncomfortable with it

1 that the job won't get done. And it does come from basic respect of the person's privacy
2 concerns. Not forcing people to exhibit themselves in front of others that may find them
3 sexually desirable.
4

5 Now to counter this, what do we have? We have the stack of letters submitted from
6 Respondent's counsel, and Government believes you should look at those letters. You should
7 evaluate all the evidence in this case; however, take them for what they are worth. If you
8 look through the letters submitted by the Respondent's counsel, you will see that a lot of them
9 don't seem to know what the case is about. For instance, you know, they say--they keep on
10 talking about "the allegations of homosexuality," and "I don't know whether Major Witt is or is
11 not homosexual." Well, that's been, pretty much, determined and made public by Major Witt. So
12 these--a lot of these writers, who don't seem to know that, what do they know that this case is
13 about? Do they know about the investigation? Do they know about the extent of the homosexual
14 relationship that Major Witt admittedly had with Tiffany Jenson, or are these writers under the
15 belief, "Well, maybe, something happened one night and that was the extent of it"? Do they
16 know that Major Witt was investigated for having an affair with a married woman?
17

18 And, you know, in voir dire and throughout this case, everybody has asked you will you
19 give Major Witt a fair hearing irregardless of the fact that she's homosexual, and she
20 shouldn't be condemned or judged poorly just because she's homosexual. Well, it works the
21 other way too, members--I mean if it was a male military member, who was found to have an
22 affair with a married woman, you'd expect some kind of disciplinary action to take place,
23 maybe, an LOC, LOR, whatever. In this case, there was a finding that she did engage in an
24 affair with a married woman. Even Tiffany Jenson herself says, "Yeah, I'm pretty positive that
25 that was going on." But, you know, the military didn't come down on--like a ton of bricks on
26 Major Witt. But the writers of the letters, they don't mention that at all. Also, the writers
27 of the letters they are people who personally know Major Witt. What about the 18-year-old, 19-
28 year-old, 2-year-old airman, doesn't know Major Witt, they're deployed, they're living in
29 forced living accommodations, and they know Major Witt is homosexual. Well, what can you do?
30 You can't have her shower and sleep with the military women, because they would have concerns.
31 And it wouldn't be right to Major Witt to just bunk her or have her shower with the men,
32 because they might find her sexually attractive. So you have all these concerns that come up.
33 But it's a valid military need.
34

35 Also, with the writers of the letters and saying that everybody in her squadron wants her
36 back, and so forth, we don't know how many people are in the squadron--I mean, yes, you
37 received a lot of letters written on her behalf, but out of how many people, a hundred, two
38 hundred, three hundred? What does Airman Jones think about the situation? You don't know. So
39 evaluate the letters for what they are worth. A lot of the writers, although they know Major
40 Witt, they don't know--they don't seem to know what the case is about, about the different
41 investigations that occurred.
42

43 Also, you know, in this case it's been mentioned several times that Major Witt is a
44 "poster child," "poster child," "poster child." Keep in mind that--I mean even though she's
45 many things, she's not a child. I mean, instead of calling her a "spokesperson" or
46 "representative," you have this term "poster child." I mean she's a highly decorated, highly
47 capable, mature woman, and her actions in making the different statements she did were the
48 results of a mature person, not a poster child.

1 Also, in this case, the military did not treat her unfairly. As mentioned before, she
2 received no paperwork for the alleged affair, and as you can see from the press articles--you
3 know, the Air Force didn't hang her out in the court of public opinion to dry. When the Air
4 Force was contacted for comment, the Air Force said "no comment." You know, really won't
5 discuss the case.

6
7 Also, you heard about all the opportunities that she received. She really wasn't up to
8 the requirements of being a member of the FAST Team, but she was picked to be a member of the
9 FAST Team. She also got to work with transporting the astronauts--I mean during her time in
10 the service, the Air Force did keep faith with her. Besides paying her for her work and giving
11 her training, there were all these opportunities that were made available to her also. So the
12 Air Force kept faith with her. However, when word of the action came down, as you see, you
13 know, Major Witt went public with the case, made statements to the public.

14
15 Now it's expected in a moment--you know, Respondent's Counsel will get up, and
16 Respondent's Counsel will say, "Well, you shouldn't consider the evidence in the case," you
17 know, "You shouldn't for various reasons consider the IO report," "You shouldn't consider the
18 news articles," "You shouldn't consider the federal court documents that she filed."

19
20 Concerning the federal court documents, it's expected Respondent's counsel will basically
21 say, you know, the Air Force is trying to penalize her for filing a lawsuit, and that's not the
22 case at all. I mean, Major Witt could have filed her lawsuit saying, "I believe I'm being
23 unfairly discharged from the Air Force because they believe that I'm homosexual," without going
24 further and saying that she is, in fact, homosexual and she talked to another military member
25 about being a homosexual. Those comments were really kind of supercilious, in what she filed
26 with the court.

27
28 Same thing with the press; could have gone forward to the press and said, "Hey, you know,
29 I'm being treated unfairly by the Air Force," and left it at that. There was no need for her
30 or her attorneys to say, yes, she is gay. That wasn't the Air Force's doing. And she's not
31 being penalized for going to the press, she's not being penalized for going to the courts, but,
32 yes, what she says from her mouth and what her attorneys say it is evidence, and it is to be
33 considered, and they didn't, necessarily, need to supply all that information to the public and
34 to the court system.

35
36 Concerning the investigation report, it's believed that Respondent's Counsel will say
37 that the inquiry was illegal, that it shouldn't have been conducted, things like that. The
38 Government would just like to direct your attention to a few provisions of the AFI,
39 particularly, you know, the Attachment 11 to the AFI. In particular, Attachment 11, paragraph
40 1, says that the person--the member's commander should initiate any homosexual inquiry. That's
41 to keep it out of the hands of OSI, the cops, and so forth. It goes on to give a definition of
42 "commander." Specifically, in Attachment 11, 6.2, it states that a commander is "usually"
43 considered to be the unit commander, the squadron commander. Now if the makers, the drafters
44 of the AFI wanted it to be rock solid, it definitely is the unit commander they could have put
45 in that language, instead of "usually the commander." Now what do we have? We have the fact
46 that 4th Air Force commander, who is occupying a command slot, who was in Major Witt's chain of
47 command, did, apparently, initiate the inquiry and appoint an investigating officer. So it
48 looks like the AFI was met.

1 Now even if, and this is just for the sake of argument, that the requirements were not
2 met there is another provision in Attachment 11, particularly paragraph 3.3.; that states,
3 basically, if some provision of this inquiry process is not done correctly, this is not to give
4 the military member a basis of challenging the findings or the inquiry, and that's paragraph
5 3.3 of Attachment 11.
6

7 And finally, members, when you first came in--I think it was when you first came in for
8 voir dire and heard what the case was about, Colonel Jackson, the Legal Advisor, told you that
9 at a previous proceeding he had decided that some documents should be admitted. And of course,
10 one document admitted is the investigation report, which the Government has provided to you.
11

12 So like I said, it's expected Respondent's counsel will say, "Well, you shouldn't
13 consider this," "You shouldn't consider that," "You shouldn't consider the other thing." The
14 Government is not saying that. The Government is saying you should consider all the case, all
15 the evidence. It's the only way to make a fair resolution of the case. You should consider
16 the Government's exhibits, the board exhibits, and the respondent exhibits, because it is a
17 complicated case and you need to look at everything to get a just result. So the Government
18 would contend she is subject to discharge and she should be discharged.
19

20 Now the Government--being that Major Witt made an unsworn statement, the Government would
21 just like to make you aware of, maybe, some types of shading or posturing of the case that has
22 been done by the Respondent, particular in the court document. In that court document that you
23 have there is a couple of things that seem to be inaccurate, shadings. First of all, the court
24 document that was filed, particularly in paragraph 26, it states that, "When I received
25 notification of discharge from the Air Force about the 6th of March, it stated that a general
26 discharge under honorable conditions was being sought by the Government." And in paragraph 26,
27 filed with the court, the Respondent and her attorneys go on to some great length talking about
28 the stigmatizing effects of her receiving a general service characterization.
29

30 Members, you have the notification that went out. You can see that from the wing
31 commander on up the recommendation was always honorable. Where in paragraph 26 she came up
32 with the evidence that the Government was seeking a general is unknown, but it's possible they
33 wanted to make the case look as bad against her as possible when she was filing with the
34 federal court. There is also other little shadings that go on. Here she is, 18 years in
35 service, and when she made her unsworn statement to the board, she said, basically, the only
36 reason that she wants to be retained is to go on serving the Air Force, taking care of people.
37 That she believes that right now she has received all the training to be a productive member.
38 She never once mentioned that with 18 years of service--another reason that she'd like to stay
39 in is for retirement. Now the Government is not begrudging her any interest in retirement.
40 The only thing that the Government is pointing out is that one would think, desirably so, that
41 that's also a consideration for her staying in. But that wasn't mentioned at all to the board
42 members.
43

44 Also other little subtle shadings, things like that, in paragraph 19 of the court
45 document, she states that Major Torem, then-Major Torem, the investigating officer, correctly
46 found that she had had a homosexual relationship with a civilian woman. And throughout the
47 court document it keeps on talking about "a civilian woman," "a civilian woman." However, what
48 do we know? What was Major Torem investigating? He was investigating the--he was
49 investigating her alleged affair with Laurie McChesney, a married woman. Tiffany Jenson was
50 kind of by the wayside. Major Torem found that Major Witt had had a homosexual relationship

1 with both Laurie McChesney and Tiffany Jenson. We also know from the investigating officer's
2 report that in September of 2004, he turned over the evidence in the case to Respondent's
3 counsel. That's in September 2004. He also states that when he called Major Witt in to get
4 her side of story, he made her aware of the allegations against her. And that's all the way
5 back in September 2004.

6
7 Now the Respondent and her attorneys filed a document with the court about April 13th,
8 2006, nearly 2 years later. And throughout the document the only thing they refer to is she's
9 being discharged because of "a," meaning one, homosexual relationship with a civilian woman.
10 That's really kind of downplaying the truth, downplaying the allegations in this case.

11
12 So here it's unfortunate duty. It's not one that anyone should take any glee in. But
13 here Major Witt should be discharged from the Air Force with an honorable service
14 characterization. It's taken a lot of people a lot of time to think of what's the correct
15 thing in this case. You know, Respondent's counsel mentioned before, "Hey, you know, she's
16 been going through this discharge process for 18 months." Well, I would put to you, members,
17 Respondent's counsel wouldn't be happy either way. I mean, if the Air Force initiated a
18 discharge action and proceeded with discharge within a week, then Respondent's counsel would be
19 saying, "You see the Air Force, they find that she's gay and, you know, they're trying to
20 quickly wipe their, you know, of her." However, in this case, different people take the time
21 and the consideration to do what's the appropriate thing here, and that's thrown against the
22 Government, too. That the Government has taken 18 months; that things are proceeding too
23 slowly.

24
25 Also, as you know, I will put to you that here at Air Force Reserve Command where we're
26 doing the discharge boards there are forty wings out there, forty other wings with other cases,
27 with other boards that need to be scheduled. So it'll be your decision as to whether the Air
28 Force was unjust in allowing 18 months to pass by. But I would put to you it was because
29 people knew that she was a good Air Force asset. That people took the time to make sure that
30 things were going down the right road instead of rushing to judgment.

31
32 So you've heard the evidence in the case, you've heard me kind of characterize it for
33 you, and the Government believes that she should be separated with an honorable service
34 characterization.

35
36 LA: Mr. Lobsenz, you may argue.

37
38 RC: Yes, sir.

39
40 Good morning. I do have lengthy remarks prepared, but before I get to them, I just don't
41 want to forget to address the notion of we've mischaracterized the way in which Air Force
42 Reserve notified her that they were going to seek her discharge. You have this document, the
43 letter of notification. I believe it's Government Exhibit 2. You can read it yourself. In
44 paragraph 1, this is from Headquarters, AFRC/DFM to Major Margaret Witt, it says: "By this
45 memorandum discharge is being initiated against you for homosexual conduct. In the last two
46 sentences of paragraph 1, first it outlines three different types of discharge. And it says,
47 and I quote, "The types of discharge authorized are Honorable, General (under honorable
48 conditions), and under other than Honorable conditions. The type of discharge recommended in
49 your case is an Honorable conditions discharge." Now I believe I am right. But not being in
50 the military, if I am wrong I'll ask you to excuse me, but I believe I am right. This

1 reference here to "Honorable conditions" discharge is in reference to "General (under honorable
2 conditions). That word "conditions" is not included for an Honorable discharge. If I'm wrong
3 about that, you'll have to excuse me, but it is my belief that I am right.
4

5 Now then, in opening statement, I told you that we were going to present three areas of
6 evidence. I told you we would present evidence of the quality of her military service; second,
7 about the way in which the investigation--the fact-finding inquiry in this case into her
8 private life was commenced; and third, we were going to present evidence about the reaction of
9 the members of her unit to the news that she was being discharged and news that she is being
10 boarded. And I submit to you that the evidence that we have presented proves exactly what I
11 told it would show in opening statement. First of all, with respect to the quality of her
12 military service, I don't believe there's really any dispute. The Government concedes that the
13 quality of her military service has been outstanding for 18 years. If it were not for this
14 proceeding--I believe it's not in dispute--she would be within 5 months of her 20. She would
15 probably be deployed. She'd be in the Mideast Theater. She would be doing her job.
16

17 Every unit commander she has had for 18 years has sung her praise, and you have all those
18 OPRs. They all say the same thing. They also say "exceptional leadership," "exceptional
19 officer." She's been selected for all those honors and medals, and I'm not going to go through
20 them again. As one of her fellow officers in the 446th put it, "she saves lives." That's what
21 she's been doing with outstanding ability for 18 years. So that's agreed.
22

23 I believe it is also agreed and undisputed that the inquiry in this case was initiated
24 outside her unit, outside her wing, outside McChord Air Force Base, and, indeed, outside of the
25 military. The inquiry in this case was initiated by a civilian--initially initiated in a non-
26 formal sense by a civilian Spokane neighbor who lived on the other side of the state who
27 decided to contact General Jumper. Now one thing I just want to touch on. I don't think it's
28 terribly important, but there has been some reference to the fact that somehow Major Witt--and
29 certainly Mr. McChesney says somehow she is responsible for the fact that his wife decided she
30 was a lesbian and, therefore, she ruined his marriage. I refer you to Government Exhibit 4,
31 one of the attachments in Government Exhibit 4. One of the attachments to Colonel Torem's
32 report is that email that Patrick McChesney sent to General John Jumper. In that email, he
33 states, and I quote, "I initiated divorce proceedings." "I, Patrick McChesney." He's the one
34 that decided he did not want to be married any more to Mrs. McChesney, because he says in his
35 email he was devastated by the news that she considered herself a lesbian. It is also, I
36 think, undisputed that he is the one that set out to try and end Major Witt's career. It's
37 quite clear from that email he decided to contact the Chief of Staff of the United States Air
38 Force.
39

40 I said in opening and I say it again, we have a question, "How did a civilian in Spokane
41 get the personal email of the Chief of Staff of the United States Air Force?" I cannot answer
42 that question for you. I can point you to, in Government Exhibit 4, in his email, his own
43 statement, which for some reason he put in, he wrote, and I quote, "I did not consult with my
44 godfather, Admiral Jackson D. Arnold, U.S. Navy, retired, due to his age and recent death of
45 his wife." Apparently, if you read that statement, what he means to say is, "I did not consult
46 with him about whether I should do this, whether I should contact the Air Force." But as best
47 that we can guess, at the very least he appears to have gotten the personal email from his
48 godfather, otherwise how could he have possibly have gotten it. But in any event, it's
49 undisputed that the very first beginnings of this allegation began outside the Air Force by a
50 civilian neighbor.

