



DEPARTMENT OF THE ARMY
OFFICE OF THE INSPECTOR GENERAL
1700 ARMY PENTAGON
WASHINGTON DC 20315-1700

JUN 10 2013
US ARMY INSPECTOR GENERAL AGENCY
PRELIMINARY INQUIRY
(Case 11-00046)

NAMES/POSITIONS: MG (Ret) William T. Nesbitt, former The Adjutant General (TAG),
Georgia National Guard (GANG) (b)(7)(C)
(b)(7)(C)

(IO Note: MG Nesbitt (b)(7)(C) retired effective 2 October 2011.
MG Nesbitt received MG retirement pay based on over 42 years of active and traditional
National Guard service. (b)(7)(C)
(b)(7)(C)

BACKGROUND: From 13 April 2011 until 16 September 2011, DAIG received
five complaints that contained allegations against MG Nesbitt; (b)(7)(C)
(b)(7)(C)
(b)(7)(C)
(b)(7)(C) (b)(7)(C)
(b)(7)(C)
(b)(7)(C) This report focused exclusively on the allegations
associated with MG Nesbitt (b)(7)(C) The remaining allegations involving
(b)(7)(C) (b)(7)(C) and (b)(7)(C) were addressed in DIG 11-00101
and approved by The Inspector General (TIG) on 6 October 2012 and Department of
Defense Inspector General (DODIG) on 9 November 2012.

ALLEGATIONS AND CONCLUSIONS:

1. The allegation that MG Nesbitt engaged in a relationship that caused a perception of partiality or unfairness and appeared to compromise the integrity of the chain of command was substantiated. The allegation that MG Maria Britt engaged in the same relationship that caused a perception of partiality or unfairness and appeared to compromise the integrity of the chain of command was not substantiated. MG Nesbitt and MG Maria Britt engaged in a close personal/professional relationship for at least 15 years. MG Nesbitt characterized it as a professional (senior to subordinate) mentoring relationship; however, many members of the GANG perceived it as an inappropriate personal relationship that lasted for many years and degraded the organization. Although the perception was widespread and long lasting, none of the witnesses had ever seen them act improperly. Rather, the perception was based on the amount of time they spent together in a professional and social capacity, as well as a perceived favoritism that MG Nesbitt displayed towards

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SAIG-IN (DIG 11-00046)

MG Maria Britt. MG Nesbitt testified that he was aware of the GANG perception and was confronted on it more than once; however, there was no evidence that he took any significant action to correct it. MG Maria Britt testified that she was very concerned about the perception and asked MG Nesbitt on several occasions to back off on his attempts to spend time with her. As MG Maria Britt's supervisor, MG Nesbitt had primary responsibility to prevent the perception. Therefore, the allegation that MG Nesbitt engaged in a relationship that caused a perception of partiality or unfairness and appeared to compromise the integrity of the chain of command was substantiated, while the same allegation was not substantiated for MG Maria Britt.

2. (b)(7)(C)

(b)(7)(C)

3. (b)(7)(C)

(b)(7)(C)

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SAIG-IN (DIG 11-00046)

(b)(7)(C)

4. (b)(7)(C)

(b)(7)(C)

(b)(5),(b)(7)(C)

