

17 May 14

MEMORANDUM FOR

FROM: Staff Sergeant Brandon Enos

SUBJECT: Sexual Assaults in the Military

1. The purpose of this Memorandum is to address the many issues I have encountered while I was a case agent working numerous sexual assault cases and my operation I named Operation Gridiron. Operation Gridiron involved approximately 25 collegiate athletes suspected of range of charges to include using and distributing controlled substances to sexual assault. I have significant concerns of reprisal on this issue because it has already happened to me on numerous occasions. I also still belong to the Air Force Office of Special Investigations (AFOSI) under the command of Lt Col Vasaga Tilo, who has a lot of power over me and my Air Force career. On 9 Dec 13, Lt Col Vasaga Tilo gave me a direct order not to speak with anyone about the Eric Thomas incident to include the media, Lt Gen Michelle Johnson, or anyone from the US Air Force Academy (USAFA).
2. I was assigned to USAFA as a special agent in AFOSI 8th Field Investigative Squadron (FIS) in mid-September 2011. I was very excited to start my career at this prestigious institution. It did not take long for me to realize that there was a huge problem with sexual assaults at this location. My first case assigned to me was a sexual assault case. During the course of this investigation, I interviewed female cadet as a witness. I will never forget what this female cadet told me, as it changed my view of USAFA forever. That female cadet told me she was a victim of sexual assault at USAFA but there was nothing AFOSI or anyone else could do about this issue. That was because the cadet who sexually assaulted her was a USAFA football player and she thought he was very well protected. This female cadet further stated there were numerous other victims, and that football players at USAFA could "get away with murder". I felt sick to my stomach that someone could think this way. I then realized why so few female cadets had reported that they had been sexually assaulted. I felt it was unacceptable for anyone to get away with such a grievous crime as sexual assault simply because of a collegiate sport they played at USAFA. I knew this task to shed light on these sexual assaults would be a very difficult task to accomplish because I was dealing with the highest profile cadets which are the USAFA football team. I told the female cadet I would do everything I could to change this culture. Most AFOSI units, to include USAFA, take a reactive approach to sexual assaults. I had to think outside of the box and try something no agent had ever tried before. I began to search for a Confidential Informant (CI) with access to the USAFA football team. I ended up finding a CI very quickly that used to play soccer but no longer could play due to an injury. This CI was a cadet named Eric Thomas who had maintained close contact with many players on the USAFA football team. Eric Thomas was how I found out what was truly going inside the football team. By utilizing a CI, I was able to obtain unfiltered information from the suspects as well as identify additional victims. This cadet alone was responsible for approximately 15 proactive AFOSI cases being initiated to include sexual assault cases. Three of my sexual assault cases went to military courts martial and all of those resulted in convictions. Once female cadets at

USAFA realized that no one, not even football players, could get away with sexual assault, AFOSI's reputation in handling these cases at USAFA skyrocketed. In fiscal year 2013, USAFA had a record 52 restricted reports of sexual assault which was more than double the 24 reports in fiscal year 2012. The Sexual Assault Response Coordinator (SARC), Teresa Beasley told me this increased faith in AFOSI and the SARC system was directly associated with the sexual assault convictions from my cases. While I am not proud that there are this many sexual assaults occurring at USAFA, I am proud to say that I gave females the faith and courage to finally report these crimes to at least the SARC. Another major factor in females finally reporting sexual assaults at USAFA was that SARC also had faith in AFOSI. When I first arrived at USAFA, SARC would advise victims not to unrestricted because they felt AFOSI did not treat victims with respect and could not effectively run sexual assault cases. SARC also would tell victims the suspect would never be prosecuted and justice would never be served. The reason there was such success in those three sexual assault convictions was because females had confidence in the entire system. The system being comprised of SARC to assist and comfort the females, AFOSI to treat victims with respect as well as effectively and thoroughly run those cases, and the legal team to effectively prosecute them. Unfortunately, SARC at USAFA has seen a dramatic drop in females reporting these crimes in fiscal year 2014. This is because AFOSI has not received a sexual assault conviction since the one I was responsible for in April 2013. After I left AFOSI in September 2013, this system completely fell apart. AFOSI no longer has a good relationship with SARC as I did, nor do they have an effective relationship with the legal staff. Furthermore, Lt Col Tilo has banned all use of cadets as confidential informants at USAFA to include counter intelligence purposes, as of approximately December 2013 following the article in the gazette. This was not an intelligent decision because CIs were the major factor in receiving those prior convictions and are vital in counter intelligence efforts. That decision was not in the best interest of victims of sexual assault at USAFA, but rather a selfish decision to keep AFOSI out of the of the media and out of the spotlight from USAFA leadership.