1 Back on the base, what do we know? What was the evidence that he presented about what
2 was occurring back on this base and every other base she'd ever been on? Again, it's
3 undisputed that no one on the base has ever had a problem with her. No one on the base has
4 ever complained about her. No one in her military career has ever complained about her. And
5 you also have evidence from all those officers that they all suspected that she was a lesbian
6 anyway. It's not like it comes as a total surprise to most of them. Most of them are saying,
7 "I long suspected that, and I didn't care." They didn't care because it didn't cause any
8 problems and she was doing her job. That's all they cared about.
9

10 I want to talk a bit about Major Davis's comments about the allegation that she made
11 statements that she was homosexual and that you should rely upon those as a basis for finding
12 the allegations provided in this case. There are a couple of obvious flaws to this. First of
13 all, with respect to the declaration filed in the United States District Court in the Western
14 District of Washington, if you look at the Statement of Reasons, which the Government gave in
15 their letter of notification, which I think is dated February something, 2006, she was charged
16 with making oral statements. You have this exhibit, "Statement of Reason." It is an
17 attachment to the letter of notification dated February 23rd, 2006. It says, "You made oral
18 statements claiming that you were a homosexual." She was not charged by AFRC Headquarters with
19 making written statements. You may not consider that. That evidence has not been brought or
20 ever made. It is not surprising that that charge was never brought or never made for any--
21 [inaudible - AREC coughing excessively]--for any number of reasons.
22

23 First of all, it doesn't make any sense to say that they could predict the future--I mean
24 the statement hadn't been made yet. If you look at this charge, it says, "You made," past
25 tense--"made," past tense--statements.
26

27 Second of all, you have in your instructions--let's see if I can find the exact place in
28 the instructions--instructions about her constitutional right to file a lawsuit or to exercise
29 that right. The instructions state, "Some of the exhibits contain evidence reflecting that the
30 Respondent has exercised her constitutional right to challenge the Department of Defense policy
31 on homosexuality and the statutory basis for it. The evidence also reflects that the ACLU has
32 provided its counsel and expertise to assist the Respondent with her challenge. You are
33 advised that the Respondent has an absolute right to do what she did, and you may not hold her
34 exercise of that right against her. In addition, the board should not draw any adverse
35 inference against either the Respondent or the Air Force from the filing of the lawsuit by the
36 Respondent in this manner."
37

38 Now maybe, Major Davis will tell you, "Well, we're not trying"--they are trying to rely
39 on a written statement when the charge says "oral." They are trying to rely on a statement
40 that wasn't made yet, but, maybe, they'll say, "We're not trying to penalize her for filing a
41 lawsuit. We're trying to penalizing for filing that declaration in support of her lawsuit."
42 And I just submit to you that's absurd on its face. How can you say, "Go ahead. File a
43 lawsuit. That's your absolute constitutional right, but you're not allowed to tell the judge
44 in that lawsuit anything. You're not allowed to give him a statement of anything, because then
45 you'll be making a statement. You're not allowed to tell him what the facts of your case are.
46 We're not trying to penalize her you for filing a lawsuit, but, well, you'd better not say
47 anything in that lawsuit?"
48

49 Same thing applies to the Government's argument that somehow you should considered the
50 statements that she made in the press conference in the video clip that you saw against her.

1 She made those statements quite a long time after she had been had been suspended, after she'd
2 received a letter of notification. It can't possibly be that those statements are referred to
3 in the Statement of Reasons, because they haven't been made yet. They are oral. Let's look at
4 those statements.

5
6 You saw that video. She said three things: "Complete shock"; second thing, "I was
7 shocked"; third thing, "My objective is to go back to my unit." Those are her statements. You
8 will not find in that press conference any statement made by Major Witt saying that, "I am a
9 homosexual" or "I am a lesbian." You will not find them there. Major Davis has pointed out
10 that a staff attorney from the ACLU, Mr. Aaron Caplan, made a statement. He said, "Major Witt
11 is gay." Once again, I ask you to look at the regulation and the charge. She is charged with
12 herself having made the statement that she is homosexual. She's not responsible for what other
13 people say. Neither the Statement of Reasons, given in her letter of notification, nor the
14 AFI, in any place, authorize or even pretend to authorize a discharge proceeding based upon
15 what a third person says just to make it so.

16
17 Some other examples of how absurd that would be, if her mother said, "My daughter, Major
18 Witt, is a lesbian and I still love her," would they be saying, "Well, she made a statement
19 you're a homosexual, so we're proceeding against you?" They can't. Because the AFI says you
20 can be discharged if you make a statement that you're a homosexual. Beating a dead horse here,
21 but the Air Force does not have any power of over civilians. They do not have any power over
22 attorneys who practice in Washington State and work for the ACLU, and they cannot tell them
23 what to say. I cannot tell them what to say. You cannot rely on that. You cannot hold her
24 responsible for that. That would not be right. That would not be legal. And so when you fill
25 out your findings and recommendation worksheet, as I understand, and you are asked to make a
26 finding, and the boards finds that the Respondent, Major Margaret Witt, either did or did not
27 make the statement that she is homosexual, I submit, you must find that she did not. You don't
28 have any evidence that she did. You have none.

29
30 I know that Major Davis talked about that place in her declaration where she says that
31 she had a conversation with Sergeant Schaffer. When you look at that statement, when you look
32 at that paragraph, he said, he may not have it exactly right--it doesn't have it exactly right.
33 Exactly right, what it says there is: "Sergeant Schaffer asked me how long I had been with my
34 partner. I said 3 or 4 years." That is not a statement that she is a lesbian. That is,
35 again, not something coming from her. He said, like all the other people, he's making
36 assumptions. He can make his assumptions. She said that's how long she'd been living with the
37 woman. That is not a statement, and that cannot be a basis.

38
39 Now let's see. So I want to go back to what happened after Mr. McChesney referred his
40 email to General Jumper. It is undisputed that General Jumper forwarded it to the base, where
41 it was forwarded to the attention of the wing commander. We don't know exactly how it was
42 forwarded. We don't have that forwarding email, but we know where it ended up. It ended up
43 with, now-General Crabtree, then-Colonel Crabtree, the wing commander. You know what he did
44 with it. In Government Exhibit 4, you have his memorandum. In his memorandum, he asked for an
45 opinion, what to do from NAF--of 4th Air Force Commander, General Robert Duignan, and you have
46 that written response in Government Exhibit 4, and I'll read it to you. This is exactly word
47 for word what it says: "I have reviewed your request for authorization to proceed with a fact-
48 finding inquiry of homosexual conduct by Major Margaret Witt, 446th AES." And he says, "I
49 authorize this fact-finding inquiry," signed "Robert E. Duignan." There is no dispute about
50 that. The NAF commander is not her immediate commander. He is not her squadron commander. He

1 is not a designated assistant squadron commander. He is not an immediate commander. He is not
2 someone authorized by the regulations. And I'll get to them in a moment to initiate this.
3

4 Also, in Government Exhibit 4, you have the memo from Colonel Crabtree to then-Major
5 Torem appointing him. He says, "This letter appoints you to inquire into the allegation." The
6 inquiry was authorized by General Duignan, the appointment was made by the wing commander, and
7 it is undisputed. The appointment was not made by the squadron commander, her unit commander.
8

9 And it is also undisputed that you have his report in Government Exhibit 4 that Major
10 Torem reported back to the wing commander to--that's who he submitted his report to, Colonel
11 Crabtree. Now it's my understanding, somebody will correct me if I'm wrong, but you all have a
12 copy of AFI 36-3209? Am I correct?
13

14 [Affirmative responses from the members.]
15

16 LA: You all have that, so again I urge you, if you have any doubt about it, any doubt
17 about what I'm saying, to read these--the exact language of these provisions of the AFI.
18

19 First of all, paragraph 1.22 of the AFI: "Unit Commanders Responsibilities": 1.22.7, "A
20 unit commander who receives information that a servicemember has engaged in homosexual conduct
21 will follow the guidance in Attachment 11 to determine whether an inquiry is warranted, and if
22 so, the type and extent of inquiry to be conducted." Very clear. They "must" following the
23 guidelines in Attachment 11. And that's said again in AFI, paragraph 2.33. It's entitled
24 "Guidelines for Fact-Finding": "Commanders shall refer to the guidelines for fact-finding
25 inquiries into homosexual conduct when determining whether to initiate an inquiry into the
26 alleged homosexual conduct." And you turn to those guidelines in Attachment 11, and they begin
27 with--I think the most important one, 11.1.1--Attachment 11.1.1--and I quote: "Only." "Only a
28 member's commander is authorized to initiate fact-finding inquiries involving homosexual
29 conduct." It cannot be a clearer word. I don't think in the English language that "only"--
30 "only" means "only." Not the 4th NAF commander. "Only the member's commander."
31

32 It also says, in the last sentence there, it says, "Commanders are responsible for
33 ensuring that inquiries are conducted properly and that no abuse of authority occurs." It also
34 says in 11.1.2 who can appoint the investigating officer. It says, "A fact-finding inquiry may
35 be conducted by the commander personally or by a person he or she appoints." If that's all you
36 had, you might say, "Well there is some ambiguity about who the commander is. Maybe, it
37 doesn't have to be her immediate commander?" If there were not a definition section in the AFI
38 that might be a question, but there is a definition section. Attachment 11.6.2, "Commander"--
39 this is under the title of definitions--the first sentence is, "A commissioned officer who
40 occupies a position of command," and then it says--and Major Davis did not read you these first
41 three words--"unless otherwise specified, usually refers to the commissioned officer who is the
42 member's immediate commander. This usually is the squadron commander and includes squadron
43 section commanders appointed on appropriate orders." Nowhere, I challenge you, in AFI 36-3209
44 to find some place where it is otherwise specified that for some group, Air Force Personnel,
45 that somebody other than the immediate commander can do this. That's not in this regulation.
46 It says it's usually the squadron commander. You're going to know better than I, apparently
47 there are some situations where a squadron commander appoints "section squadron commanders." I
48 don't even know what that is. It says that can happen. It can be somebody, in a sense, even
49 lower than the squadron commander, if it is specified, if there are appropriate orders for the
50 appointment of a squadron section commander. There isn't any evidence that that was done. In

1 any event, I don't know if there is a squadron section commander. Major Witt is in the 446th,
2 AES. I doubt it.

3
4 So what conclusions do you have to draw from this? It's undisputed. You have to draw
5 the conclusion that the Air Force Regulation was violated. This inquiry was not initiated by
6 the only person authorized to initiate. This inquiry was not initiated by somebody who knew
7 Major Witt. This inquiry was initiated by somebody on another base. And it is also undisputed
8 that the appointment of the investigator, Major Torem, was illegal. It was not done by----
9

10 REC: Objection. Fact not in evidence. It's not undisputed.

11
12 RC: I'll retract the word "undisputed," if Major Davis will dispute it.
13

14 Colonel Walker was not given the opportunity to decide whether she would authorize a
15 fact-finding inquiry in this case, and, therefore, she never had any opportunity to determine
16 whether there was any abuse of authority going on. Now I submit to you, and you will know
17 better than I, but when Congress passed its statutes, and when "Don't Ask Don't Tell" was
18 adopted, it is my firm belief, and I believe you will share it, that Congress, and the Air
19 Force, and that all the armed forces made the determination that these decisions should be made
20 by immediate commanders. By people who knew the servicemembers. By people who were close to
21 the ground. By people who knew whether this person was causing a problem in the unit. They
22 were the people to decide. That's important. Because why should some person hundreds of miles
23 away who doesn't know make a decision like that, when they don't know what they need to know.
24 Congress said and the regulation said it should be made by somebody who is most familiar with
25 the unit and with this particular member of the Air Force who is being subjected to possible
26 discharge--who may get a possible discharge.
27

28 You can draw your own conclusions in the answer to this question: what if this inquiry
29 had never been launched? You have--you have all this evidence that all these people that knew
30 her and suspected that she was a lesbian, are you going to think that Colonel Walker didn't
31 expect that as well? Everybody around Colonel Walker suspected that, everybody else suspected.
32 Colonel Walker can't, logically, be the only person in the unit that doesn't suspect that, and
33 she in all the time that Major Witt was there never found a need to do anything. You can infer
34 that if this inquiry had not been illegally commenced that she would still be serving in the
35 446th, she would be deployed, she would be somewhere in the Middle East Theater, she would be
36 serving her country, and she would be treating injured soldiers today.
37

38 Now I said in opening statement that I would address a third of the evidence and that was
39 the reaction of members in her unit. What I really want to address there is the question of
40 unit morale and discipline. Again, what's the evidence you got? Isn't it unanimous? Is there
41 any evidence that anybody in the unit that thinks unit morale and discipline would be harmed by
42 Major Witt's presence? It is the exact opposite. It is unanimous from what you have before
43 you. I don't know how many letters and decorations we gave you. I don't know how many people
44 are in the 446th either. I don't have the ability to get a declaration from every single one of
45 them. But I can tell you this, the Government didn't get a declaration or testimony from any
46 of them saying that unit morale was harmed by Major Witt. Not a one. So you have un rebutted
47 evidence that everybody there thinks that morale suffered because she was suspended and taken
48 away. You have very concrete evidence about that how it hurt the military mission. You have
49 the declaration of Sergeant Julian who said that he was so upset by this ridiculous suspension
50 that he decided not to reenlist and to retire because it hurt morale, because it upset him.

1 You have Major Witt's testimony that Major Vera Madison said that the decision that had been
2 made was so upsetting to her that she wanted to take her uniform off. You have the testimony
3 that Colonel Moore-Harbert--Major Witt's statement that Colonel Moore-Harbert said this is the
4 hardest thing I've ever done. Every single one of those declarations that we submitted says,
5 "I believe that the suspension of Margaret Witt was harmful to unit morale and discipline. You
6 have Sergeant Julian saying the reaction was shock, amazement, confusion, why. That's what you
7 have. They did not care that she was a lesbian. They had always assumed that. They believed
8 that "Don't Ask Don't Tell" meant what it said. She never told, they never asked, she was
9 exemplary, so why was this happening. And the bottom line again is--I think it was Major
10 Muller who said, "The bottom line is people like Major Witt save lives." That's what they
11 think is important. They all say they still want her back. They all say that unit morale will
12 be further harmed if beyond suspension the Air Force ultimately decides to discharge her. They
13 all say that even if she comes back with a giant "L" on her back for lesbian, that they think
14 she'd be welcome back, they want her back. They all say they feel honored to serve with her,
15 and they want her back.

16
17 Now you have, you have the power. You have the power to make the findings in this case.
18 You have the power to make the recommendations in this case. You are not obligated to do
19 anything except what you think is right. You are an independent tribunal. You have all said
20 in voir dire that you would not allow any politic pressure, perceived or otherwise up in the
21 ether to influence you in any way. Major Davis told you, you have discretion. Major Davis
22 told you that the key questions here were, in his words--let me find them exactly--"Is this
23 unjust," "Is this illogical?" I would suggest to you a lot of reasons why it's unjust and
24 illogical, and why you should exercise your discretion to make the findings and recommendations
25 that I will ask you to make.

26
27 Major Davis will argue to you that the Government's evidence regarding commission of acts
28 with Tiffany Jenson is un rebutted. And he's correct about that. There is no other evidence,
29 and, therefore, he will argue to you that you should find that that allegation is true. You
30 may find that the allegation is true. That's what the instructions say. That's what your
31 power is, but you're not obligated to. You do not have to, even though no evidence has been
32 offered in rebuttal of that, you don't have to find that it's proved for any reason that you
33 deem appropriate. You may find that it has not been proved by a preponderance of the evidence.
34 Maybe, you doubt Tiffany Jenson's credibility. Maybe, you don't. Maybe, you think the proof,
35 for some other reason, is not sufficient. Maybe, you think the proof is sufficient, but there
36 are other reasons not to make that finding. I want to suggest to you four additional reasons
37 not to make that finding, to find that that commission of homosexual acts has not been proved
38 and to recommend retention in the United States Air Force.