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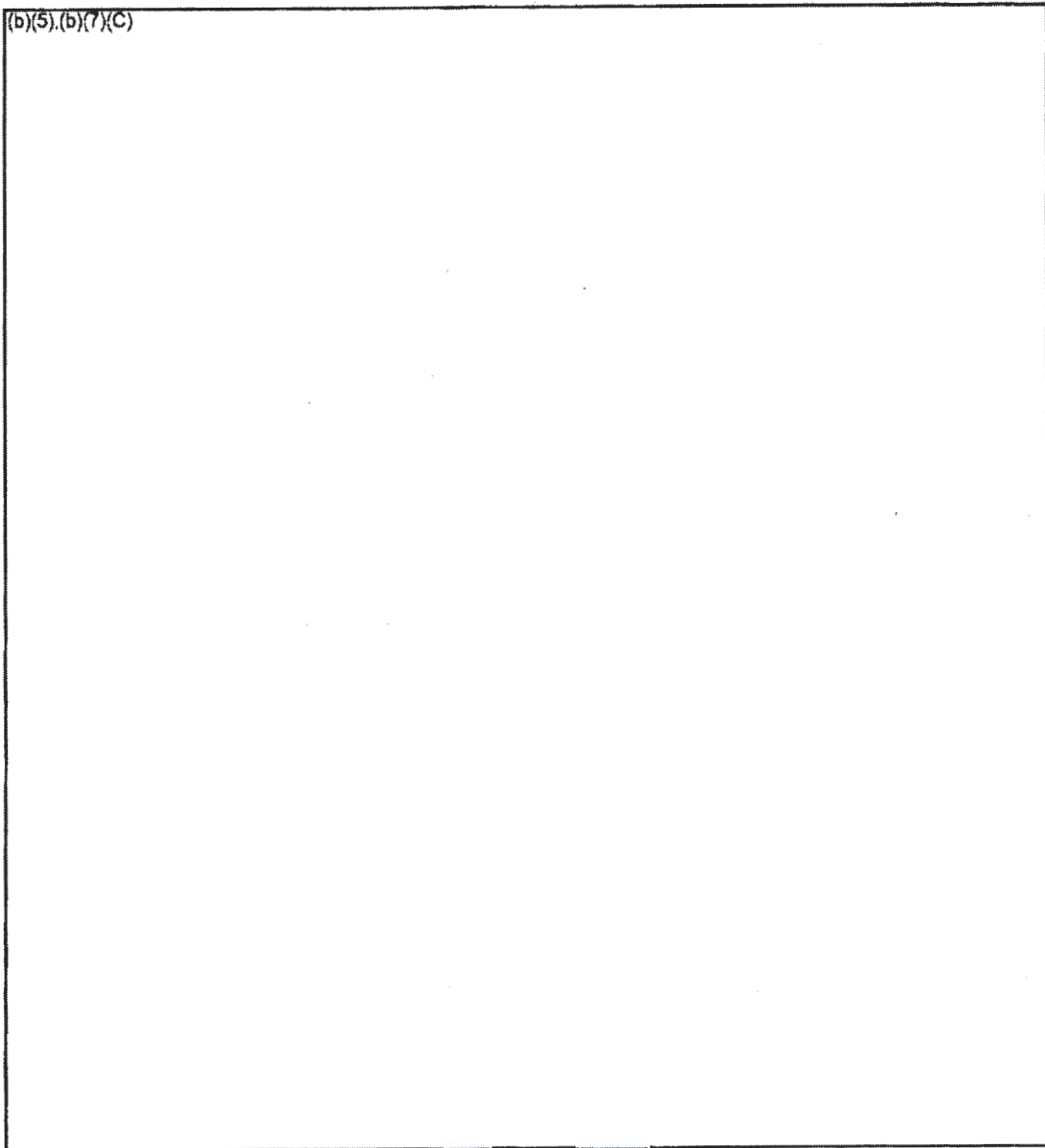
SAIG-IN (DIG 11-00048)

(b)(5),(b)(7)(C)

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SAIG-IN (DIG 11-00046)

(b)(5),(b)(7)(C)



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(b)(5),(b)(7)(C)

ALLEGATION 1: MG Nesbitt and MG Britt engaged in a relationship that caused a perception of partiality or unfairness and appeared to compromise the integrity of the chain of command.

STANDARD: AR 600-20 states:

- a. In paragraph 4-14(b)(1), relationships between Soldiers of different rank are prohibited if they compromise, or appeared to compromise, the integrity of supervisory authority or the chain of command.
- b. In paragraph 4-14(b)(2), relationships between Soldiers of different rank are prohibited if they cause actual or perceived partiality or unfairness.

ANALYSIS/DISCUSSION:

1. MG Nesbitt and MG Maria Britt were alleged to have had an inappropriate relationship that lasted for many years and degraded the organization. The perception was based on numerous observations of MG Nesbitt and MG Maria Britt in frequent social contact through lunch dates, official travel, and social engagements. Witnesses also complained about favoritism MG Nesbitt displayed towards MG Maria Britt and the resulting influence she had over him.

2. BG Tim Britt testified:

a. MG Nesbitt went above and beyond to mentor MG Maria Britt over a 15-year period. He paid far more attention to her professional and personal life than he paid to any other officer. MG Nesbitt called her several times a day and always asked her to lunch. He could rarely go to lunch with his wife without MG Nesbitt being invited to come along. MG Nesbitt frequently had MG Maria Britt attend his temporary duty (TDY) events even if she had no reason to be there. He would also attend her TDY events when he had no reason to be there. While on TDY, MG Nesbitt often booked his plane seat and hotel room next to hers. He heard they also did a lot of after-hours socializing while on TDY.