3. Eric Thomas was instrumental in USAFA receiving the first sexual assault conviction since 1997 in the Claxton sexual assault case, and again helped AFOSI with Cooks sexual assault case both which resulted in convictions and jail time served. I find it very sad that had Eric *not* spoke up and helped with these cases, USAFA would have never received these convictions. Furthermore, there would be three sexual assault predators still at USAFA, and even worse, would have graduated and became commissioned officers. Because Eric told the truth, and did not "lie, cheat, or steal" he was actually removed from USAFA. Most sexual assaults at USAFA occur while cadets are at an off base party and when alcohol is present. While we should not tolerate underage drinking, sexual assaults are a much more heinous crime when compared side by side. Although USAFA took a step forward in sexual assaults, there were also some major steps backwards. Cadets still do not feel safe reporting these heinous crimes to law enforcement. If we are to fix the problem with sexual assaults in the military, the Air Force must make everyone, to include witnesses and bystanders feel they can safely report these crimes to not only SARC, but also law enforcement. If the Air Force does not make airman feel they are safe reporting these crimes, we will never take control of

this highly publicized problem in the military. Most cadets, both male and female, are afraid to report sexual assault to law enforcement for fear of retribution. This is simply unacceptable if we are to change the culture in military surrounding sexual assaults. I wish this incident with Cadet Eric Thomas was an isolated incident of only one cadet receiving this kind of treatment, but it has happened over and over again. There was the situation involving a cadet named Charity Blanton who was sexually assaulted by her sponsor parent off base when she was a freshman at USAFA. She called her boyfriend, who was a senior cadet at USAFA, to come pick her up and help her out of that situation. Because her boyfriend did the right thing and picked Charity up and helped her through that traumatic experience, he was removed from USAFA due to fraternization. This created fear in the cadet wing and made Charity Blanton feel like it would have been better for everyone if she had not have told anyone about being sexually assaulted. To make matters worse, in approximately July 2012, AFOSI headquarters came down with a policy stating that if a victim of sexual assault admits to other crimes such as underage drinking, agents must stop the interview and read the victims her rights. This policy went into effect because a commander wanted to punish a victim of sexual assault for underage drinking. That commander was unable to do so because AFOSI agents did not read this victim her rights. This goes against the “lighter later” policy Brig Gen Clark instituted at USAFA in which a victim of sexual assault would not be punished for underage drinking on the first offense. The “Lighter Later” policy allowed me as a sexual assault interviewer to create a comfortable environment for females to talk about the details of their sexual assault without fear of retribution. However after the AFOSI policy of reading victims their rights, this created a hostile interview environment where females did not feel comfortable reporting sexual assaults or all of the details of the crime. There is now a culture at USAFA that if you want to graduate, you do not talk about or help someone out with sexual assaults. This is the exact opposite of what SARC is trying to promote with the bystander intervention program. If the victim or the bystander always gets in trouble and is kicked out of USAFA for reporting these crimes and doing the right thing, why would the bystander help anyone out? If the military truly has a zero tolerance policy for sexual assaults, then why do we create an environment of retribution for cadets who follow the SARC’s bystander intervention policy? USAFA leadership tends to only hone in on the negative aspects of these situations and does not look at the big picture. This has created an environment where cadets feel they cannot report sexual assaults for fear of jeopardizing their careers.

4. I witnessed a lot of corruption when it came to the USAFA football players during Operation Gridiron. Asher Clark in particular seemed to very well protected and USAFA leadership did not want to remove him. The former superintendent of USAFA even wanted to know if there was any way for Asher Clark to graduate. USAFA leadership and former alumni were more concerned that Asher Clark was the second best running back in USAFA history rather than the real issues surrounding his investigation. Had Asher Clark or the other football players been ordinary cadets that were not an athletes, the zero tolerance policy for drug use and sexual assault would have been applied immediately. AFOSI requested to interview the coaching staff of the USAFA football team as part of Operation Gridiron. I received multiple credible sources of information stating the coaching staff was fully aware of the football team’s drug use and sexual

assault allegations. These sources further stated the coaching staff held a meeting with the football players in approximately December 2012 and told them to lay low and they would take care of them while this investigation “blew over”. The former superintendent denied AFOSI’s request to interview the football coaching staff to include head coach Troy Calhoun. Instead the former superintendent stated he would conduct the interviews himself. He stated he found the coaching staff had done nothing wrong and they had no knowledge of any drug use or sexual assaults despite our multiple sources of information. I have doubt the authenticity of the interview the former superintendent conducted due the multiple sources of information previously mentioned. Unfortunately, this was not an isolated incident and there were many more instances of scenarios like this.