39
40 Three [sic] reasons: Reason number one, the Air Force military mission has in no way
41 been compromised or harmed by Major Witt; two, the discharge will not--will cause further harm
42 to her unit; three, the discharge in her case would be senseless in the time of war, when we
43 have a need for people with her skills; and four, the inquiry in this case that was conducted
44 in an illegal manner that interfered with the unit commander's discretion.

45
46 That first reason; the military mission has in no way been compromised. Basically, the
47 Government admits that. This is an exceptional case. I think everybody will agree with that.
48 These are not arguments that could be made in just any case. This is an exceptional case
49 because this is an exceptionally good officer. The Air Force, every day she serves, reaps a
50 benefit from her service; that evidence is clear, so there's one reason right there. No harm

1 to the Air Force or the military mission if she is retained. Two, if she is not retained, you
2 have before you the evidence that that will do further harm to her unit. They say so. They
3 have lined up unanimously to tell you they think it would hurt unit morale, and if that doesn't
4 say this is an exceptional case, I don't what--when would you ever expected, when would you
5 ever expected the fellow officers in a unit would all come forward and say, "We think if she
6 doesn't come back, it will hurt more, and if she does come back it will help." So I have to
7 devote--I digress for just one second, because I forgot to address one thing. It was an
8 argument by Major Davis that you have to do this, as unpleasant as it is, because it's logical
9 because it interferes with members' privacy if they have--if other female members have to share
10 close quarters and, perhaps, shower and share barracks with Major Witt. If you give me one
11 moment I want to get on that. [Searched through papers.] I'm not going to take the time to
12 look for it, but I'm going to tell you that Major Muller, Major Singer, Major Carlson, Sergeant
13 Brinks, Major Scott, Major Thomas, all women, all have attested to the fact in those
14 declarations that they have no problem sharing close quarters. It doesn't bother them. In
15 fact, one of them, and I believe it's Major Scott, paragraph 9, specifically says, "I have
16 shared quarters with her. I didn't care. I would do it again." It is totally illogical and
17 unjust in this case to use that as some kind of pretext to justify what's going on here.
18

19 The third reason I suggested for making these recommendations is that, we are at war, and
20 we need flight nurses. We are short flight nurses. You have evidence that this is practically
21 the best flight nurse to ever come on board. We have a shortage nationally. We have a
22 shortage in her unit. That is undisputed. Why would it make any sense? Why would it? Why
23 would it be logical to say she has--she should be discharged?
24

25 And the fourth reason I have discussed already, which is that this inquiry was illegal,
26 that it was in violation of the regulation, and that took away the discretion--because of in
27 the way it was ordered by the NAF commander, it interfered with the discretion of the immediate
28 commanders, which is not the way the law dictates these decisions should be made. It was
29 flatly illegal. It would be a real paradox if somehow the Government could convince you that
30 one interference with discretion justified another, that because the unit commander was not
31 given an opportunity to exercise her discretion, somehow you shouldn't consider this either,
32 and you shouldn't have any discretion to consider it either. That would be compounding the
33 error.
34

35 Finally, I suggest to you that if you return a finding of not proved, and if you return a
36 recommendation of retain in the United States Air Force, that you will have rendered
37 exceptionally good service to your country, because such a decision is in the best interest of
38 this country. Yes, it is in the best interest of Major Margaret. It will preserve her career.
39 She will get to her 20, and hopefully her 30, and her 40, and I don't know how much further.
40 But it's in the interest of her unit, it's in the interest of the Air Force, it's in the
41 interest of the people of this country to keep an exceptionally talent officer. She will not
42 only treat the wounded herself, but she will continue to train other people how to do it in the
43 way that she has done when she served as a training officer and chief of Stan Eval.
44

45 I talked for a long time. I thank you for listening to me. I thank you for volunteering
46 for this duty, which I understand nobody really enjoys, and it's hard work. I thank you for
47 the hard work you've done, and I thank you for the hard work you're going to do, because you
48 haven't yet had a chance to talk to each other about the merits of this case. I thank you for
49 doing the very hard work of grappling with some very hard issues in this case, and I ask you to

1 return findings that homosexual acts has not been proved, making of statements that "I am a
2 homosexual" has not been proved, and to recommend retention in the United States Air Force.

3
4 Thank you.

5
6 LA: Major Davis, you may make a brief closing.

7
8 REC: Yes. Just a real brief--and you might wonder why I have to make any rebuttal,
9 because, you know, Respondent's Counsel said, you know, there's no evidence in this case, you
10 must find that the allegations are unsubstantiated, you must find that it's in the best
11 interest of the Air Force to retain her, and that everyone at her unit wants her back.
12 Everyone that you've heard from wants her back, to be a more accurate description.

13
14 But to deal with some things briefly:

15
16 Respondent's Counsel again says that because Major Witt made statements while this case
17 was ongoing, she made statements to the press, made statements to the court, that somehow those
18 statements should not be held against her. Members, there is a difference between having a
19 right to do something and bearing the consequences of it. I mean, as we know, in the military,
20 anybody has a right, you know, to talk to the press. Really, nobody can stop you. You know,
21 throw you in irons, whatever. But if you say certain things like disrespect to elected
22 officials and so forth, disrespect of commanders, you bear the consequences of it. I mean,
23 what is totally illogical and totally unreasonable is to say that a person can be--and this is
24 an analogy, as all analogies are they are forced, and, you know, Major Witt is definitely
25 accused of this--but it is totally illogical and unreasonable to say that a person can be
26 investigated for methamphetamine use, be told that they're going to be discharged from the Air
27 Force due to suspected methamphetamine use, and go to court and say, "I challenge this policy.
28 And, yes, I used meth X, Y, and Z dates," and not expect that to come back to them. I mean,
29 people are responsible for what they say.

30
31 Now people are also responsible for what their attorneys say. I mean, attorneys bear a
32 special relationship with their clients. That's why if attorneys do malpractice they can get
33 sued by their clients. What a mother says, what a parent says, what your friend says, you're
34 not going to be held accountable for that, unless, like, you have a power of attorney or some
35 special guardianship relationship. Attorneys are different animals. Attorneys say things, and
36 what they say can be held with their clients. They are the agent of their client. If I were
37 to say something slanderous about Major Witt, it wouldn't come as a surprise to you that the
38 Air Force could get sued. That other people besides myself could get sued. Same thing; what
39 you have here in this case, both in the press articles and on the little video clip, you have
40 Aaron Caplan, attorney for Major Witt, saying that she's gay, on page 4 of Government Exhibit
41 6, saying she's a lesbian. That's not in dispute. And people are responsible for what their
42 attorneys say and what their attorneys do and it can be attributed to them because of that
43 special relationship.

44
45 Now there is mention saying that there has been no impact whatsoever on the military, on
46 the unit's mission due to Major Witt's conduct. And I would contest that. As you know, an
47 investigation gets launched, a discharge action gets launched. It's not set in stone. People
48 are constantly reexamining the evidence, "Gee, do we have enough here," "What should we do,"
49 things like that. As mentioned before, when this--while this investigation was going forward,
50 Major Witt decided to file items with the court and not just contesting the policy, instead

1 going into detail: "I'm homosexual. I engaged"--not even that I have a homosexual orientation,
2 but, "I engaged in homosexual conduct for a long time with this woman," and you yourselves can
3 read paragraph 18 where she talks about talking with Senior Master Sergeant Schaffer. And she
4 made those statements. And without those statements, is it conceivable that maybe this
5 discharge board, yesterday and today, would not have occurred? Maybe. I mean, the Government,
6 as you know, and commanders are always reexamining the evidence. Is there enough here, or not?
7 Now she made those statements with the court and in the press in April of 2006. I put to you,
8 members, that if she had not made those statements, it's possible we may not have been here
9 yesterday and today. Somebody along the line might have said, "You know, don't think that
10 there is enough here and stopped the proceeding." Instead, because she continued to make those
11 statements, we've had this discharge board, you've served on it, and Major Witt has been away
12 from her unit. As we know, she's highly capable, and because of her own statements this case
13 has continued and she, a big asset, has been away from her unit. So there has been an impact
14 on her unit's mission in her absence. And her absence is due, in part, to the continuing
15 statements that she made.

16
17 Now you'll be receiving the findings recommendations worksheet, as you'll see there. And
18 as you'll probably be advised, you can make modifications to it, you can make changes, even the
19 AFI itself it says that after you hear the evidence the board members could make changes as
20 long as, you know, the defense has had a proper time to respond to them. Here in this case--I
21 mean it seems that, you know, Respondent's Counsel is saying, well, some charges concerning the
22 statement shouldn't have been brought, but they're properly before you, members. They are one
23 of the things that you're going to have to decide on, whether Major Witt made these statements
24 or not. And one thing, you know, Respondent's Counsel can't argue is that they didn't have
25 enough time to respond to these charges. It's not like the Government brought them yesterday
26 or the day before.

27
28 So in this case, members, you have the evidence, and the Government believes you will
29 substantiate the findings. Going through the criteria you'll see that she is subject to this
30 discharge, that none of the special retention criteria apply, and she should be discharged with
31 an honorable service characterization.

32
33 IA: All right, members of the board, we're about to present to you Board Exhibits II
34 and III. Board Exhibit II will be your written final instructions that will guide you in your
35 deliberations and making your findings and recommendations, and the first thing you should do
36 when you retire is review those instructions. We'll also present to the president Board
37 Exhibit III, which is a proposed findings and recommendations worksheet to assist you in
38 putting your findings and recommendations in proper order.

39
40 Do you have, Major Davis?

41
42 REC: Yes, sir.

43
44 IA: And if so, would you present to the President Board Exhibits II and III?

45
46 REC: Yes. At this time, I'm publishing to the members Board Exhibit II.

47
48 [The Recorder handed Board Exhibit II to the members.]
49

50 REC: And then handing to the Board President Board Exhibit III.

1 [The Recorder handed Board Exhibit III to the President.]
2

3 LA: As those instructions will tell you, members of the board, if you have questions
4 during your deliberations, you can notify us, and we can reconvene, and we'll address those in-
5 -with all the parties present. If you have questions only with respect to whether the findings
6 and recommendations worksheet is in proper order, you can call me and the court reporter into
7 close session and we can address that.
8

9 Does either party have any additional instructions or any objections to the instructions
10 provided to the board?
11

12 REC: No, sir.
13

14 LA: All right.
15

16 Any questions from any of the board members?
17

18 [Negative responses from the members.]
19

20 LA: All right. The--you know, I don't know how long you will need to deliberate. If
21 we approach lunch, and you decide to adjourn for lunch, you certainly can. If you have an
22 opportunity, you might just give one of us a heads-up so we can let everybody know they're free
23 to go until whatever time you reconvene.
24

25 MBR[COL Childs:] Okay.
26

27 LA: Other than that if there are no further questions, then the board will be closed
28 for deliberations.
29

30 [The proceedings closed at 1056, 29 September 2006.]
31

32 [The proceedings opened at 1133, 29 September 2006.]
33

34 LA: The record should reflect that the court reporter and the Legal Advisor are in a
35 hearing with the board members without any of the parties or the Respondent present for what
36 the President has indicated is some administrative questions.
37

38 Yes, sir.
39

40 MBR[COL Childs:] Administrative question, number one, is when we fill out the findings
41 and recommendations worksheet, is that then read by the Board President, or is it read by the
42 Legal Advisor?
43

44 LA: You would read it.
45

46 MBR[COL Childs:] Okay. When that comes in, subsequent to that, I would--is there a
47 requirement--or, a substantiation required when--under our findings of those things? Would it
48 be beneficial to the Board to document source documents that led to those findings, or is that
49 irrelevant?

1 IA: That is not required, and it is not typical.
2
3 MBR[COL Childs:] Okay.
4
5 IA: The Board, of course, can--can do it however you are most comfortable.
6
7 MBR[COL Childs:] Yes.
8
9 IA: But typically, the Board would simply announce these are our findings, these are
10 our recommendations.
11
12 MBR[COL Childs:] And no other explanation to the Respondent is necessary regarding how
13 we came to those findings or anything else?
14
15 IA: It's not required.
16
17 MBR[COL Childs:] It's just the findings are what's required for the proceeding to
18 continue?
19
20 IA: That's correct. The Board can, but there's no requirement.
21
22 MBR[COL Childs:] Okay.
23
24 Any questions from the other board members?
25
26 [Negative responses from Colonel Myers and Colonel Giddings.]
27
28 MBR[COL Childs:] We'll be ready to--if you're in agreement, we'll be ready to convene at
29 11:45.
30
31 IA: Do you have the worksheet marked yet?
32
33 MBR[COL Childs:] I do not have it marked. I have it in my hand. I can mark it and then
34 provide it to you, if you'd like?
35
36 IA: Well, I, sometime before it's read----
37
38 MBR[COL Childs:] Yes.
39
40 IA: --I'd like to assure myself that I'm comfortable with its----
41
42 MBR[COL Childs:] That it's marked and signed.
43
44 IA: --in the proper format.
45
46 MBR[COL Childs:] I understand.
47
48 IA: And we can either do that in closed session, essentially, like we're doing now, or
49 we can--I can examine it once we've got everybody back together. That's a little more
50 delicate, if there's a problem. But my inclination would be to tell you, once you think you're

1 ready to go, just let--and, in fact, we may just sit here, given the time. Just let me know,
2 we'll do it on the record. I'll look at it and say, "Yeah, I'm comfortable," or "Hey, what
3 about X?"

4
5 MBR[COL Childs:] Very well.
6

7 LA: And then we'll call everybody in and read it.
8

9 MBR[COL Childs:] We have consensus on it, on how the worksheet will be filled out, it's
10 just administrative, and we need to fill it out and bring it to you.
11

12 LA: Okay. Why don't we recess, you go back into deliberations, and Ms. Perry and I
13 will just kind of sit here, and let me know when you're ready, and we'll do that in here,
14 again.
15

16 MBR[COL Childs:] Very well. Thank you.
17

18 [The proceedings recessed at 1136, 29 September 2006.]
19

20 [The proceedings were called to order at 1141, 20 September 2006.]
21

22 LA: The record should reflect that the Board has reconvened with the Legal Advisor and
23 the court reporter present. None of the other parties are present.
24

25 Mr. President, have you reached a findings and recommendations?
26

27 MBR[COL Childs:] Yes, we have.
28

29 LA: All right. If you don't mind, let me look at the--and the President is handing
30 me, the Legal Advisor, the worksheet.
31

32 [The Legal Advisor examined Board Exhibit III.]
33

34 LA: And I have reviewed the findings and recommendations worksheet and it is in proper
35 order. I'm returning it to the President.
36

37 All right, members, what we'll do now is recess this, and I'll get the parties together,
38 and--did you have 11:45 for a reason, or just once we get them together?
39

40 MBR[COL Childs:] No reason.
41

42 LA: We ought to be able to do it by then, sir. And then we'll call you back in, I'll
43 ask whether you've reached a decision, you'll advise me that you have, I'll advise the parties
44 I've already examined the worksheet and found it to be in proper order, and ask you to read it.
45 Once you've read it, unless there is anything from the parties, and there typically isn't, then
46 the board will be adjourned.
47

48 MBR[COL Childs:] Okay.
49

50 LA: Okay. We're in recess.

1 [The proceedings closed at 1143, 29 September 2006.]

2
3 [The proceedings opened at 1151, 29 September 2006.]