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SAIG-IN (DIG 11-00046)

b. All the interaction between MG Nesbitt and MG Maria Britt resulted in the perception of an inappropriate relationship, and rumors of their relationship were rampant throughout the GANG. He had people coming up to him to ask if he realized what was going on between MG Nesbitt and MG Maria Britt and how he could stand it. He was embarrassed and frustrated. A few times he approached MG Nesbitt, man to man, to discuss his concerns. In each instance, MG Nesbitt said he was only interested in her professionally and was just trying to mentor her. MG Nesbitt promised to back off on the lunches and the unnecessary TDY, but that rarely lasted more than a few days. He found it ever more difficult to trust his wife even though he wanted to. Eventually, he just stopped caring and focused on his own career. Their marriage ended with a divorce in September of 2010.

c. MG Maria Britt told BG Tim Britt that she asked MG Nesbitt on several occasions to back off on all his attempts to spend time with her. BG Tim Britt recognized that MG Maria Britt was in a difficult position. She was obviously benefiting professionally from all her contact with MG Nesbitt, but if she pushed back too much on MG Nesbitt's attempts to be social with her, it could backfire and MG Nesbitt might treat her in a negative fashion.

d. BG Tim Britt thought the perception of an improper relationship between MG Nesbitt and MG Maria Britt made the GANG organization quite dysfunctional, particularly among the senior leadership. It had a huge impact on people and their careers. Some people were ostracized and/or sent home early for having a cross word with MG Maria Britt. MG Maria Britt would play to MG Nesbitt's power to have people dealt with who challenged her.

3. COL (b)(7)(C) testified:

(b)(7)(C)

b. She did not have any evidence that MG Nesbitt and MG Maria Britt had an improper physical relationship, although she suspected that it occurred at some point.

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SAIG-IN (DIG 11-00046)

Regardless, she thought they had an inappropriate personal relationship in terms of the undue influence she seemed to have over him. She thought MG Nesbitt had very strong feelings for MG Maria Britt that caused him to be extremely compliant with work-related decisions she wanted him to make. MG Maria Britt could voice an opinion at virtually any time, and he would enact it.

(b)(7)(C)

4. COL (b)(7)(C) testified:

a. He thought MG Nesbitt and MG Maria Britt had an inappropriate relationship that lasted for many years. They were often seen together out for lunch and out for dinner when TDY. They commonly came to meetings together, sometimes late from their lunches. They traveled extensively on TDY together, and he heard that when doing so, they would request adjoining rooms. He also heard that on one occasion, Mrs. Nesbitt came to the headquarters and told MG Nesbitt's personal staff that she did not want MG Nesbitt traveling TDY any more with "that woman," indicating MG Maria Britt. He thought their relationship was a large contributor to the failure of MG Maria Britt's marriage to BG Tim Britt. At the time, he and others could not understand why BG Tim Britt would put up with her relationship with MG Nesbitt. He did not have any hard evidence, but given all the time MG Nesbitt and MG Maria Britt spent together, he was convinced that they had an inappropriate relationship.

(b)(7)(C)

c. MG Maria Britt was junior to him when she entered the GAARNG, but they were both promoted to MAJ on the same date. At that time, she was working in the HQ with (then) GAARNG Chief of Staff, COL Nesbitt. When they were considered for LTC, he was higher on the order of merit list than her; however, his records were somehow sent to the wrong promotion board. He asked through the G1 what happened. The G1 said that they told MG Nesbitt about the mix up and MG Nesbitt said he would not reconsider putting MAJ (b)(7)(C) file before the board because he did not want a LTC serving in his ROTC position at North Georgia College. Instead MG Nesbitt created a new LTC

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SAIG-IN (DIG 11-00046)

AGR position and promoted then MAJ Maria Britt to fill it. COL (b)(7)(C) thought there were a lot of officers over the years that were seen as competition for MG Maria Britt, and as a result, they were moved out of the way or forced to retire early.