5. It is important that I discuss the treatment of CIs as well due the importance they bring to sexual assault reporting at USAFA. In approximately June 2012, Tyler Rube, the AFOSI branch chief at USAFA at that time, arranged for Eric Thomas to have a Hearing Officer rather than go in front of a Military Review Committee (MRC). Brigadier General Richard Clark and Colonel Stella Renner were aware of this Hearing Officer. The Hearing officer was determined to be the more appropriate venue for AFOSI to speak on Eric Thomas’ behalf, rather than a MRC. This would allow AFOSI to discuss tradecraft and share exact details on how Eric Thomas had helped AFOSI out with numerous high profile cases. There was not a hard date set for this hearing officer, but it was supposed to be held by the end of the summer of 2012. Unfortunately, Tyler Rube separated from military in July 2012 and I went on a temporary duty (TDY) to New Jersey from approximately 10 July-21 August 2012. This was about the time AFOSI 8 FIS changed squadron and region commanders. The new squadron commander, Lt Col Vasaga Tilo was not unaware of any previous arrangements with Eric Thomas. While I was TDY in New Jersey, I received a phone call from Eric Thomas asking me why his hearing officer was changed to a MRC. I told Eric Thomas I had no idea why this change occurred but would call and ask my leadership. I never received an answer on why the hearing officer was changed. I also received a call from the cadet discipline department telling me Eric Thomas requested my presence at the MRC. I was the only person he requested to be present. I called my leadership to see if this would be appropriate for me to talk on Eric Thomas’ behalf at this MRC and I was told it would be as long as I did not discuss tradecraft. I returned to USAFA in late August 2012, a few days before Eric Thomas’ MRC. The morning of Eric Thomas’ MRC, Lt Col Vasaga Tilo instructed me not to attend and that he would rather talk to Brigadier General Lengyel, the commandant of cadets in regards to Eric Thomas assisting AFOSI. I was also instructed not to have any further communication with Eric Thomas. Lt Col Tilo also told me not to call Eric Thomas or let him know I would not be present at his MRC. Even though Eric Thomas felt AFOSI had abandoned him at the MRC, he continued to obey the non-disclosure agreement with AFOSI fully knowing that he would be hammered at his MRC with no one to back him up. Had I been allowed to speak on Eric Thomas’ behalf at the MRC, I would have told the board that I would absolutely work for a leader like Eric Thomas. Eric Thomas assisted a cadet female victim of sexual assault even though he knew that he would be hammered for the situation. To do what is right for some else, even though you know it may not go well for you, that is the character trait we are missing in the Air Force today. I believe integrity has gone to the waste side at USAFA

and there is a greater commitment to fellow cadets than to the institution or the Air Force. I have interviewed a lot of cadets while I was in AFOSI. During my operation named Operation Gridiron, there were cadets that I believe lied to both their Air Officer Commanding (AOC) and to AFOSI during the investigations. Eric was different. Eric was always completely honest and upheld the honor code through my experience with him. AFOSI never asked him to break the honor code, and he never did. Unfortunately, Eric's immediate chain of command was not read into what Eric was doing for the sexual assault investigations, and Eric did not know that.