4
5 LA: Colonel Childs, I understand the board has reached its findings and
6 recommendations?

7
8 MBR[COL Childs:] That is correct.

9
10 LA: I would advise the parties that we held a hearing, a few minutes ago, with myself
11 and the court reporter in here. I have reviewed the findings and recommendations worksheet and
12 found it to be in proper form.

13
14 Colonel Childs, you may read the findings and recommendations.

15
16 MBR[COL Childs:] Very well.

17 **FINDINGS**

18
19 The Board, after considering all the evidence in the case of Major Margaret Witt, has, in
20 closed session, by secret written ballot, a majority of the voting members concurring, made the
21 following findings and recommendations.

22
23 The Board finds, by a preponderance of the evidence, that the Respondent, Major Margaret Witt,
24 did engage in homosexual acts while a member of the United States Air Force Reserve; [and]
25 number two, did make the statement that she is a homosexual.

26
27 As a result of its findings, the Board has determined that the Respondent, Major Margaret Witt,
28 is subject to separation from the United States Air Force Reserve under AFI 36-3209, paragraph
29 2.30.1.1 based on the above findings of homosexual conduct. As a result of its findings, the
30 Board has determined the Respondent, Major Margaret Witt, should be separated from the United
31 States Air Force Reserve under AFI 36-3209, based on the above findings of homosexual conduct.

32
33 As a result of its findings, the Board has determined that the Respondent, Major Margaret Witt,
34 is subject to separation from the United States Air Force Reserve under AFI 36-3209, paragraph
35 2.30.1.2 based on the above finding[s] of making a statement that she is a homosexual. As a
36 result of the findings, the Board has determined that the Respondent, Major Margaret Witt,
37 should be separated from the United States Air Force Reserve under AFI 36-3209, based on the
38 above findings of making a statement that she is a homosexual.

39
40
41 **RECOMMENDATION**

42
43 Consistent with the findings, the Board recommends the Respondent, Major Margaret Witt, be
44 separated from the United States Air Force Reserve with an honorable discharge.

45
46 The undersigned, certify the majority of the voting members concur in the above findings and
47 recommendations, signed by all three board members.

48
49
50 [The proceedings adjourned at 1154, 29 September 2006.]



ORIGINAL
Volume II of III
Government Exhibits

Personal Data
Privacy Act of 1974
(5 U.S.C. 552a)

RECORD OF BOARD PROCEEDINGS

MAJ MARGARET H. WITT
FV [REDACTED]

28 & 29 SEPTEMBER 2006

GOVERNMENT EXHIBITS

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE RESERVE COMMAND
ROBINS AIR FORCE BASE, GEORGIA 31098-1635

SPECIAL ORDER

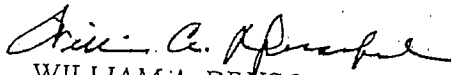
15 September 2006

AA - 076

By authority of the Secretary of the Air Force and in accordance with the provisions of AFI 36-3209, chapter 4, paragraph 4.14, dated 14 April 2005, an administrative discharge board consisting of the following officers is hereby appointed to hear such cases as may be properly referred to it. Prior to acting as members of the board, all officers appointed hereby will read and become familiar with AFI 36-3209, dated 14 April 2005, and AFI 51-602, dated 2 March 1994.

<u>GRADE</u>	<u>NAME</u>	<u>UNIT</u>
COL	CLAYTON W. CHILDS	931 ARG/CC
COL	FRANKLIN L. MYERS	AFRC/A7X
COL	MELVIN J. GIDDINGS	940 MXG/CC
COL	ALAN R. JACKSON	HQ AFRC Legal Advisor (without vote) designated a Judge Advocate and certified in accordance with Article 27(b), UCMJ
MAJ	GORDON P. DAVIS	HQ AFRC Recorder (without vote)

FOR THE COMMANDER


WILLIAM A. DRUSCHEL, Colonel, USAF
Staff Judge Advocate

DISTRIBUTION
1 Each Individual
5 HQ AFRC/JA

SO AA - 076

Government Exhibit 1

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE RESERVE COMMAND
ROBINS AIR FORCE BASE, GEORGIA 31098-1635

SPECIAL ORDER
AA-077


22 September 2006

This order amends Special Order Number AA-076.

The following individuals have been approved as alternate board members:

<u>GRADE</u>	<u>NAME</u>	<u>UNIT</u>
COL	THOMAS A. PRIOR	AFRC/A30
COL	MAX G. D'LA ROTTA	AFRC/A3V

FOR THE COMMANDER


PATRICIA J. HAMMON, Lt Col, USAFR
Acting Staff Judge Advocate

DISTRIBUTION
1 Each Individual
5 HQ AFRC/JA

SO AA-077

Government Exhibit 1A



DEPARTMENT OF THE AIR FORCE²
AIR FORCE RESERVE COMMAND

9 Mar 05

MEMORANDUM FOR JAM

FROM: DPML

SUBJECT: Board Request, Major Margaret H. Witt, [REDACTED] (Non-ART)

1. Major Witt is a Standard Evaluation Flight Commander assigned to the 446th Aeromedical Evacuation Squadron, McChord AFB WA. She is being processed for administrative discharge in accordance with AFI 36-3209, paragraph 2.20, Homosexual Conduct.
2. On 23 February 2006, I forward to Maj Witt a memorandum of notification (MON) of initiation of separation action with attachments. On 7 March 2006, she acknowledged receipt of the MON and choose to have her case heard by an administrative discharge board. Her UPRG and PIF have been requested and will be provided upon receipt. Personnel and separation data is listed below:

ART: No

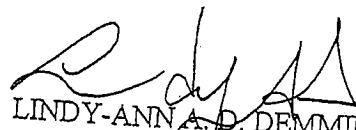
MILITARY SERVICE OBLIGATION (MSO): None

SATISFACTORY SERVICE: 17-years

PAY DATE: 24 March 1987

PROBATIONARY OFFICER: No

SANTCUARY ZONE: No


LINDY-ANN A. D. DEMMING, SSgt, USAF
Separations Programs Specialist
Personnel Separations Branch

Attachment:

1. Respondent's Documents
2. Case File, Maj Witt

cc:
JAS w/Respondent's Documents

Government Exhibit 2

AF000551

15 MAR 06
DATE

MEMORANDUM FOR HQ AFRC/DPM
155 Richard Ray Blvd
Robins AFB GA 31098-1635

FROM: Major Margaret H. Witt

SUBJECT: Request for Administrative Discharge Board Hearing

1. In response to your memorandum dated 23 Feb 06, which I received on 6 Mar 06, notifying me that separation action has been initiated against me under AFI 36-3209, Chapter 2, Section C, I hereby elect to have my case heard by an administrative discharge board. I also have selected the options indicated in my answers to the questions below.

a. Do I desire to make a personal appearance at the board hearing? Yes X No If my answer is "yes," do I also desire an invitational travel order to enable me to attend the board hearing? Yes X No .

b. Do I desire to be represented by my designated military legal counsel? Yes X No . Capt Kevin Catron

c. Do I desire to be represented by military legal counsel of my choice? Yes No X. If my answer is "yes," the name, grade, organization, location, and telephone number of military legal counsel of my choice are as follows:

d. Do I desire to be represented by civilian legal counsel? Yes X No . If my answer is "yes," the name, address, and telephone number of civilian legal counsel are as follows:

<u>James F Lohsenz & Nicki McCraw</u>	<u>Lohsenz@carneylaw.com</u>
<u>Carney Badley Spellman, P.S.</u>	<u>McCraw@carneylaw.com</u>
<u>701 Fifth Ave, Suite 3600</u>	
<u>Seattle, WA 98104 (206) 622-8020</u>	

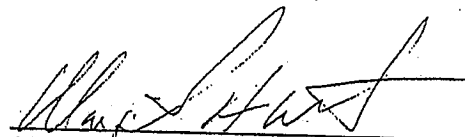
Atch 4 (1 of 2)

e. Do I desire the presence of any witnesses at the board hearing to testify in my behalf? Yes X. No _____. If my answer is "yes," I have indicated on the reverse side of this form and on such additional sheets as necessary the name, address, and telephone number of each such witness, a summary of each such witness' expected testimony, an explanation of the relevancy of the testimony to separation or characterization of my military service, and an explanation why the affidavit or the disposition of each such witness would not be sufficient.

2. I understand if I need additional time to prepare for or to attend the board hearing, either I or my legal counsel may submit a written request for a delay stating the reason(s) therefore and the additional time required. I also understand the request must be submitted in sufficient time to reach you before the scheduled date of the board hearing, and approval or disapproval of the request will be made by the discharge authority or his designated representative.

3. I understand my failure to appear at the board hearing, after I have indicated my intention to appear, will result in my case being heard by the board in my absence on the basis of all the evidence then available.

4. I further understand the date of my board hearing will be set at the earliest possible date.


(SIGNATURE)



DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND

TO: POSTMASTER
SPOKANE WA 99203

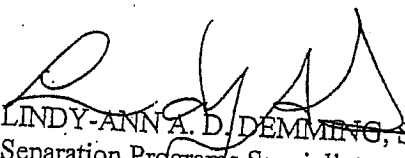
23 February 2006

Address Information Request

Please furnish this agency with the new address, if available, for the following individual or verify whether or not the address given below is one at which mail for this individual is currently being delivered. If the following address is a post office box, please furnish the street address as recorded on the boxholder's application form.

MAJOR MARGARET H. WITT
1022 W 19TH AVE.
SPOKANE WA 99203

I certify that the address information for this individual is required for the performance of this agency's official duties.


LINDY-ANN A. D. DEMMING, SSgt, USAF
Separation Programs Specialist
Personnel Separations Branch

FOR POST OFFICE USE ONLY

☒ MAIL IS DELIVERED TO ADDRESS GIVEN

☐ NOT KNOWN AT ADDRESS GIVEN

☐ MOVED. LEFT NO FORWARDING ADDRESS

☐ NO SUCH ADDRESS

☐ OTHER (SPECIFY):

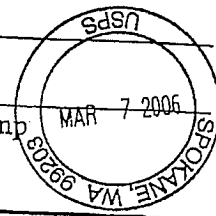
NEW ADDRESS

MAR 13 REC'D

BOXHOLDER'S ST ADDRESS

HQ AFRC/DPML
155 Richard Ray Blvd
Robins AFB GA 31098-1635

Postmark/Date Stamp



Administrative Support Manual 352.492
Exhibit 352.44b

7005 1820 0002 9230 5057

U.S. Postal Service™	
CERTIFIED MAIL™ RECEIPT	
<i>(Domestic Mail Only; No Insurance Coverage Provided)</i>	
For delivery information visit our website at www.usps.com	
OFFICIAL USE	
Postage \$	Postmark Here
Certified Fee	
Return Receipt Fee (Endorsement Required)	
Restricted Delivery Fee (Endorsement Required)	
Total Postage	
Sent To	MAJOR MARGARET H. WITT
Street, Apt. No., or PO Box No.	1022 W 19TH AVE.
City, State, ZIP+	SPOKANE WA 99203
PS Form 3800, June 2002	
See Reverse for Instructions	

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
<input type="checkbox"/> Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired. <input type="checkbox"/> Print your name and address on the reverse so that we can return the card to you. <input type="checkbox"/> Attach this card to the back of the mail piece, or on the front if space permits. <input type="checkbox"/> Article Addressed to:		<input checked="" type="checkbox"/> Signature: <i>Margaret H. Witt</i> <input type="checkbox"/> Received by (Printed Name): <i>Margaret H. Witt</i> <input type="checkbox"/> Date of Delivery: <i>3-5-05</i> <input type="checkbox"/> Is delivery address different from item 1? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, enter delivery address below:	
MAJOR MARGARET H. WITT 1022 W 19TH AVE. SPOKANE WA 99203		<input checked="" type="checkbox"/> Service Type: <input checked="" type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail <input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise <input type="checkbox"/> Insured Mail <input type="checkbox"/> COD <input type="checkbox"/> Restricted Delivery (Extra Fee) <input type="checkbox"/> Yes <input type="checkbox"/> No	
Article Number (Indicate from Service Label)		7005 1820 0002 9230 5057	
PS Form 3811, February 2004		Domestic Return Receipt (2980-02-1016-00)	



DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND

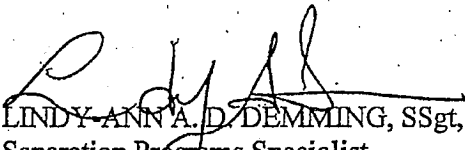
23 February 2006

MEMORANDUM FOR MAJOR MARGARET H. WITT
1022 W 19TH AVE.
SPOKANE WA 99203

FROM: HQ AFRC/DPML
155 Richard Ray Blvd
Robins AFB GA 31098-1635

SUBJECT: Notification of Initiation of Separation Action under AFI 36-3209

1. Attached is the memorandum of notification of initiation of separation action with attachments. The attached memorandum of notification was also sent to you previously by certified mail. Since we may not be able to verify your receipt of the memorandum of notification sent by certified mail, the attached memorandum of notification is sent to you by first class mail.
2. We have established 16 March 2006 as the suspense date for your reply. Your failure to reply by 16 March 2006 will constitute a waiver of rights.


LINDY-ANN A. D. DEMMING, SSgt, USAF
Separation Programs Specialist
Personnel Separations Branch

Attachment:
Memorandum of Notification w/Atchs

cc:
HQ AFRC/JAS w/o Atchs



DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND

FEB 23 2006

MEMORANDUM FOR MAJOR MARGARET H. WITT
1022 W 19TH AVE.
SPOKANE WA 99203

FROM: HQ AFRC/DPM
155 Richard Ray Blvd
Robins AFB GA 31098-1635

SUBJECT: Notification of Initiation of Separation Action under AFI 36-3209

1. By this memorandum, discharge action is being initiated against you for homosexual conduct. The authority for this discharge action is AFI 36-3209, Chapter 2, paragraph 2.20. Information regarding your entitlement to submit statements about your case, the lawful usage of such statements and their disclosure is provided in the attached Privacy Act Statement (Atch 1). A description of the reasons for this discharge action is set forth in the attached Statement of Reasons (Atch 2) along with supporting documents. AFI 36-3209 is available for your review at your servicing Military Personnel Flight (MPF). Supporting documents from investigative reports may be obtained by contacting Captain Catron a Judge Advocate as indicated in paragraph 3a. The types of discharge authorized are Honorable, General (Under Honorable Conditions) and Under Other Than Honorable Conditions. The type of discharge recommended in your case is an Honorable Conditions Discharge.
2. Within 24-hours after you receive this memorandum, you must complete and return the attached Acknowledgment of Receipt (Atch 3) of this memorandum.
3. The following is a summary of your rights:
 - a. You are entitled to consult with a military legal counsel who is qualified under Article 27(B)(1), Uniform Code of Military Justice (UCMJ), at no cost to you. You may also consult with civilian legal counsel of your choice, but at your own expense. Captain Catron, a Judge Advocate who is qualified under Article 27(B)(1), UCMJ, has been designated to represent you in connection with this separation action. His mailing address is HQ AFRC/JAS, 255 Richard Ray Blvd, Suite 227, Robins AFB GA 31098-1637. His phone numbers are DSN 497-1588, toll free 1-800-458-5391, commercial (478) 327-1588, or fax commercial (478) 327-0032, fax DSN 497-0032.
 - b. Within 15-days after you receive this memorandum, you may request to have your case heard by an administrative discharge board at this headquarters by completing and returning the attached form requesting a board hearing (Atch 4). Here are some other matters you should know regarding a board hearing:

(1) Subject to your availability and desire, you may appear at the board hearing with or without legal counsel, or you may be represented at the board hearing by your legal counsel in your absence.