5. LTC (b)(7)(C) GANG, testified:

a. When she first came to the GANG in (b)(7) she was told that MG Nesbitt and MG Maria Britt had an inappropriate relationship. It appeared to her that at some point they did. She wondered how else anyone could explain MG Nesbitt's interest in MG Maria Britt and "how he pulled her along the way he did." Her perception was that MG Maria Britt received a lot of allowances to get her to her current position, allowances that other people did not receive.

b. In July 2011, she was working in her office when SSG (b)(7)(C) (b)(7)(C) GANG approached and said that MG Nesbitt wanted to talk to SSG (b)(7) by phone; SSG (b)(7) wanted LTC (b)(7) to silently listen as a witness. SSG (b)(7) contacted MG Nesbitt, and they spoke by speakerphone without MG Nesbitt knowing that LTC (b)(7) was listening. MG Nesbitt asked SSG (b)(7) repeatedly (b)(7)(C) (b)(7)(C) (that could implicate MG Maria Britt). SSG (b)(7) repeatedly said no. LTC (b)(7) was surprised that a two-star general would be phoning an (b) and calling her by her first name. Initially MG Nesbitt was friendly and said he could help her with boards (promotion and retention) if she would just be honest with him. Once again she said that she did not talk to anyone about the incident. Then he switched to a threatening tone and said that he did not believe her and if he found out that she was lying there would be consequences, and she knew what that meant. LTC (b)(7) was startled by the exchange and MG Nesbitt's tone. She thought MG Nesbitt was not personally involved in the incident and was therefore surprised that he went to such lengths to intervene for MG Maria Britt.

6. (b)(7)(C) testified:

a. She was aware of a strong perception within the GANG that MG Nesbitt and MG Maria Britt had an inappropriate relationship that lasted for many years. She had a positive opinion of them both, but thought the perception of their relationship was everywhere and believed that it had a detrimental effect on the organization. Morale was low and everybody was on edge. She also knew that the perception went beyond the GANG and was referred to within the NG, and across other states, as the "NesBritt thing."

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SAIG-IN (DIG 11-00046)

b. There was also a perception in the GANG that if you angered MG Maria Britt, you would feel the wrath of MG Nesbitt. MG Nesbitt "thought the world of Maria Britt," and would pretty much back up anything she said. She stated that MG Maria Britt was thought to have had the same power as MG Nesbitt as a result of their relationship.

7. MG Robert Hughes, former Deputy Commanding General, First Army, testified:

a. He thought MG Maria Britt was at one time a competent officer but was promoted beyond her competence. He attributed this to the very close personal bond she developed with MG Nesbitt. He thought MG Nesbitt treated MG Maria Britt like the teacher's pet. She was looked after and protected by MG Nesbitt and given the choice assignments. Their relationship created a perception throughout the GANG that she was given "the inside track" for most of her career. At one time, their relationship was (b)(7)(C) although he never saw anything to prove this. When he was commanding the 48th Brigade (1997-2000), he became so concerned about this perception that he went to Atlanta to have a meeting with BG Tom McCullough, former ATAG, and MG Nesbitt (then COL and GAARNG Chief of Staff). He told them both about how this relationship was perceived in the field and that they needed to do something about it. He never saw a change; if anything, he thought it got worse.

b. In the late 1990s, an underground e-mail periodical was developed named "The Old Dobbin," after Dobbins Air Force Base. The periodical was really a blog that bashed the senior GANG leadership. MG Nesbitt and MG Maria Britt were frequently featured in this blog based on rumors of their inappropriate relationship. He could not believe that MG Nesbitt chose to not take action and change this perception. MG Hughes thought their relationship really degraded the organization.

[IO Note: (b)(7)(C) IG complaint stated that MG Nesbitt had either rated or senior rated MG Maria Britt for over 20 years. A review of MG Maria Britt's evaluations indicated that MG Nesbitt had either rated or senior rated MG Maria Britt for 14 of her last 22 evaluations. In the final four evaluations, MG Nesbitt rated and senior rated MG Maria Britt by virtue of his position as the TAG and hers as the Commanding General of the GAARNG. MG Maria Britt was continuously given top block ratings by all her raters.]

8. COL (b)(7)(C) GANG, testified:

a. He was (b)(7)(C) and knew that MG Nesbitt and MG Maria Britt had a long history together. Their relationship was

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SAIG-IN (DIG 11-00046)

based on trust and confidence. MG Nesbitt preferred to have MG Maria Britt in the tough jobs because he thought she was a strong performer. He knew MG Nesbitt thought she was the GANG's top officer and provided her preferential treatment based on her merit.

b. He was aware of the rumors that MG Nesbitt and MG Maria Britt had an inappropriate relationship, but personally he was not aware of them having anything other than a professional relationship. (b)(7)(C) (b)(7)(C) COL (b)(7)(C) considered their relationship to be similar to that of anyone else who worked directly together. He found that whole notion of an inappropriate relationship to be absurd.

c. He did not think MG Nesbitt and MG Maria Britt ever traveled TDY together frequently. When they did travel together, it made sense to him. There was never an indication that they attempted to get adjoining rooms while TDY. He thought MG Maria Britt was considered to be like a daughter to the Nesbitt family.