6. AFOSI leadership at USAFA felt Major Joseph Granistosky, Eric's AOC, was not trustworthy enough to be told about Eric's involvement with AFOSI. Major Granistosky targeted Eric and wanted him removed from USAFA. I first met Major Granistosky during the Claxton sexual assault case. I asked Major Granistosky for Claxton's cadet records as this is protocol for subjects in sexual assault cases. Major Granistosky gave me Claxton's and Eric's cadet records stating that I was sure I would want to look into Eric. I declined to take Eric's records stating he was not under investigation and I did not need them. Major Granistosky insisted that I take Eric's records and I eventually just took both. A few months later, while the Claxton case was still under investigation, Major Granistosky called me and asked for the statements in from the Claxton case that mentioned Eric. Major Granistosky stated he needed those in order to remove Eric from USAFA. I told Major Granistosky that the case was still under investigation and I could not release those statements to him until the case had closed. Major Granistosky then tried to circumvent AFOSI and went to legal and somehow obtained those statements from the case and used those in a cadet hearing board. This was highly inappropriate of Major Granistosky to give these statements from an open investigation to cadets and furthermore could have tainted further interviews. This was a very high profile case and thankfully that did not end up affecting the courts martial and first conviction since 1997 at USAFA. I found Major Granistosky's action very inappropriate considering the way he went about obtaining the statements and considering Eric had helped out the Victim in this case tremendously. Eric made all the morally right decisions, knowing that his AOC would most likely take the opportunity of that situation to hammer Eric. Had Eric Thomas NOT told AFOSI the details he knew in the Claxton case, Major Granistosky would have been unable to give Eric Thomas any demerits from that situation. Eric Thomas chose to do the right thing even though he knew he would get in trouble from his AOC. We ask commissioned officers to make tough decisions many times in their career. Eric showed integrity and made the morally right decision during that sexual assault and also helped rid the Academy of some very bad actors. Because of the sexual assault convictions, Eric helped females at the academy realize that certain cadets were no longer above the law and above the honor code and gave them reason to come forward. Had USAFA known just how much Eric had actually done, I believe the result of his MRC and his AOC's view of Eric would have been completely different.
7. After Eric Thomas had no communication with anyone from AFOSI and felt abandoned, he filled a congressional inquiry. When Lt Col Tilo was responding to this inquiry he told me that Eric Thomas was ungrateful for AFOSI's help because Lt Col Tilo had already spoke to Brigadier General Lengyel and worked out a deal where Eric Thomas

did not have to pay back his tuition. Lt Col Tilo stated that Eric Thomas was not officer material but thanked Eric Thomas for being a confidential informant with AFOSI. When Eric Thomas submitted a Freedom of Information Act (FOIA) request for his source dossier, Lt Col Tilo laughed and stated he would never get those documents. In approximately November 2012, SA Henry Crist came in the AFOSI office after coming from a meeting with Lt Col Vasaga Tilo and USAFA leadership. SA Henry Crist laughed and told me that Eric Thomas was making up stories and embellishing what actually happened. SA Henry Crist told me Eric Thomas told USAFA leadership he was wired up when he never actually was. I corrected SA Henry Crist and told him that actually Eric Thomas was wired up on two separate occasions. I asked SA Henry Crist why I was not included in this meeting because I could have corrected this mistake before it became a bigger issue. SA Henry Crist told me that Lt Col Vasaga Tilo was handling the issue. I found that to be odd considering neither SA Henry Crist nor Lt Col Tilo were around when I worked with Eric Thomas. SA Henry Crist and Lt Col Vasaga Tilo had made it seem to the Commandant of Cadets that Eric Thomas had lied about being wired up but he was actually telling the truth.

8. I was targeted by the 8th Field Investigative Squadron (FIS), Peterson Air Force Base management after Eric Thomas filed a congressional inquiry regarding his situation. Simple issues were turned into potential “career enders” by my leadership. In early September 2012, Lt Col Tilo, wanted to talk to me in regards to Eric Thomas. He was told a lot of different things by leadership that had never met Eric Thomas or worked with me and wanted to hear how everything really went on. I explained to Lt Col Tilo that I noticed Eric Thomas had access that no other cadet had and was willing to tell us this information. Lt Col Tilo told me that what he heard from leadership that I merely got lucky and happened to stumble across this cadet and it happened to work out. Lt Col Tilo was surprised that I actually recruited Eric Thomas based on his access and knew exactly how to utilize him. Lt Col Tilo stated that any issues I had early in my probationary period was not my fault and was a result of poor training programs at USAFA. That all changed when the congressional was filed and Lt Col Tilo then started to claim that I “should have known better” and that my “name was on those cases so I have to take responsibility for it.” Leadership then labeled me as a loose cannon and started portraying me as an agent that blatantly disregarded AFOSI training. Their answer to Lt Gen Johnson on how the situation was fixed was that I was decertified and no longer with AFOSI. Lt Col Tilo even told me that I was the squadron's scapegoat for this scandal. I felt this was completely wrong considering I was not the one that made any of the decisions regarding Eric Thomas. I also felt this was wrong to make me the fall guy just so other people’s careers would not be harmed. From that point on I was under a microscope from leadership as they tried to make me the fall guy for Eric Thomas' situation. SA Christopher Palmer had been trying to establish a paper trail on me since approximately May 2012 with no success. He eventually gave me two Letters of Counseling (LOC) in approximately January 2013. One LOC was for a 27 day gap in case #8F8-C-120-A1-33262123341351. AFOSI requires an investigative step every four days unless you document and explain why a step was not taken. This is very common for agents to have investigative gaps for many reasons such as awaiting evidence or trying to track down a person to interview. SA Christopher Palmer had a meeting with