(2) At your request, you will be represented at the board hearing, at no cost to you, by either Captain Catron or any other military legal counsel of your choice provided he or she is reasonably available. Whether military legal counsel of your choice is reasonably available shall be determined by his or her commander upon inquiry by this headquarters. Unless expressly waived by you, the qualifications of military legal counsel of your choice must be equal to those of the board recorder under Article 27, UCMJ. In lieu of, or in addition to military legal counsel, you may be represented by civilian legal counsel.

(3) You will not be reimbursed for any expenses incident to making a personal appearance at the board hearing. However, upon your request, this headquarters will publish and furnish you an invitational travel order containing a fund citation to enable you to make a personal appearance at the board hearing. The invitational travel order will direct the use of military air transportation, if available, and will authorize travel by commercial transportation only when military air transportation is not available. No per diem will be authorized by the invitational travel order.

(4) Your failure to appear at the board hearing, after you have indicated your intention to appear, will result in your case being heard by the board in your absence on the basis of all the evidence then available.

(5) At any time, you may submit any statements or other documents which you desire to be considered in the disposition of your case. All evidence to be submitted to the board for the hearing in chief will be provided to the opposing party no later than five business days prior to the scheduled hearing. This includes a list of expected witness and a summary of expected testimony. Failure to comply may cause a delay or significant recess in the hearing.

(6) If you elect to have a board hearing, it will be scheduled to convene at this headquarters at the earliest possible date.

(7) If you need additional time to prepare for or to attend the board hearing, either you or your legal counsel may submit a written request for a delay stating the reason(s) therefore and the additional time needed. The request must be submitted in sufficient time to reach this headquarters before the scheduled date of the board hearing. Approval or disapproval of the request will be made by the discharge authority or his designated representative.

(8) Information regarding an administrative discharge board is provided in Atch 5.

c. Within 15-days after you receive this memorandum, you may waive your right to have your case heard by an administrative discharge board by completing and returning the attached form evidencing your waiver (Atch 6). If you elect to waive this right:

(1) You may, at the time of your election or at any time thereafter while your case is being processed, submit any statements or other documents which you desire to be considered in the disposition of your case. You may submit your statements or documents directly to this office or through your designated military legal counsel (Captain Catron) or any other military or civilian legal counsel of your choice. If you desire to submit statements or documents to be considered in the disposition of your case, complete paragraph 1a of Attachment 7 and return to us within 15 days after acknowledging receipt of this memorandum. Your failure to respond on the selection of such rights, or to request a delay, within 15-days after receipt of this memorandum constitutes a waiver of your rights to be personally present and to be represented by counsel of your choice at an administrative discharge board hearing and will result in the case being considered by an administrative discharge board in your absence.

(2) Also, if you desire to waive your right to submit statements or documents to be considered in the disposition of your case, complete paragraph 1b of Attachment 7 and return to us within 15-days after acknowledging receipt of this memorandum.

(3) You are entitled to consult with legal counsel. If you desire to waive your right to legal counsel, complete paragraph 2 of Attachment 7 and return to us.

(4) Your case will be processed under AFI 36-3209, Chapter 2, Section C.

d. You may tender your resignation under AFI 36-3209, Chapter 4, paragraph 2.46.3, by completing and returning the attached Tender of Resignation (Atch 8) to HQ AFRC/DPML, 155 Richard Ray Blvd, Robins AFB GA 31098-1635, at any time before the Secretary of the Air Force has announced a final decision in your case. If you submit your Tender of Resignation prior to the convening of the discharge board, further action in connection with the convening of the discharge board will be suspended pending a decision by the Secretary of the Air Force on your Tender of Resignation. If your Tender of Resignation is accepted, separation action will be terminated. If it is not accepted, the discharge board will be convened. If you submit your Tender of Resignation after the discharge board has been convened, the board hearing will continue to completion unless your Tender of Resignation is accepted before the board proceedings are completed.


4. Within 15-days after receiving this memorandum, you must select one of the following options:

a. Request for Administrative Discharge Board Hearing. If you select this option, complete and return Attachment 4.

b. Waiver of Administrative Discharge Board Hearing. If you select this option, complete and return Attachment 6.

c. Submission of Statements/Documents. If you select this option, complete and return Attachment 7.

- d. Tender of Resignation. If you select this option, complete and return Attachment 8.
5. Your failure to make an election will result in the convening of a discharge board to hear your case. You will be notified of the time and place the board will be convened. You should consult with your counsel prior to making an election.
6. Return envelopes (Atch 9) are provided for your convenience.


DEBORAH S. DIVICH, Lt Col, USAF
Deputy Chief, Military Personnel Division
Directorate of Personnel

Attachments:

1. Privacy Act Statement
2. Statements of Reasons w/
Supporting Documentation
3. Acknowledgment of Receipt
4. Request for Board Hearing
5. Discharge Board Information
6. Waiver of Board Hearing
7. Submission of Statements/Documents
8. Tender of Resignation
9. Return Envelopes (3)

cc:
HQ AFRC/JAS

**PRIVACY ACT STATEMENT
FOR
OFFICERS SUBJECT TO INVOLUNTARY SEPARATION OR DISCHARGE**

AUTHORITY: 10 U.S.C., SECTION 12681, RESERVE COMPONENTS MEMBER LIMITATIONS ON SEPARATION.

PURPOSE: YOU ARE ENTITLED TO SUBMIT STATEMENTS ABOUT YOUR CASE SO YOU WILL HAVE AN OPPORTUNITY TO COMMENT ON THE RECOMMENDATION FOR YOUR SEPARATION OR DISCHARGE.

ROUTINE USES: THE STATEMENTS YOU SUBMIT WILL BE USED BY THE PROCESSING ACTIVITIES AND DISCHARGE AUTHORITY. THE INFORMATION IN THE STATEMENTS WILL BE CONSIDERED IN DECIDING WHETHER YOU WILL BE DISCHARGED OR RETAINED. THE STATEMENTS WILL BECOME A PART OF THE DISCHARGE CASE FILE. IF YOU ARE DISCHARGED, THE CASE FILE WILL BE KEPT IN YOUR MASTER PERSONNEL RECORD PERMANENTLY. IT MAY BE DISCLOSED TO ANY DOD COMPONENT INCLUDING THE DEPARTMENT OF THE AIR FORCE AT BASE, MAJOR OR COMMAND, HQ USAF LEVEL, OR OFFICE OF THE SECRETARY. IT MAY BE USED FOR OTHER LAWFUL PURPOSES INCLUDING LITIGATION.

DISCLOSURE IS VOLUNTARY: YOU ARE NOT REQUIRED TO SUBMIT ANY STATEMENTS OR SUPPLY PERSONAL INFORMATION.

Atch 1

Statement of Reason

MAJ MARGARET WITT



USAFR

HOMOSEXUAL CONDUCT, AFI 36-3209, CHAP 2, PARA 2.30.1

YOU MADE ORAL STATEMENTS CLAIMING THAT YOU WERE A
HOMOSEXUAL, OR WORDS TO THAT EFFECT, AND YOU ENGAGED IN
HOMOSEXUAL SEXUAL REALTIONSIPS.

ATTACHMENT 2/WITH SUPPORTING DOCUMENTATION

DEPARTMENT OF THE AIR FORCE
446TH Air Evacuation Squadron (AFRC)
McChord Air Force Base, Washington 98438-1326


6 Nov 04

MEMORANDUM FOR HQ AFRC/DPML
155 2nd Street
Robins AFB GA 31098-1635

FROM: 446 AES/CC
1205 12TH St NE Suite 102W
McChord AFB WA 98438-1326

SUBJECT: Recommendation for Action Under AFI 36-3209, *Separation Procedures for Air National Guard and Reserve Members*, Chapter 2, against Major Margaret H. Witt, SSN 532-52-6256

1. I recommend that Major Margaret H. Witt, SSN [REDACTED], be separated under AFI 36-3209, Chapter 2, for the reasons outlined in paragraph 2.30 (entitled Homosexual Conduct) of that instruction.
2. I recommend this action because: a) Major Margaret H. Witt engaged in homosexual acts with Ms. Tiffany Jensen, on divers occasions from on or about July 1997 to on or about October 2003 at or near Spokane, Washington; and b) Major Margaret H. Witt engaged in homosexual acts with Ms. Laurie McChesney, a married woman, on divers occasions from on or about November 2003 to on or about January 2004 at or near Spokane, Washington. I have taken no disciplinary action because this case is proceeding directly to discharge. I recommend an honorable discharge.
3. I have attached documentary evidence available to support the recommendation.
4. Margaret H. Witt, Major, is:
 - a. Member is a Non-Probationary Commissioned Officer
 - b. Not serving on Extended Active duty as a member of the Regular Air Force and holds an appointment as a Commissioned Officer


MARY L. WALKER, Colonel, USAFR
Commander

Attachment:

1. Inquiry Report of MAJ Torem

DEPARTMENT OF THE AIR FORCE
446th Aeromedical Evacuation Squadron (AFRC)
McChord Air Force Base, Washington 98438-1326


5 Nov 2004

MEMORANDUM FOR Major Margaret H. Witt

FROM: 446th AES/CC

SUBJECT: Denial of Participation

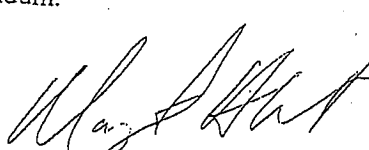
This is to notify you that I have initiated administrative separation actions against you under the provisions of AFI 36-3209, due to homosexual conduct. Under the provisions of AFMAN 36-8001, Chapter 1, Table 1.2, Note 3, you may not participate in any pay or point activity pending resolution of separation action.


MARY L. WALKER, Colonel, USAFR, NC
Commander

1st Ind, Major Margaret H. Witt

Memorandum for Commander, 446th Aeromedical Evacuation Squadron

I acknowledge receipt and understanding of your memorandum.


MARGARET H. WITT, Major
USAFR, NC



DEPARTMENT OF THE AIR FORCE
446TH Airlift Wing (AFRC)
McChord AFB WA 98438-1326

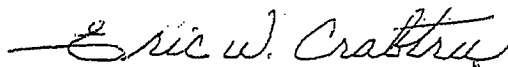
22 DEC 04

MEMORANDUM FOR: HQ AFRC/DPML
1000 Marchbanks Rd Bldg 1400
Robins AFB GA 31098-2300

FROM: 446 AW/CC (TSgt Barker, DSN 382-2964)
1205 12th Street NE, Suite 102W
McChord AFB WA 98438-1326

SUBJECT: Recommendation for Separation Action – Major Witt, Margaret H.

1. The attached case file pertaining to Major Margaret H. Witt, [REDACTED] is forwarded for your review and appropriate action in accordance with AFI 36-3209, chapter 2, paragraph 2.30.1.1. Also forwarded is the legal review of commander's recommendation for administrative discharge. I concur with the legal review and recommend the discharge be characterized as Honorable.
2. Major Witt's last known mailing address is:
1022 W 19th Ave
Spokane WA 99203


ERIC W. CRABTREE, Col, USAFR
Commander

Attachments:

1. Review for legal sufficiency
2. Commander's report with attachments



DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND

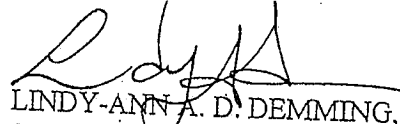
29 March 2006

MEMORANDUM FOR JAC

FROM: DPML

SUBJECT: UPRG Folder, Maj Margaret H. Witt, [REDACTED]

A copy of Maj Witt's UPRG folder is provided for use in conjunction with her administrative discharge board hearing.


LINDY-ANN A. D. DEMMING, SSgt, USAF
Separation Programs Specialist
Personnel Separations Branch

Attachment:
UPRG Folder, Maj Witt

Government Exhibit 3

AF000566

Record of Emergency Data

Individual Information

Name WITT, MARGARET H		Rank MAJ	SSAN [REDACTED]	Duty Phone 3826838
Religious Preference LUTHERAN CHURCHES		Marital Status SINGLE		Address 1022 W 19TH AVE SPOKANE, WA 99203-0000
Status of Mother LIVING	Status of Father LIVING	Number of Children 0		
Insurance THRIVENT ROA SPOKANE SCHOOL DISTRICT				

Unpaid Pay and Allowances

Recipient	Percent Received
LAURIE A MCCHESENEY, FRIEND	100%

Death Gratuity

Recipient (In the event there is no surviving spouse or child(ren))	Percent Received
GLORIA N WITT, MOTHER	50%
FRANK E WITT, FATHER	50%

Relative Information

Name GLORIA N WITT	Relationship MOTHER	Home Phone 2538586339	Address 7037 GRANDVIEW PLACE GIG HARBOR, WA 98335
Name FRANK E WITT	Relationship FATHER	Home Phone 2538586339	Address 7037 GRANDVIEW PLACE GIG HARBOR, WA 98335
Name VIRGINIA D WITT Birthdate [REDACTED] 1954	Relationship SISTER	Home Phone 2538534424	Address 6908 RAINIER AVE. GIG HARBOR, WA 98335
Name LAURIE A MCCHESENEY	Relationship FRIEND	Home Phone 5094483033	Address 4604 S. DYER RD. SPOKANE, WA 99223

Interested Persons

Name LAURIE A MCCHESENEY	Relationship FRIEND	Home Phone 5094483033	Address 4604 S. DYER RD. SPOKANE, WA 99223
-----------------------------	------------------------	--------------------------	--

Remarks

No additional remarks provided.

I certify that the information that I have provided is true and correct to the best of my knowledge. I also understand providing false information may be used for administrative, criminal, or other adverse actions.

ELECTRONICALLY SIGNED BY:
MARGARET H WITT, MAJ

17 APR 2004

This electronic record satisfies the requirements of the DD Form 93, Record of Emergency Data

THIS DOCUMENT CONTAINS INFORMATION WHICH MUST BE PROTECTED
IAW AFI 33-332 AND DOD REGULATION 5400.11.
PRIVACY ACT OF 1974, AS AMENDED, APPLIES.

<https://www3.afmc.randolph.af.mil/vmpf/Casualty/Print/ViewPrint.asp>

4/10/2004

AF000567

UNUSUAL DESIGNATION OF BENEFICIARY

(THIS FORM IS SUBJECT TO THE PRIVACY ACT OF 1974 - SEE STATEMENT BELOW)

PRIVACY ACT STATEMENT

AUTHORITY: 38 U.S.C. 701-788 and AFI 33-360V2.

PRINCIPAL PURPOSE: Member's designation of beneficiary on SGLI coverage.

SSN: For purpose of positive identification.

ROUTINE USES: Used as matter of record only when member designates unusual beneficiary.

DISCLOSURE: Voluntary. Failure to provide information may result in claim not payable to appropriate beneficiary.

NAME (Full Last, First, Middle)

Witt Margaret H.

GRADE

MAJ

SSN

[REDACTED]

I am aware that my designation of a beneficiary is considered unusual and contrary to the intent of Servicemen's Group Life Insurance, which is to provide protection for the member's family. I have been thoroughly counseled regarding this matter and I fully understand the ramifications involved. I make this designation voluntary.

DATE

15 Apr 04

SIGNATURE

[Signature]

446 AW Form 0-14, MAY 03 (LRA)

Read the instructions before completing Servicemembers' Group Life Insurance Election and Certificate

Use this form to: (check all that apply)

- ☒ Name or update your beneficiary
- ☐ Reduce the amount of your insurance coverage
- ☐ Decline insurance coverage

Important: This form is for use by Active Duty and Reserve members. This form does not apply to and cannot be used for any other Government Life Insurance.