9. COL (b)(7)(C) GAARNG (b)(7)(C) (b)(7)(C) testified that he was aware of the rumors of an inappropriate relationship between MG Nesbitt and MG Maria Britt. He thought they did their job, and he did not know what they could have done to mitigate that perception. He also did not think MG Nesbitt gave preferential treatment to MG Maria Britt. COL (b)(7)(C) thought MG Maria Britt did a great job under the circumstances she was given. She had to do everything everyone else did, but she had to do it better because she was a female. He thought she felt like a victim of water cooler conversations and of being a female in a mostly male organization.

10. MG Maria Britt testified:

a. That MG Nesbitt was her boss for many years and also acted as her mentor and sponsor. It was very rough being one of the first women to come into the Georgia Guard 20 years ago. There were only a few female officers and none over the rank of CPT, with most of those being on the medical side. MG Nesbitt quickly realized that with her West Point education and eight years of distinguished active duty service that she was an asset to the GANG and he took an interest in furthering her career. People began to notice the time they spent together and developed a perception that they had a personal relationship. She thought if she had been a man, this would not have been an issue, but since she was a woman, people thought it had to be a personal relationship. It was never about a personal relationship.

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SAIG-IN (DIG 11-00046)

b. MG Maria Britt thought MG Nesbitt was a very extraverted person. He liked to talk to people, to go out to lunch, to reach out and give his opinion, and to agree to disagree. He wanted people around him that would tell him if he was doing something that did not make sense. She tried to be honest with him and thought he valued her opinion. She also thought MG Nesbitt valued her because she spoke her mind, and they thought alike about Soldiers, leadership, and doing the harder right. She did not think he was infatuated with her, but admired and respected her and had confidence that she could get the job done.

c. She could only think of one conference that they attended together, and she asked him to reconsider attending because she did not want to encourage the perception of their personal relationship. The conference they attended was the annual MI Conference held at Fort Huachuca the year that she was the new Military Intelligence (MI) battalion commander within the GANG. She told MG Nesbitt, "Sir, I got this, I really don't need you to come to the conference." He replied, "I'm not going to avoid doing what I need to do as a leader because people are talking. I'm going to continue to do the right thing. I've gone to the infantry and armor conferences. We have stood up a new MI battalion in Georgia, and I'm going to the MI conference."

d. There was another TDY situation she recalled when she learned after arriving at the hotel that they were booked in adjoining rooms. She told MG Nesbitt that she was uncomfortable with this arrangement and said she needed to go downstairs and have her room changed. When she attempted to change the room, she learned that the hotel was otherwise booked. Moving to another hotel was not a reasonable option, so she just accepted the room. Once again, she thought this would not have been a problem if she was a man.

e. She did not recall attending any activity with MG Nesbitt that was not work related. They never went out for a beer or anything like that. She was careful not to let that happen. They had lunch together about once a week, and it was almost always in a public setting, although sometimes they had a working lunch in his office because "we were going a hundred miles an hour." Other staff personnel often attended, but the focus was always business. These meetings were not dates.

f. She thought sometimes MG Nesbitt wanted to spend too much time with her and that made her feel uncomfortable. She told him that he needed to back off and give her some space, so she could prove herself on her own merit. On one occasion, she said, "Sir, you have to back off because I understand that you do not want to treat me differently, but I am different, I'm a woman; I'm married; I've got children and people are getting the wrong idea." She was so concerned about the perception of their

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SAIG-IN (DIG 11-00046)

relationship that at one point she drew up a letter of resignation that she presented to MG Nesbitt. She told him that she could not lead Soldiers like this anymore. It was also stressing her out to deal with the marital pressure of having her husband, BG Tim Britt, think there was something going on between them. MG Nesbitt said that he was not going to accept the letter and that the organization needed her. He agreed to back off, however, she did not think he took it as seriously as she would have liked.

g. She thought she earned every rank she received. All MG Nesbitt did was to provide her a level playing field. "I earned every job through the work that I did, the team that I built, and the metrics that I preached. I was good, still am, and now I'm doing it for students instead of Soldiers (as Associate Vice President for Operations at Kennesaw State University).