me approximately one week after I returned from leave to give me this LOC. I went on leave from 24 Dec 12-11 Jan 13 and was the first time I was allowed to take leave in my AFOSI career. I was also instructed not to conduct any interviews until Dr. Linda Estes, AFOSI Psychologist looked over this case. I first emailed Dr. Linda Estes on 10 Dec 12 asking her to conduct a review of this case. Dr. Linda Estes stated that this case would likely not be looked at until February 2013 because the psychologists were very far behind in case work and the upcoming holidays. On 24 Jan 13, I again emailed Dr. Linda Estes and asked for a status update. Dr. Linda Estes again stated that it would likely be February 2013 because they were still behind on case work. I did attach an investigative plan (IP) with two days of case initiation, but I was unaware of the new standard of attaching a sexual assault IP in addition to the regular IP. Once I was given the guidance on this new standard, I corrected this error. This LOC should not have been issued because paperwork is not something you issue to teach someone about new procedures. An LOC is issued if someone repeatedly makes the same mistake. The other LOC I was actually given while I explained that my wife just had miscarriage the day prior. SA Christopher Palmer immediately said, "oh, that's right, you left mandatory PT early yesterday, I am going to give you another LOC." This LOC stated I did not follow instructions or coordinate an appointment with my supervisor. The appointment I went to was my wife's medical appointment when she had a miscarriage. I coordinated this appointment with SA Christie Paulk who was my supervisor at the time as I fell under Crimes Against Persons flight and I was stationed at USAFA. SA Paulk was the Branch Chief and my immediate supervisor at USAFA and approved this appointment. This LOC was very unprofessional, unintelligent, and insensitive in nature. SA Christopher Palmer gave me this LOC for going and supporting her during her medical appointment, which was a very emotional and tragic event for both of me and my wife. I have never missed a squadron physical training session before or after this incident which is another reason I felt this LOC was not justified. I feel that SA Christopher Palmer was extremely unreasonable and insensitive for issuing this LOC. SA Christopher Palmer stated this LOC was not big deal and it was something I could easily overcome. He also stated that I could rebut this LOC but the opinion in leadership would be that I cannot accept responsibility for my actions and shortfalls. Having heard that, I chose not to rebut this LOC and tried to move forward. I have also had issues with my Enlisted Performance Reports (EPRs). When my EPR was sent to me for my signature in July 2012, I noticed I was given an overall 5 rating but was marked down on professionalism. I have never in my 10 years in the Air Force been marked down in this area. I asked SA Kostadinka Restivo, my supervisor, why my EPR was marked down. SA Kostadinka Restivo stated that SA Christopher Palmer threatened to mark down her EPR if she did not mark me down on something in my EPR. SA Kostadinka Restivo also stated that Christopher Palmer wanted my EPR to be an overall 4 rating; however he was unable to provide any justification for the mark down. SA Kostadinka Restivo wrote an MFR for regarding SA Christopher Palmer threatening her EPR if she refused to change my EPR. SA Kostadinka Restivo told me to not worry about this issue because my EPR was a 5 rating overall and would not affect my career or future promotions. I decided to speak with SA Christopher Palmer one on one to see why he had such hatred towards me and what I could do to improve my standing with him. SA Christopher Palmer suggested we have this meeting at my house and I agreed. This meeting was in approximately July 2012,