Last name WITT	First name MARGARET	Middle name HELEN	Rank, title or grade MAJOR	Social Security Number <div style="background-color: black; width: 150px; height: 1.2em;"></div>
Branch of Service (Do not abbreviate) AIR FORCE RESERVE			Current Duty Location MCCHORD AFB WA	

Amount of Insurance
By law, you are automatically insured for \$250,000. If you want \$250,000 of insurance, skip to Beneficiary(ies) and Payment Options. If you want less than \$250,000 of insurance, please check the appropriate block below and write the amount desired and your initials (in your own handwriting), "I do not want insurance at this time."

Declining SGLI coverage also cancels all family coverage under the SGLI program.

☒ I want coverage in the amount of \$ 100,000.00 Your initials HW

☐

(Write "I do not want insurance at this time.")

*Note: Reduced or refused insurance can only be restored by completing form SGLV 8285 with proof of good health and compliance with other requirements. Reduced or refused insurance will also affect the amount of VGLI you can convert to upon separation from service.

Beneficiary(ies) and Payment Options

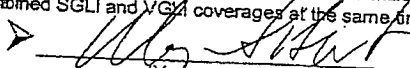
I designate the following beneficiary(ies) to receive payment of my insurance proceeds. I understand that the principal beneficiary(ies) will receive payment upon my death. If all principal beneficiaries predecease me, the insurance will be paid to the contingent beneficiary(ies).

Complete Name (first, middle, last) and Address of each beneficiary	Social Security Number (if known)	Relationship to you	Share to each beneficiary (Use %, \$ amounts or fractions)	Payment Option (Lump sum or 36 equal monthly payments)
Principal				
1. Laurie Ann McChesney 4604 S. Dyer Rd Spokane WA 99223		Friend	100%	
2.				
3.				
4.				
Additional Principals on page 5 (check if applicable)				
Contingent				
1.				
2.				
3.				
Additional Contingents on page 5 (check if applicable)				

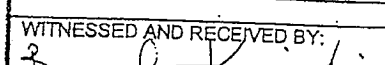
I HAVE READ AND UNDERSTAND the instructions on pages 2 and 3 of this form. I ALSO UNDERSTAND that:

- This form cancels any prior beneficiary or payment instructions.
- The proceeds will be paid to beneficiaries as stated in #8 on page 3 of this form, unless otherwise stated above.
- If I have legal questions about this form, I may consult with a military attorney at no expense to me.
- I cannot have combined SGLI and VGLI coverages at the same time for more than \$250,000.

SIGN HERE IN INK


(Your signature. Do not print.)

Date: 15 Apr 04

WITNESSED AND RECEIVED BY: 		Do not write in space below. For official use only.	
RANK, TITLE OR GRADE E4	ORGANIZATION 446 MSS/DPMSCC	DATE RECEIVED 15 Apr 04	

SGLV 8286, September 2003

Original Copy - Member's Official Personnel File
Photocopy 1 - To Member
Photocopy 2 - To Active or Reserve Component of Uniformed Services

p. 2

Unusual Beneficiary Statement Needed? Yes/No Squadron 446 AES

Use the instructions before completing this form.

Service members' Group Life Insurance Election and Certificate

Use this form to: (check all that apply)

- ☒ Name, change or update your beneficiary
- ☐ Reduce the amount of your insurance coverage
- ☐ Decline insurance coverage

Important: This form is for use by Active Duty and Reserve members. This form does not apply to and cannot be used for any other Government Life Insurance.

Last name Witt	First name Margaret	Middle name Helen	Rank, title, or grade Major	Social Security Number [REDACTED]
Branch of Service (Do not abbreviate) UNITED STATES AIR FORCE RESERVE			Current Duty Location MCCHORD AFB WA 98438-1326	

Amount of Insurance

By law, you are automatically insured for \$200,000. If you want \$200,000 of insurance, skip to Beneficiary(ies) and Payment Options. If you want less than \$200,000 of insurance, please check the appropriate block below and write the amount desired and your initials. Coverage is available in increments of \$10,000. If you do not want any insurance, check the appropriate block below and write (in your own handwriting), "I do not want insurance at this time."

☒ I want coverage in the amount of \$100,000 Your initials mw

(Write "I do not want insurance at this time.")
Note: Reduced or refused insurance can be restored only by written request with proof of good health and compliance with other requirements.

Beneficiary(ies) and Payment Options

I designate the following beneficiary(ies) to receive payment of my insurance proceeds. I understand that the principal beneficiary(ies) will receive payment upon my death. If all principal beneficiaries predecease me, the insurance will be paid to the contingent beneficiary(ies).

Complete Name (first, middle, last) and Address of each beneficiary	Social Security Number (if known)	Relationship to you	Share to each beneficiary (Use %, \$ amounts or fractions)	Payment Option (Lump sum or 36 equal monthly payments)
Principal				
1. Tiffany Lynn Jensen 6022 W. 19th Ave Spokane WA 99203		Friend	100%	
2.				
Contingent				
1.				
2.				
3.				
4.				

I HAVE READ AND UNDERSTAND the instructions on the front and back of this form. I ALSO UNDERSTAND that:

- This form cancels any prior beneficiary or payment instructions.
- The proceeds will be paid to beneficiaries as stated in #6 on the back of this form, unless otherwise stated above.
- If I have legal questions about this form, I may consult with a military attorney at no expense to me.
- I cannot have combined SGLI and VGLI coverages at the same time for more than \$200,000.

SIGN HERE IN INK

(Your signature. Do not print.)

Date: **20 JAN 2001**

WITNESSED AND RECEIVED BY:

Do not write in space below. For official use only.

[Signature]	RANK, TITLE, OR GRADE GS-05	ORGANIZATION 446 MSS/DPMSCC	DATE RECEIVED 20 Jan 2001
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SGLV 8286, March 2000

SUPERSEDES AND REPLACES FORM SGLV 8286, APRIL 1995 WHICH WILL NOT BE USED.

Original Copy - Member's Official Personnel File,
Photocopy 1 - To Member
Photocopy 2 - To Active or Reserve Component of the Uniformed Service
446 MSS/DPMSCC OVERPRINT



THRIFT SAVINGS PLAN ELECTION FORM

T01, 294
T02 > 295

TSP-U-1

Use this form to start your contributions to the Thrift Savings Plan (TSP), to change the amount of your contributions, or to stop your contributions.

Before completing this form, please read the *Summary of the Thrift Savings Plan for the Uniformed Services* and the instructions on the back of this form. Return the completed form to the office of your service that is responsible for enrolling members in the TSP (see instructions). Your service will return a copy to you after completing Section V.

Note: To allocate your contributions among the five investment funds, see the instructions in the General Information section on the back of this form.

I. INFORMATION ABOUT YOU

1. WITT Name (Last) MARGARET (First) H (Middle)
2. 1022 W. 19th Ave Mailing Address (may be APO or FPO) Spokane WA City State 99203 Zip Code
3. [Redacted] Social Security Number
4. (509) 456 7353 Telephone (Area Code and Number)
5. 11964 Date of Birth (mm/dd/yyyy)
6. SGT 446 AES USAR Office Identification (Service and Organization)

II. START OR CHANGE YOUR CONTRIBUTIONS (Use whole percent- ages only.)

To start or change the amount of your contributions, enter in Item 7 the percentage of your basic pay per pay period that you want to contribute.

7. 8 .0% Basic Pay
If you contribute from basic pay, you may also contribute from incentive pay, special pay (except bonus pay), or bonus pay. If you elect to contribute from any of these types of pay, your election will take effect whenever you become entitled to this pay.
8. 100 .0% Incentive Pay
9. _____ .0% Special Pay (except bonus pay)
10. _____ .0% Bonus Pay

III. STOP YOUR CONTRIBUTIONS

To stop your contributions to the TSP, check Item 11 and complete Section IV. If you want to stop only your contributions from incentive pay, special pay (except bonus pay), or bonus pay, check Items 12, 13, or 14, as appropriate, and complete Section IV. Your contributions will stop no later than the first full pay period after your service receives this form.

11. ☐ Stop my contributions from basic pay. I understand that this will cause my contributions from all other types of pay to stop also.
12. ☐ Stop my contributions from incentive pay.
13. ☐ Stop my contributions from special pay (except bonus pay).
14. ☐ Stop my contributions from bonus pay.

IV. SIGNATURE

15. [Signature] Service Member's Signature
16. 10/19/2002 Date Signed (mm/dd/yyyy)

V. FOR SERVICE USE ONLY

17. _____ Payroll Office Number
18. 1/1/ Effective Date (mm/dd/yyyy)
19. 1/1/ Date member will become eligible to resume contributions (mm/dd/yyyy) (if member completed Section III).
20. [Signature] Signature of Service Official
21. 10/19/2002 Receipt Date (mm/dd/yyyy)

PRIVACY ACT NOTICE. We are authorized to request this information under 5 U.S.C. Chapter 84. Executive Order 9397 authorizes us to ask for your Social Security number, which will be used to identify your account. We will use the information you provide to process your TSP election. This information may be shared with other Federal agencies for statistical, auditing, or archiving purposes. In addition, we may share the information with law enforcement agencies investigating a violation of civil or criminal law.

or agencies implementing a statute, rule, or order. It may be shared with congressional offices, private sector audit firms, spouses, former spouses, and beneficiaries. We may also disclose relevant portions of the information to appropriate parties engaged in litigation. You are not required by law to provide this information, but if you do not provide it, we will not be able to process your request.

ORIGINAL TO PERSONNEL FOLDER
Provide a copy to the member and to the Payroll/Finance Office.

Form TSP-U-1 (10/2001)



THRIFT SAVINGS PLAN

ELECTION FORM T01, T02, T03, T04, T05

344

TSP-U-

Use this form to start your contributions to the Thrift Savings Plan (TSP), to change the amount of your contributions, or to stop your contributions.

Before completing this form, please read the *Summary of the Thrift Savings Plan for the Uniformed Services* and the instructions on the back of this form. Return the completed form to the office of your service that is responsible for enrolling members in the TSP (see instructions). Your service will return a copy to you after completing Section V.

Note: To allocate your contributions among the five investment funds, see the instructions in the General Information section on the back of this form.

I. INFORMATION ABOUT YOU

1. Witt
Name (Last)

2. 1022 W. 19th Ave
Mailing Address (may be APO or FPO)

Margaret A
(First)

Spokane
City

WA
State

99203
Zip Code

3. [Redacted]

4. (509) 456 7353
Telephone (Area Code and Number)

5. 11964
(mm)

6. 446 AES USAF
Office Identification (Service and Organization)

II. START OR CHANGE YOUR CONTRIBUTIONS

(Use whole percentages only.)

To start or change the amount of your contributions, enter in Item 7 the percentage of your basic pay per pay period that you want to contribute.

7. 7 .0% Basic Pay

If you contribute from basic pay, you may also contribute from incentive pay, special pay (except bonus pay), or bonus pay. If you elect to contribute from any of these types of pay, your election will take effect whenever you become entitled to this pay.

8. 100 .0% Incentive Pay

9. 0 .0% Special Pay (except bonus pay)

10. 0 .0% Bonus Pay

III. STOP YOUR CONTRIBUTIONS

To stop your contributions to the TSP, check Item 11 and complete Section IV. If you want to stop only your contributions from incentive pay, special pay (except bonus pay), or bonus pay, check Items 12, 13, or 14, as appropriate, and complete Section IV. Your contributions will stop no later than the first full pay period after your service receives this form.

11. ☐ Stop my contributions from basic pay. I understand that this will cause my contributions from all other types of pay to stop also.

12. ☐ Stop my contributions from incentive pay.

13. ☐ Stop my contributions from special pay (except bonus pay).

14. ☐ Stop my contributions from bonus pay.

IV. SIGNATURE

15. [Signature]
Service Member's Signature

16. 11/18/2001
Date Signed (mm/dd/yyyy)

V. FOR SERVICE USE ONLY

17. 01101
Payroll Office Number

18. 01/01/2002
Effective Date (mm/dd/yyyy)

19. 1
Date member will become eligible to resume contributions (mm/dd/yyyy) (if member completed Section III).

20. [Signature]
Signature of Service Official

21. 11/18/2001
Receipt Date (mm/dd/yyyy)

PRIVACY ACT NOTICE. We are authorized to request this information under 5 U.S.C. Chapter 84. Executive Order 9397 authorizes us to ask for your Social Security number, which will be used to identify your account. We will use the information you provide to process your TSP election. This information may be shared with other Federal agencies for statistical, auditing, or archiving purposes. In addition, we may share the information with law enforcement agencies investigating a violation of civil or criminal law,

or agencies implementing a statute, rule, or order. It may be shared with congressional offices, private sector audit firms, spouses, former spouses, and beneficiaries. We may also disclose relevant portions of the information to appropriate parties engaged in litigation. You are not required by law to provide this information, but if you do not provide it, we will not be able to process your request.

ORIGINAL TO PERSONNEL FOLDER
Provide a copy to the member and to the Payroll/Finance Office.

Form TSP-U-1 (10/2001)

AF000572

DEPARTMENT OF THE AIR FORCE
446TH Mission Support Squadron (AFRC)
McChord AFB WA 98438-1326

6 JAN 06

MEMORANDUM FOR MAJ WITT, MARGARET H, 446 AES

FROM: DPMSCC (TS6 MURPHY, 2-9094)

SUBJECT: Unit Personnel Record Group (UPRG) Discrepancy

1. A recent review of your UPRG has revealed the following discrepancy(ies) as indicated below:

----- DD Form 93/Record of Emergency Data Card
Please go to the Virtual MPF and update your Emergency Data Card @ www.afpc.randolph.af.mil. If this action includes adding a family member, removing a family member, changing your address or your family members address, you must report to the MPF, customer Service to update DEERS and fill out a change of address form so MILPDS, DEERS, and pay records can be updated.

----- Spouse's SSN: _____ Branch of Service: _____
Base Unit _____ Rank/Grade: _____

----- SGLV-8286/Servicemember's Group Life Insurance (SGLI)

----- SGLV-8286A/Family Coverage Election

----- DD Form 1172/DEERS Enrollment
Social Security Number(s) is/are missing for the following family member(s).

Customer service must view the original Social Security Card or a copy of your tax return if it was prepared by someone other than yourself.

☒ Order/Certificate/Citation for: ☒ Air Mdl, _____ Meritorious Svs Mdl,
_____ Commendation Mdl _____ Achievement Mdl, _____ Aerial Achievement Mdl

----- Other _____

REMARKS 14 MAY 2003 CERTIFICATE RECEIVED

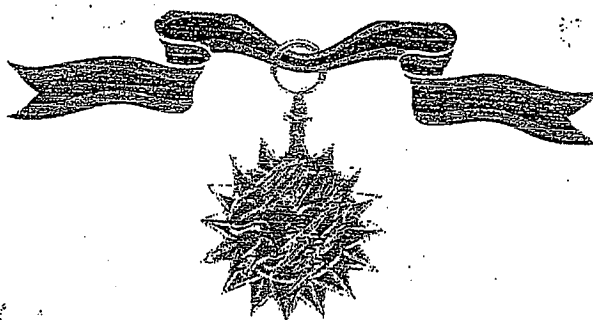
MS6 WIRTH DROPPED OFF CERTIFICATE TO DPMSCC ON 6 JAN 06

MPF REQUIRES ORDER TO UPDATE MILPDS

2. It is necessary for you to report to Customer Service, Bldg 1205, Room 116 no later than your next UTA. Please **BRING THIS LETTER WITH YOU!!!**

Linda M. Moore
LINDA M. MOORE, TSgt, USAFR
Chief, Customer Service

DPMSCC FL-4



THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:

THIS IS TO CERTIFY THAT

THE PRESIDENT OF THE UNITED STATES OF AMERICA

AUTHORIZED BY EXECUTIVE ORDER, MAY 11, 1942

HAS AWARDED

THE AIR MEDAL

TO

MAJOR MARGARET H. WITT

FOR

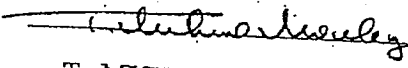
MERITORIOUS ACHIEVEMENT

WHILE PARTICIPATING IN AERIAL FLIGHT

Major Margaret H. Witt distinguished herself by meritorious achievement while participating in sustained aerial flight as Medical Crew Director, 320th Expeditionary Aeromedical Evacuation Squadron, 320th Expeditionary Operations Group, 320th Air Expeditionary Wing, from 12 January 2003 to 17 February 2003. During this period, Major Witt provided aeromedical evacuation services for multi-national coalition forces engaged in the global war on terrorism. Her airmanship and courage directly contributed to the successful accomplishment of important missions under extremely hazardous conditions and demonstrated her outstanding proficiency and steadfast devotion to duty. Major Witt's professional skill and dedication contributed immensely to the wing's operational aeromedical evacuation and airlift capability in support of Operations ENDURING FREEDOM and SOUTHERN WATCH. Her commitment to mission readiness and unrivaled clinical skills ensured the delivery of outstanding medical care to 150 patients during 18 sorties on C-130, KC-135 and C-17 aircraft while operating in a an austere, hostile environment. The professional ability and outstanding aerial accomplishments of Major Witt reflect great credit upon herself and the United States Air Force.

GIVEN UNDER MY HAND

14 MAY 2003


T. MICHAEL MOSELEY
Lieutenant General, USAF
Commander, USCENTAF

ORM 2232, 20020401



FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)				
I. RATEE IDENTIFICATION DATA (Read AFI 36-2405 carefully before filling in any item)				
1. NAME (Last, First, Middle Initial)		2. SSN	3. GRADE	4. DAFSC
Witt, Margaret H.			MAJ (Non-EAD)	X46F3
5. PERIOD OF REPORT		6. NO. DAYS SUPERVISION		7. REASON FOR REPORT
From: 13 Apr 2003 Thru: 12 Apr 2004		366		Annual
8. ORGANIZATION, COMMAND, LOCATION				9. PAS CODE
446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCHORD AFB				T21LFLW0
II. UNIT MISSION DESCRIPTION				
Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.				
III. JOB DESCRIPTION				
1. DUTY TITLE:				
FLIGHT NURSE EXAMINER				
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:				
Responsible for evaluating assigned flight nurses in performance of their crew duties. Serves as instructor to unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation. Coordinates activities of the medical crew to accomplish patient care in flight, as well as the safety of the patients and medical crew. Coordinates medical crew activities with the aircrew. SIGNIFICANT ADDITIONAL DUTY: Officer in Charge (OIC) of Ground Training. Provides guidance and direct assistance to squadron members on the transition to the C-17 aircraft, as well as certification on six other opportune aircraft				
IV. IMPACT ON MISSION ACCOMPLISHMENT				
<ul style="list-style-type: none"> - Outstanding Mission Manager-Coordination with Aircraft Commander, Medical Crew of 10 and 50 Duty PAX for seamless transitions during training mission with three RONs, three hotel changes and two aircraft changes - Performed five months of additional active duty to support squadron during increased operational tempo - Exhibits excellent knowledge of all aspects of worldwide aeromedical evacuation operations and policies <ul style="list-style-type: none"> -- Volunteered as OIC of flight scheduling for training and operational missions to assure readiness -- Responsible for launch and recovery for all unit training and operational missions during 5-month period -- Maintained continuity in mission readiness and worldwide patient movement by assuring unit annual tour positions and responsibilities were filled in a timely manner in a time of significantly less available flyers - Requaled rapidly following surgery and rehab from injury while deployed to Southwest Asia 				
V. PERFORMANCE FACTORS				
		DOES NOT MEET STANDARDS	MEETS STANDARDS	
1. Job Knowledge				
Has knowledge required to perform duties effectively.			<input checked="" type="checkbox"/>	
Strives to improve knowledge.			<input checked="" type="checkbox"/>	
Applies knowledge to handle nonroutine situations.			<input checked="" type="checkbox"/>	
2. Leadership Skills				
Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork.			<input checked="" type="checkbox"/>	
Displays initiative. Self-confident. Has respect and confidence of subordinates.			<input checked="" type="checkbox"/>	
Fair and consistent in evaluation of subordinates.			<input checked="" type="checkbox"/>	
3. Professional Qualities				
Exhibits loyalty, discipline, dedication, integrity, honesty, and officership.			<input checked="" type="checkbox"/>	
Adheres to Air Force standards. Accepts personal responsibility.			<input checked="" type="checkbox"/>	
Is fair and objective.			<input checked="" type="checkbox"/>	
4. Organizational Skills				
Plans, coordinates, schedules, and uses resources effectively.			<input checked="" type="checkbox"/>	
Schedules work for self and others equitably and effectively.			<input checked="" type="checkbox"/>	
Anticipates and solves problems. Meets suspenses.			<input checked="" type="checkbox"/>	
5. Judgment and Decisions				
Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.			<input checked="" type="checkbox"/>	
6. Communication Skills				
Listens, speaks, and writes effectively.			<input checked="" type="checkbox"/>	

AF FORM 707A, 20000601 (IMT-V2)

PREVIOUS EDITION IS OBSOLETE.

FOR OFFICIAL USE ONLY (When filled in)

VI. RATER OVERALL ASSESSMENT

RATEE NAME: Witt, Margaret E.

- As OIC of Ground Training, demonstrated excellent organizational and management skills by coordinating training and availability of airframes for certification of all squadron flyers on six different opportune aircraft
- Instrumental in communicating and coordinating with multiple other aeromedical units for cross-certification opportunities increasing overall worldwide capabilities and mission readiness of each squadron member
- Excellent mentor--created multiple unique training scenarios for students in initial upgrade training and requalification--often sought out by peers for advice on career advancement and educational opportunities.
- Created oversheets for certifications and training to streamline process and assure continuity of documentation
- Takes on new responsibilities--stepped up to create schedule and bid for quarterly mission buys to assure quality training opportunities would be provided for returning deployed, and remaining, squadron members

Last performance feedback was accomplished on: 12 Oct 2003

(Consistent with the direction in AFI 36-2406. If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

KENNETH H. WINSLOW, Major, USAFR
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Flight Nurse Examiner-Ch, Aircrew Trng

DATE

15 MAY 2004

SSN

SIGNATURE

VII. ADDITIONAL RATER OVERALL ASSESSMENT

☒ CONCUR☐ NONCONCUR

- Outstanding squadron and Air Force representative--hand picked to coordinate humanitarian mission and patient transport with multiple civilian, military, government and DOD agencies assuring continuity of care
- Recognized leader--submitted by peers and selected by superiors as Officer of the Quarter Spring of 2003
- Voluntarily assumed overall responsibility for multiple sections within the squadron during unit mobilization assuring continuity and standards were maintained for new students, continuation training, and evaluations

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

THOMAS M. HANSEN, Major, USAFR, NC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Flight Nurse Examiner-Flt Cmdr, Training

DATE

15 MAY 2004

SSN

SIGNATURE

VIII. REVIEWER

☒ CONCUR☐ NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

ERIC W. CRABTREE, Colonel, USAFR
446th Airlift Wing (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Commander

DATE

MAY 18 2004

SSN

SIGNATURE

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in PME; advanced education, previous or anticipated promotion recommendations on AF Form 709, OER indorsement levels, family activities; marital status, race, sex, ethnic origin, age, or religion. All evaluators enter only last four numbers of SSN.

Rater: Focus your evaluation in Section IV on what the officer did, how well he or she did it and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section VI may include recommendations for assignment.

Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.

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IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR
(Indicate review by marking the appropriate box(es) if applicable.)ACQUISITION
EXAMINERFUNCTIONAL
EXAMINER

AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

SIGNATURE

DATE

FIELD OFFICER PERFORMANCE REPORT MAJ COL

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) WITT, MARGARET H.		2. SSN [REDACTED]	3. GRADE MAJ (Non-EAD)
5. PERIOD OF REPORT From: 13 Apr 2002 Thru: 12 Apr 2003		6. NO. DAYS SUPERVISION 365	4. DAFSC X46F3
8. ORGANIZATION, COMMAND, LOCATION 446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCORD AFB WA			7. REASON FOR REPORT Annual
II. UNIT MISSION DESCRIPTION Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.			9. PAS CODE T21LFLW0
III. JOB DESCRIPTION			
1. DUTY TITLE: FLIGHT NURSE EXAMINER			
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for evaluating assigned flight nurses in performance of their crew duties. Serves as instructor to unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation. Coordinates activities of the medical crew to accomplish patient care in flight, as well as the safety of the patients and medical crew. Coordinates medical crew activities with the aircrew. SIGNIFICANT ADDITIONAL DUTY: Officer in charge (OIC) of Ground Training. Provides guidance and direct assistance to squadron members on the transition to the C-17 aircraft, as well as certification on four other opportune aircraft used for aeromedical evacuation (AE).			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
- Volunteered for duty in support of operations SOUTHERN WATCH and ENDURING FREEDOM - Voluntarily filled additional Air Expeditionary Force rotations on short notice assuring AE readiness - Responsible for care on seven missions utilizing three different aircraft in an austere environment - Safely and expeditiously transported over 75 patients and 150 passengers--provided life saving care to several critical cardiac patients, an urgent head trauma patient, and a severe hand trauma patient - Excellent crew communication and coordination during transfer of 27 injured soldiers, including one urgent and four priority patients, and medical equipment to C-17 from C-130 aircraft with minimal ground times; resulting in safe, rapid transport for life saving treatment and definitive medical care - Unprecedented AE knowledge base--sought out by peers and numerous Critical Care Team members			
V. PERFORMANCE FACTORS			
		DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets suspenses.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.		<input type="checkbox"/>	<input checked="" type="checkbox"/>

AF FORM 707A, 20000601 (EF-V3)

PREVIOUS EDITION IS OBSOLETE.

FOR OFFICIAL USE ONLY (When filled in)

VI. RATER OVERALL ASSESSMENT

- RATEE NAME: WITT, MARGARET H.
- As OIC of Ground Training ensured rapid qualification of 100 percent of personnel on C-17 aircraft
 - Volunteered to certify aeromedical evacuation crew members (AECMs) from numerous other squadrons on C-17, C-130 and C-141 aircraft, expanding mission capabilities for worldwide aeromedical evacuation
 - Sets the example by seeking out and maintaining certification on three potential opportune aircraft for AE
 - Demonstrates exceptional nursing, crew and mission management skills in all environments
 - Provided life saving medical aid for acutely-ill DOD civilian who collapsed on board World Airways
 - Utilized excellent mission management skills to coordinate with civilian pilot and crew members for diversion of aircraft back to Bahrain for immediate off-load and transport of patient for life saving care
 - Provided emergency medical treatment for airman during a structure fire potentially saving eyesight

Last performance feedback was accomplished on: 23 May 2002 (Consistent with the direction in AFI 36-2406.)
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

KENNETH H. WINSLOW, Major, USAFR
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Flight Nurse Examiner-Ch, Aircrew/Tmg

DATE

12 May 2003

SSN

SIGNATURE

VII. ADDITIONAL RATER OVERALL ASSESSMENT

☒ CONCUR

☐ NONCONCUR

- Seeks opportunities to interact with local agencies to promote community relationships and understanding
- Volunteer speaker for over 100 elementary school students and parents from kindergarten to fifth grade
- Prepared a presentation for over 175 members of the 320 EAES on body mechanics and lifting techniques to assure safety of all AECMs performing at a high tempo of operations in an austere environment
- Recognized as key participant in overall excellent rating for Aircrew Standardization and Evaluation Visit

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

THOMAS M. HANSEN, Major, USAFR, NC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Flight Nurse Examiner-Flight Commander Training

DATE

18 Jun 2003

SSN

SIGNATURE

VIII. REVIEWER

☒ CONCUR

☐ NONCONCUR

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

DATE

JUL 27 2003

SSN

SIGNATURE

Instructions

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IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box(es).)

ACQUISITION EXAMINER

(If applicable)

AIR FORCE ADVISOR

(If applicable)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

SIGNATURE

DATE

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial)
WITT, MARGARET H.

2. SSN
[REDACTED]

3. GRADE
MAJ (Non-EAD)

4. DAFSC
X46F3

5. PERIOD OF REPORT

From: 13 Apr 2001 Thru: 12 Apr 2002

6. NO. DAYS SUPERVISION
232

7. REASON FOR REPORT
Annual

8. ORGANIZATION, COMMAND, LOCATION

446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCHORD AFB WA

9. PAS CODE
T21LFLW0

II. UNIT MISSION DESCRIPTION

Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.

III. JOB DESCRIPTION

1. DUTY TITLE:

FLIGHT NURSE EXAMINER

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for evaluating assigned flight nurses in performance of their crew duties. Serves as instructor to unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation (AE). Coordinates activities of the medical crew to accomplish patient care in flight as well as oversee the safety of the patients and medical crew. Coordinates medical crew activities with the aircrew. SIGNIFICANT ADDITIONAL DUTY: OIC of Ground Training. Provides guidance and direct assistance to squadron members on the transition to the C-17 aircraft weapons system.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Medical Crew Director for operational mission of 15 patients from Rhein Main Germany to Andrews AFB
- Provided mission coordination and support between ASF and AES support personnel and flight crew; ensured safe and efficient patient on-load and transport from alternate airfield under austere conditions
- Safely and expeditiously transported over 145 simulated casualties during Operation Seahawk 2001
- Provided essential crew coordination and guidance for rapid, seamless combat loading of C-17 aircraft to full capacity of 60 simulated combat casualties using minimal ground time
- Extensive knowledge and experience made her the number one candidate to be OIC of Ground Training
- Coordinated and implemented rapid upgrade training with new requirements to transition to the C-17 aircraft--over 50 percent of squadron flyers certified within first month of C-17 as the primary aircraft

V. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

AF FORM 707A, 20000601 (EF-V3)

PREVIOUS EDITION IS OBSOLETE.

FOR OFFICIAL USE ONLY (When filled in)

VI. RATER OVERALL ASSESSMENT

RATEE NAME: WITT, MARGARET H.

- Strives to help AE improve quality of care by participating in cutting edge training opportunities
- Coordinated and supervised training and certification for eight C-130 aircrew members from a sister AE unit on C-17 aircraft during Seahawk 2001--expanded overall mission capabilities and readiness
- As Flight Nurse Instructor/Examiner, trained, certified, and qualified over 35 aircrew members from other active duty AF, AF Reserve, and ANG units on C-141 and C-17 aircraft
- Pursued opportunity for hands-on training aboard the Civil Reserve Air Fleet aircraft with new aeromedical evacuation equipment and expanded setup and configuration being tested
- Oriented a class of 20 Critical Care Air Transport Team students to C-17 aircraft--improved crew resource management (CRM) of patient care capabilities with AE crew and likelihood of overall mission success

Last performance feedback was accomplished on: 20 Sep 2001 (Consistent with the direction in AFI 36-2406.)
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

KENNETH H. WINSLOW, Major, USAFR, NC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

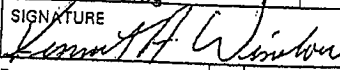
Flight Nurse Examiner-Ch. Aircrew Trng

DATE

6 May 2002

SSN

SIGNATURE



VII. ADDITIONAL RATER OVERALL ASSESSMENT

☒ CONCUR

NONCONCUR

- Assisted Brooks AFB research team to test a new aeromedical patient pallet system designed to increase C-17 patient load capacity to expand opportunities for more safe and efficient global patient movement
- Lauded by peers and subordinates as a team leader with extensive aeromedical and systems knowledge
- Excellent risk manager; using CRM, recognized potential patient care and equipment issues prior to on-load during exercise mission--optimized patient care capabilities and avoided time consuming changes

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

THOMAS M. HANSEN, Major, USAFR, NC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

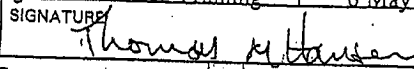
Flight Nurse Examiner-Flight Commander Training

DATE

6 May 2002

SSN

SIGNATURE



VIII. REVIEWER

☒ CONCUR

NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

THOMAS M. GISLER, JR., Colonel, USAFR
446th Airlift Wing (AMC)
McChord Air Force Base, Washington

DUTY TITLE

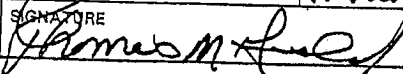
Commander

DATE

11 Jun 2002

SSN

SIGNATURE



Instructions

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IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box(es).)