right before I left TDY for McGuire AFB, NJ. SA Christopher Palmer stated he felt I was an unprofessional person and did not know why everyone else thought I was a great agent. SA Christopher Palmer said he did not feel I deserved the two quarterly awards I had won and said he was the one that decided my third quarterly award package should not be submitted to the board. SA Christopher Palmer also stated that I could forget about the step promotion because he did not feel I deserved that. I had a conversation with Chief Minor Patton about SA Christopher Palmer shortly after he talked to me at my house because I felt the conversation I had with SA Christopher Palmer at my house did not accomplish anything. Chief Minor Patton stated he would have a talk with SA Christopher Palmer about the way he was treating me. SA Christopher Palmer had a conversation with me after this conversation with Chief Patton and told me that I should take responsibility for my actions instead of "belly aching to the Chief." This year SA Christopher Palmer told me that my EPR would not be a 5. He stated that my EPR would be either a 3 or a 4 rating. When I asked SA Christopher Palmer why my EPR would be either a 3 or a 4, he would not provide me with any justification or feedback. SA Christopher Palmer instead asked why I felt I deserved a 5. I stated that I received two additional sexual assault convictions this year, and an EPR rating of 3 did not seem right. SA Christopher Palmer stated that the only thing I had ever done was operation gridiron and "it was a failure". I received numerous awards early in my AFOSI career from senior AFOSI leaders for that operation and had 3 sexual assault convictions but apparently that was a failure in his eyes. In July 2013 I received a 2 rating, or below average rating on my Enlisted Performance Report (EPR). This was very insulting considering I received two sexual assault convictions in a military courts martial that year at the United States Air Force Academy (USAFA), CO. This was a huge accomplishment for USAFA, a feat that no other agent has been able to do. I also noticed that my supervisor at the time, SA Christie Paulk was not the one who wrote my EPR. I received no explanation why another agent wrote this EPR. I tried everything I could to improve my situation in AFOSI. I would volunteer for protective service details and created proactive cases. SA Christopher Palmer would try to remove me from the protective service details and also gave a very successful drug case I was running to another agent. If anything went wrong with that drug case however, they would put that on me. Anything that could shine positive light on me was taken away or shifted to another agent. I ended up asking to leave AFOSI and to return to my previous career field because I could not take being targeted and picked on by leadership anymore. I submitted a letter to AFOSI headquarters requesting voluntary separation but was denied. SA Christopher Palmer stated I could still leave AFOSI if I went the decertification route. I did not know that if I chose this route, leadership would have me leave AFOSI on the worst terms possible. I later spoke with SA Christie Paulk about this and she stated that she had never seen leadership send someone off in the worst possible way when all I wanted was simply return to my old career field. She stated it was wrong what AFOSI leadership did to me. In approximately August 2013, Lt Col Tilo held a meeting with the squadron when I had a day off. Lt Col Tilo told everyone in the squadron his intentions of removing me from AFOSI. He must have thought this meeting would go a different way because he was very shocked at what he heard. None of the field agents agreed with what Lt Col Tilo or SA Christopher Palmer were handling my situation or their decision to remove me from AFOSI. Lt Col Tilo did not know that I was the go to person for

confidential informant handling and case work questions. Lt Col Tilo asked the squadron if things were better under his leadership thinking the answer would be a yes. However to his horror, every agent told him that things were actually worse under his command. There was another meeting the following day where I was present and every agent discussed with Peterson AFB branch chief the aftermath of that meeting. Everyone agreed that it was very unprofessional and was not necessary to Lt Col Tilo to discuss my situation like he did, especially given that I was not there. Lt Col Tilo had asked the branch chief to figure out why the agents had such distrust in leadership.

9. In September 2013, I received notification from Headquarters AFOSI that I was decertified as an AFOSI agent and could no longer be in the command. It was a few days before I had another job but I ended up working at the USAFA Pass and Registration Center conducting background checks on visitors and contractors. I worked at USAFA only because my orders are specifically to USAFA. This was also because SA Christopher Palmer knew someone in security forces at USAFA. I did this job until early December 2013 when the article about Eric Thomas was published in the local gazette. I was then moved back to AFOSI office at Peterson Air Force Base so leadership can keep a close eye on me. I requested to work in my previous career field at Peterson but was denied for numerous questionable reasons, to include the excuse they did not have a contact to call. I performed countless demeaning tasks such as cleaning cabinets and vacuuming floors in my old work office in front of my old coworkers. SA Harry Ambrose told me these tasks were in line with my rank and skill level. This was very insulting due to the number of skills I possess that would have better utilized elsewhere. I was punished and reprimanded because of the newspaper article in December 2012. It was very humiliating and degrading to do demeaning tasks in front of old coworkers. In approximately late December 2013, Lt Col Tilo asked me if I knew a person named Skip Morgan. I stated I did know Skip Morgan and that I received legal advice from him because I was denied legal advice from USAFA, Peterson AFB, Shreveport AFB, and Buckley AFB due to the cases I ran from operation gridiron. I sought legal advice from Skip Morgan in regards to the Administrative under other than Honorable discharge Lt Col Tilo was trying to give me a few months prior. I felt this was completely unacceptable because I never did anything to deserve that kind of discharge. There have been airmen that have distributed and used controlled substances that were given general discharges. It is one thing to purposely ruin my military career, but to try and make it so I can never get a decent job in future is crossing the line. I have deployed over five times during my military career and with an administrative discharge I would not be able to use the post 9-11 GI bill or many other benefits that I have worked very hard for and deserve. Lt Col Tilo would always tell me an "administrative discharge is not that bad, it is not a bad conduct discharge". I also had Skip Morgan go over my options to my latest EPR so it could be reviewed by the board of corrections and given either a fair EPR or have it removed from my record as unjustified. Later that day SA Christopher Palmer had one of the commander's support staff confiscate all of my badges to include my proxy badge from USAFA because I was receiving legal advice from Skip Morgan. Despite the security manager and several other individuals stating that there was no reason to confiscate my badge, especially considering I work in the command section that requires a badge, SA Christopher Palmer wanted the badges confiscated anyway. I asked

to keep my proxy badge from USAFA because I still needed that badge for medical appointments and out processing but SA Christopher Palmer wanted it confiscated anyway. It was humiliating enough to do demeaning and degrading tasks in front of my previous coworkers, but I then had to be escorted in and out of the building every day and even had to ask for an escort just to use the restroom. Then, SA Harry Ambrose told me that Skip Morgan was not an ethical lawyer if he was representing both me and Eric Thomas. SA Harry Ambrose stated that I also did not have any ethics and needed to read the Air Forces code of ethics book. I have served over 11 years in the Air Force with honor and dedication to duty and do not feel this treatment was justified.

10. On approximately 17 May 14, a current AFOSI agent I had worked with told me that ever since the media published the story about Eric Thomas and Lt Col Tilo, squadron leadership was on high alert and damage control. He told me that before he went TDY for an AFOSI class at McGuire AFB, NJ, Lt Col Tilo told him not to talk to anyone in the class about operation gridiron or anything about myself. Lt Col Tilo further told this agent that many other agents in that class will be asking questions about me and the situation and to not tell them anything. Lt Col Tilo said if anyone had any questions, they needed to refer all questions and concerns to Lt Col Tilo. Lt Col Tilo told that agent that it would be best for Lt Col Tilo and the squadron not to discuss anything from the squadron while TDY. Lt Col Tilo also lied to the IG team and stated he noticed there was a lack of training when he first arrived at the 8 FIS and immediately "fixed that issue". He claims there is now a training program for agents at USAFA that familiarizes them with the cultures and differences of USAFA. That is a false statement as to this day, agents at USAFA, do not receive and training on what the honor code is, cadet rank structure, or how USAFA differs from the rest of the Air Force. Lt Col Tilo did not even know exactly what the honor code was when the article in gazette was published in December 2013. He even told me he had no idea why USAFA leadership was so angry and fixated on why AFOSI had cadets knowingly violating the honor code.
11. I have also learned that sexual assaults are not the priority in our squadron. I have found a proven way to reduce the number of sexual assaults in the military but my ideas have fell on deaf ears in my squadron. Our squadron's attitude towards sexual assault cases "not another one." Most agents would rather run narcotics cases than run sexual assault cases simply because "narcotics cases are more fun to run." Our squadron puts more emphasis, praise, and money into narcotics operations than into the sexual assault epidemic. This was unfortunately the case for a small operation involving approximately eight military members from Peterson AFB suspected of simple use of controlled substances. The operation was named operation tool bag, which involved suspects from Peterson AFB, CO in approximately April 2013. Just a month prior, my case involving a sexual assault between a senior ranking male cadet and two junior ranking female victims resulted in a courts martial and an 8 month jail sentence. Not one person from any layer of AFOSI leadership acknowledged this accomplishment because I was the still taking the heat from the congressional Eric Thomas had filed in approximately December 2012. However after the botched narcotic operation at Peterson AFB, CO, Lt Col Tilo and many other AFOSI leadership gave an over abundance of praise to the agents on those few cases, none of which resulted in courts martial. The only action taken against those

subjects were general discharges from the Air Force. Too much time and money was wasted on this small narcotic operation for such minuscule results. But this narcotic operation was considered more fun and exciting by most leadership and agents that it unfortunately took priority over most other cases to include active sexual assault cases. They even pulled the dedicated sexual assault investigator off of his active cases so they could have more bodies in that operation. Also, in approximately June 2013, a few of the agents in the 8 FIS came forward with sexual harassment and discrimination charges against SA Christopher Palmer. SA Christopher Palmer had repeatedly made extremely vulgar remarks in front of numerous people about an agent that recently had a vasectomy. A few of the female agents were extremely offended and felt uncomfortable with what he had done. SA Christopher Palmer also made numerous crude remarks towards two of our female agents that are homosexuals. These complaints and more were filed with local military equal opportunity office and the IG. Nothing was done about SA Christopher Palmer's behavior and he was even promoted shortly thereafter. This is another example of the military covering up the problem with sexual assault and sexual harassment. If AFOSI does not take care of these problems, then who can we rely on to take care of this?