ACQUISITION EXAMINER
(If applicable)AIR FORCE ADVISOR
(If applicable)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

SIGNATURE

DATE

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial)

Witt, Margaret H.

2. SSN

3. GRADE

MAJ (Non-EAD)

4. DAFSC

X46F3

5. PERIOD OF REPORT

From: 13 Apr 2000

Thru: 12 Apr 2001

6. NO. DAYS SUPERVISION

365

7. REASON FOR REPORT

Annual

8. ORGANIZATION, COMMAND, LOCATION

446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCHORD AFB WA

9. PAS CODE

T21LFLW0

II. UNIT MISSION DESCRIPTION

Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.

III. JOB DESCRIPTION

1. DUTY TITLE:

FLIGHT NURSE EXAMINER

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for evaluating assigned flight nurses in the performance of their crew duties. Serves as instructor to unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation (AE). Coordinates activities of the medical crew to accomplish patient care in flight as well as the safety of the patients and medical crew. SIGNIFICANT ADDITIONAL DUTY: OIC, Weight Management/Physical Fitness Section.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Demonstrates extensive knowledge of aeromedical evacuation, mission management, and patient care
- Safely and expeditiously transported over 70 routine, urgent, and priority patients and their attendants
- Augmented active duty crew providing timely and efficient transport of 30 routine and 2 urgent patients
- Recognized need for and initiated action plan to divert C-9 aircraft to pick up critically ill "urgent" patient
- Plan allowed for aircraft-to-aircraft transfer of patient ensuring expedient return for needed treatment
- Ensured rapid transfer of patient to meet crew duty day constraint while eliminating treatment delays
- Expanded and improved unit mission capabilities by voluntarily training and qualifying on C-130 aircraft
- Utilized flight instructor training and leadership to direct and lead two 5-member annual tour flight crews
- Volunteered as MCD and Flight Nurse (FN) on all 3 tactical contingency missions during Steadfast VII

V. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
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3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

AF FORM 707A, 20000601 (EF-V2)

PREVIOUS EDITION IS OBSOLETE.

FOR OFFICIAL USE ONLY (When filled in)

VI. RATER OVERALL ASSESSMENT

RATEE NAME: ...itt, Margaret H.

- Continuously expanding personal and squadron member knowledge, increasing unit and force readiness
- Provided expeditious upgrade training and qualification for thirty squadron members on secondary aircraft
- Key instructor in certification and training of members of 4 aeromedical squadrons on new C-17 aircraft
- Supported FN with critical guidance for mission management and preparation for transport of critically ill newborn, allowing for seamless transition from hospital to aircraft to destination facility for required care
- Instrumental in providing numerous key scenarios for use in both training environments and checkrides
- Ensured realistic training for aircraft and patient emergencies as Mission Crew Coordinator for 10 flights
- Develops goal-oriented objectives and provides positive guidance for section member succession planning
- Maintains professional nursing certifications to include ACLS, BCLS Instructor, ABLS and ENPC

Last performance feedback was accomplished on: 18 Nov 2000 (Consistent with the direction in AFI 36-2406.)
(If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

DEAN M. WAGNER, Lt Col, USAFR, MSC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Health Svcs Admin--Flight Commander Op

DATE

19 Apr 2001

SSN

SIGNATURE

Dean M Wagner

VII. ADDITIONAL RATER OVERALL ASSESSMENT

☒ CONCUR☐ NONCONCUR

- OIC, Weight Management/Physical Fitness Section, ensuring readiness for all unit members
- Used TQM methods to improve statistical measurements and meet squadron weight management goals
- Implemented revisions to weight management measurement process as directed by updated requirements
- Lauded for providing outstanding leadership and organizational skills during ASEV flight evaluation
- Key participant in three multi-command, contingency exercises expanding squadron and force readiness

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

LINDA L. CARNEAL, Colonel, USAFR, NC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Commander

DATE

19 Apr 2001

SSN

SIGNATURE

Linda L Carneal

VIII. REVIEWER

☒ CONCUR☐ NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

THOMAS M. GISLER, JR., Colonel, USAFR
446th Airlift Wing (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Commander

DATE

5 May 2001

SSN

SIGNATURE

Thomas M Gisl

Instructions

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IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box(es).)

ACQUISITION EXAMINER

(If applicable)

AIR FORCE ADVISOR

(If applicable)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

SIGNATURE

DATE

FIELD GRADE OFFICER PERFORMANCE REPORT

I. RATEE IDENTIFICATION DATA (Read AFI 36-2402 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) WITT, MARGARET H.	2. SSN [REDACTED]	3. GRADE MAJ (NON-EAD)	4. DAFSC X46F3
5. PERIOD OF REPORT From: 13 Apr 1999 Thru: 12 Apr 2000		6. NO. DAYS SUPERVISION 366	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCHORD AFB WA			9. PAS CODE T21LFLW0

II. UNIT MISSION DESCRIPTION

Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.

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IV. IMPACT ON MISSION ACCOMPLISHMENT

- My most effective, productive flight nurse examiner--respected and admired for leadership skills
- Squadron's "come to" person; the one we all seek out when there are system or procedure questions
- Flew three missions during STEADFAST VI; provided model transport of casualties
 - Demonstrated superior crew communication and coordination while interfacing with two air evacuation squadrons and the Army Medivac System--ensured safe, expeditious patient transfers
 - Obtained certification on C-130 aircraft, improving overall readiness and mobility capabilities of unit
- Superior skills and knowledge reflected in fact she was handpicked to be in first group qualified on C-17
 - Instructed and evaluated over 10 new crew members in aeromedical evacuation procedures in C-17
 - Led effort to ensure safe, rapid, and efficient transition of unit members from C-141 to C-17

V. PERFORMANCE FACTORS

**DOES NOT
MEET STANDARDS**

**MEETS
STANDARDS**

1. Job Knowledge

Has knowledge required to perform duties effectively.
Strives to improve knowledge.
Applies knowledge to handle nonroutine situations.

☐
☒

2. Leadership Skills

Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.

☐
☒

3. Professional Qualities

Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.

☐
☒

4. Organizational Skills

Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets suspenses.

☐
☒

5. Judgement and Decisions

Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.

☐
☒

6. Communication Skills

Listens, speaks, and writes effectively.

☐
☒

VI. RATER OVERALL ASSESSMENT

- Key member of unit leadership; dedicated, hardworking, and driven to success--well liked by all members
- Manifestly improved unit's readiness mission by completing Advanced Burn Life Support Course
- Exceptional trainer--during operational mission transported critically ill patient and Critical Care Air Transport Team (CCATT); provided infection control training, averting cross contamination
- Avid supporter of Air Force Reserve recruiting and retention efforts; volunteers to fly vital employer orientation missions--employers comment glowingly on her professionalism, dedication, and knowledge
- OIC of Weight Management and Physical Fitness; lauded for organization's compliance
- Comprehensive knowledge of in-flight medical care has resulted in numerous lives saved or improved
- Superior leadership and officership skills demand further challenges; she will succeed

Last performance feedback was accomplished on: 25 Oct 1999 (consistent with the direction in AFI 36-2402.)
(If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION
DEAN M. WAGNER, Maj, USAFR, MSC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Health Services Admin-Flight Commander Support

DATE

27 Apr 2000

SSN

SIGNATURE

Dean M Wagner

VII. ADDITIONAL RATER OVERALL ASSESSMENT

- Dynamic leader; excellent officership coupled with exceptional knowledge of AE mission and patient care
- Demonstrated superior crew communication and coordination as OIC, annual tour to Hickam AFB
- As Medical Crew Director for mission alerted to American Samoa for heart attack patient, due exclusively to her efforts, launched in one hour of notification, averted life-threatening complications
- Excellent flight nurse examiner, recommend assignment to leadership position in Training Flight

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION
LINDA L. CARNEAL, Colonel, USAFR, NC
446th Aeromedical Evacuation Squadron (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Commander

DATE

27 Apr 2000

SSN

SIGNATURE

Linda L Carneal

VIII. REVIEWER

☒ CONCUR

☐ NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION
ALAN M. MITCHELL, Colonel, USAFR
446th Airlift Wing (AMC)
McChord Air Force Base, Washington

DUTY TITLE

Commander

DATE

4 May 00

SSN

SIGNATURE

Alan Mitchell

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in PME, advanced education, previous or anticipated promotion recommendations on AF Form 709, OER indorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion.

Rater: Focus your evaluation in Section IV on what the officer did, how well he or she did it and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section VI may include recommendations for augmentation or assignment.

Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for augmentation or assignment.

Reviewer: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark the form "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NONCONCUR" and explain in Section VIII. Do not use "NONCONCUR" simply to provide comments on the report.

IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box(es).)

ACQUISITION EXAMINER
(If applicable)

AIR FORCE ADVISOR
(If applicable)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION

SIGNATURE

DATE

COMPANY GRADE OFFICER PERFORMANCE REPORT

I. RATEE IDENTIFICATION DATA (Read AFI 36-2402 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) WITT, MARGARET H.	2. SSN [REDACTED]	3. GRADE CPT (NON-EAD)	4. DAFSC X46F3
5. PERIOD OF REPORT From: 13 Apr 98 Thru: 12 Apr 99		6. NO. DAYS SUPERVISION 365	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 446TH AEROMEDICAL EVACUATION SQUADRON (AMC) MCCHORD AFB WA			9. PAS CODE T21LFLW0

II. UNIT MISSION DESCRIPTION

Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specific worldwide locations to perform flying strategic aeromedical evacuation missions.

III. JOB DESCRIPTION

1. DUTY TITLE:

FLIGHT NURSE EXAMINER

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for evaluating assigned flight nurses in performance of their crew duties. Serves as instructor to unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation. Coordinates activities of the medical crew to accomplish patient care in flight as well as the safety of the patients and medical crew. Coordinates medical crew activities with the aircrew.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Outstanding Flight Nurse Examiner--thorough and competent, evaluations are respected by members
- Completed over 30% of all evaluations administered in unit during last quarter of this evaluation period
- Recognized by peers as thorough and fair; an examiner with unique ability to put examinee at ease in very stressful environment while providing scenarios that truly test examinee's abilities
- Superior flight nurse--outstanding teamwork skills and clinical expertise valued and relied on by crew
- Provided essential support, guidance, and crew coordination for Critical Care Aeromedical Transport (CCAT) team during mission; resulted in safe and efficient transportation of critically ill patient
- Reputation as an expert flight nurse, resulted in being asked by crew to provide specialized training for medical and flight crew when transporting patient with unique infectious condition

V. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgement and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT

- Excellent officer with outstanding nursing, managerial, leadership, and officership skills
- Thinks on feet and is action oriented, takes care of problems and issues when others are still pondering
- Vital part of squadron management, leading subordinates and peers by accentuating positive behavior
- Key participant in multiservice, combat field exercise STEADFAST IV with US Army
 - Flight Clinical Coordinator (FCC) for patient coordination with Mobile Aeromedical Staging Facility
 - Interfaced with and trained Army helicopter crews for engine running on-load of patients to C-141B
 - Managed speedy transition of 103 litter patients from the helicopters to the C-141B, safely
- Provided essential support for Air Mobility Rodeo 98, coordinated and directed training of support staff for C-9 configuration and set up competition, essential for smooth operation of competition

Last performance feedback was accomplished on: 20 Feb 99 (consistent with the direction in AFI 36-2402.)
(If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DEAN M. WAGNER, Major, USAFR, MSC 446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, Washington	DUTY TITLE Health Svcs Admin-Flight Commander Support	DATE 6 May 99
SSN [REDACTED]	SIGNATURE <i>Dean M Wagner</i>	

VII. ADDITIONAL RATER OVERALL ASSESSMENT

- ☒ CONCUR ☐ NONCONCUR
- This experienced officer is an outstanding asset to squadron; hard working and dedicated to mission
 - Worked with Assistant OIC, Weight Management Section, developed process to monitor fitness walks
 - Process provided timely, graphical reports on status of fitness walks, improving management of process
 - Excellent nurse, views each new assignment as an opportunity for growth and learning enrichment
 - Active in the community; this officer volunteers for American Cancer Society and Red Cross

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LINDA L. CARNEAL, Colonel, USAFR, NC 446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, Washington	DUTY TITLE Commander	DATE 6 May 99
SSN [REDACTED]	SIGNATURE <i>Linda L Carneal</i>	

VIII. REVIEWER ☒ CONCUR ☐ NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ALAN M. MITCHELL, Colonel, USAFR 446th Airlift Wing (AMC) McChord Air Force Base, Washington	DUTY TITLE Commander	DATE 2 Jun 99
SSN [REDACTED]	SIGNATURE <i>Alan Mitchell</i>	

Instructions

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Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NONCONCUR" and explain. You may include recommendations for augmentation or assignment.

Reviewer: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark the form "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NONCONCUR" and explain in Section VIII. Do not use "NONCONCUR" simply to provide comments on the report.

IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box(es).)

ACQUISITION EXAMINER
(If applicable)

AIR FORCE ADVISOR
(If applicable)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE
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WITH ANY GRADE OFFICER PERFORMANCE R

I. RATEE IDENTIFICATION DATA (Read AF 36-2402 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) WITT, MARGARET H.		2. SSN [REDACTED]	3. GRADE CAPT/NONEAD
5. PERIOD OF REPORT From: 13 Apr 97 Thru: 12 Apr 98		6. NO. DAYS SUPERVISION 292	4. DAFSC X46F3
8. ORGANIZATION, COMMAND, LOCATION 446th Aeromedical Evacuation Squadron (AMC), McChord Air Force Base, Washington			7. REASON FOR REPORT Annual
II. UNIT MISSION DESCRIPTION Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.			9. PAS CODE T21LFLW0
III. JOB DESCRIPTION			
1. DUTY TITLE: Flight Nurse Examiner			
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for evaluating assigned flight nurses in performance of their crew duties. Serves as instructor for unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation. Coordinates activities for the medical crew to accomplish patient care in flight as well as the safety of the patients and medical crew. Coordinates medical crew activities with the aircrew.			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
<ul style="list-style-type: none"> - Completed over 15 training missions totaling 120 litter and 56 ambulatory simulated patients transported - Demonstrated exceptional knowledge of aircraft and medical emergency procedures as Medical Crew Coordinator on three training missions - Created numerous realistic patient and aircraft scenarios for training, scenarios praised by trainees - Participated in joint training with Canadian Armed Forces nursing personnel during Exercise Cold Lake - Led setup and operation of Mobile Aeromedical Staging Facility (MASF) - Interfaced with pararescue team to manage safe and speedy transport of patient from helicopter to C-141 - Demonstrated exceptional skill in coordinating civil and military agency action during Quake Ex 97 - Illustrated innovation and foresight preparing needed medical equipment to care of numerous casualties 			
V. PERFORMANCE FACTORS			
	DOES NOT MEET STANDARDS	MEETS STANDARDS	
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	