12. AFOSI 8 FIS is now a highly ineffective investigative agency due to a culture of unfair treatment and fear of reprisal from current leadership. AFOSI also renders its investigators ineffective by treating their agents very poorly and not giving them the proper training or support. SA Taj Mathew was a colleague of mine and is the designated sexual assault investigator at Peterson Air Force Base, CO. When it comes to this important job of investigating sexual assaults in the military, one would think AFOSI leadership would do everything to assist SA Mathew in his job of combating sexual assaults in the military. This would be especially true if the military supposedly has a zero tolerance for sexual assaults. During his first few months as the sexual assault investigator, SA Mathew won multiple awards and was regarded as a stellar agent prior to the AFOSI Change of Command in approximately July 2012. AFOSI's current Squadron leadership now consistently treats him very poorly and unfairly. As a rookie agent they assigned him over 15 cases with very little training. A normal case load for an agent in AFOSI is approximately four cases. Not even an experienced agent could handle a case load of fifteen cases. AFOSI leadership made it seem like SA Mathew was at fault and threatened his career. They consistently treat him unfairly compared to the other civilian agents, by withholding his promotion, and consistently not paying him overtime while other agents working the same operations or jobs received compensation. When SA Taj Mathew would ask for the same overtime the other agents already received, SA Christopher Palmer would tell him to quit complaining. Most AFOSI agents at the 8 FIS have a significant fear of reprisal and are terrified to bring up issues or speak up when they are treated unfairly. Leadership threatens these complaints with poor EPR scores that will affect promotions. Another example of unfair treatment is when SA Shubha Dahal requested religious leave during the Hindu equivalent of Christmas. He had to write and send an MFR to SA Christopher Palmer so he could review it first. Because he was Hindu, he had to further justify his religious leave, when a Christian would not have to do such activities. SA Dahal also attempted to leave AFOSI but

leadership threatened him with a poor EPR that would have effectively ended his flawless career in the Air Force.

13. I personally have been responsible for three sexual assault convictions in a military court in my two years in the AFOSI 8th FIS. I have done what not many agents in the history our squadron has been able to do, get convictions in a military justice system where fewer than 8% of reported cases go to trial. Two out of the three sexual assault convictions from my cases received only negative attention from my squadron leadership. In fact, our squadron commander, Lt Col Tilo told me that the very first case I ran in AFOSI, which resulted in a sexual assault conviction “was not very well ran.” Every case that is ran in AFOSI goes through multiple review processes and will more often than not have agents conduct additional steps before closing the cases out. The Claxton case went through that same process and the officers reviewing that case stated it was thoroughly ran and could be closed. I told Lt Col Tilo this was my very first case I ever ran in AFOSI and that case was actually so well ran that the civilian defense attorney, Frank Spinner, told me he was unable to pick anything from my case apart during trial. Instead of asking me how I was able to get the first sexual assault conviction since 1997, they instead treated me as an ineffective agent. While a reported 1 in 3 convicted military sex offenders remain in the military, I have successfully removed three sexual predators from United States Air Force Academy. Each Subject from my three sexual assault convictions had more than two victims each. One Subject even had five Air Force Cadets as his victims.

14. In closing, I joined AFOSI to make a difference in the Air Force, and I have accomplished that goal with Operation Gridiron and the three high profile sexual assault convictions. These sexual assaults convictions were received during a time where sexual assaults are supposedly the number one priority in the military. I was responsible for three sexual assault convictions which had not been done since 1997. I took on the task of taking down an organization that allowed sexual assaults. I knew the risks of taking on this task but I felt the risks were worth the reward. I am often asked by AFOSI agents I use to work with if I regret joining AFOSI. My answer is always a quick NO. The female cadets in the three sexual assault cases that were successfully prosecuted at USAFA saw the military justice system work and were able move on with lives. The reward of more females finally having the courage to report sexual assaults and having more faith in the system was worth every long night and all the hard work I have put in to this job. My leadership can try and put me down and have even forced me out of this job, but at the end of the day, I effectively combated sexual assaults within the US Air Force and the US Air Force Academy. I have a proven solution to significantly reduce the Air Force's problem with sexual assaults.

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