11. MG Nesbitt testified he had a long-standing mentoring relationship with MG Maria Britt. He did not think they had a personal relationship other than through their professional relationship. He also thought MG Maria Britt was one of the most principled people he knew. They did not socialize outside the office other than an occasional working lunch. Many years ago he became aware of a GANG perception that they were having an inappropriate relationship. This occurred back when MG Maria Britt started to show a great deal of promise. He thought there were some bigots in the GANG that did not want to see a high ranking female officer in the organization and that was what fueled many of the allegations against her. He also mentored several other minority officers and females that showed promise. MG Nesbitt was concerned enough about the perception that he approached BG Tim Britt on the subject; and BG Tim Britt told him that he did not have any concerns at this point. He was also not aware of a time that they had adjoining hotel rooms and indicated that most of the travel they had done together was in the company of other staff.

12. MG Nesbitt and MG Maria Britt engaged in a close personal and professional relationship for at least 15 years. MG Nesbitt characterized it as a professional (senior to subordinate) mentoring relationship; however, many members of the GANG perceived it as an inappropriate personal relationship that lasted for many years and degraded the organization. Although the perception was widespread and long lasting, none of the witnesses had ever seen them act improperly. Rather, the perception was based on the amount of time they spent together in a professional and social capacity, as well as a perceived favoritism that MG Nesbitt displayed towards MG Maria Britt.

13. MG Maria Britt made an effort to address the perception problem. She testified that she was very concerned about the perception and asked MG Nesbitt on several occasions to back off on his attempts to spend time with her, to no avail. She also

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SAIG-IN (DIG 11-00046)

considered resigning, and at one point drew up a letter of resignation, but MG Nesbitt talked her out of it.

14. MG Nesbitt testified that he was aware of the GANG perception and was confronted on it more than once. However, there was no evidence that he made any significant effort to address or minimize the perception problem. MG Hughes testified that when he was commanding the 48th Brigade, he met with MG Nesbitt (then COL and Chief of Staff) and BG McCullough (former ATAG) to discuss the strong perception down in the field units and that they needed to do something about it. He stated that he never saw a change, if anything it got worse.

15. As MG Maria Britt's supervisor, MG Nesbitt had primary responsibility to prevent the perception problem. MG Maria Britt, as his subordinate, had limited options to deal with the perception, and she was frustrated by MG Nesbitt in her attempts to address the problem. Her former husband, BG Tim Britt, testified that MG Maria Britt was in a difficult position. If she pushed back too much on MG Nesbitt's attempts to be social with her, MG Nesbitt might treat her in a negative fashion.

16. The allegation that MG Nesbitt engaged in a relationship that caused a perception of partiality or unfairness and appeared to compromise the integrity of the chain of command was substantiated because he was the superior and was aware of the problem, but did not make an adequate effort to address it. The same allegation was not substantiated for MG Maria Britt because she was his subordinate, and she attempted to address the perception problem.

ALLEGATION 2: (b)(7)(C)

(b)(7)(C)

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(b)(7)(C)



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(b)(7)(C)



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(b)(7)(C)



ALLEGATION 3: (b)(7)(C)



(b)(7)(C)



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ALLEGATION 4: (b)(7)(C)

(b)(7)(C)



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(b)(7)(C)



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(b)(7)(C)



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(b)(7)(C)

[Redacted content]

OTHER MATTER: (b)(7)(C)

(b)(7)(C)

[Redacted content]

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SAIG-IN (DIG 11-00046)

RECOMMENDATIONS:

1. Record the allegation that MG Nesbitt engaged in a relationship that caused a perception of partiality or unfairness and appeared to compromise the integrity of the chain of command in the IN database as substantiated.

2. (b)(7)(C)
(b)(7)(C)

3. (b)(7)(C)
(b)(7)(C)

4. (b)(7)(C)
(b)(7)(C)

5. (b)(7)(C)
(b)(7)(C)

6. (b)(5),(b)(7)(C)

7. (b)(5),(b)(7)(C)

8. (b)(5),(b)(7)(C)

9. (b)(5),(b)(7)(C)

10. (b)(5),(b)(7)(C)

11. (b)(5),(b)(7)(C)

12. (b)(5),(b)(7)(C)

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13. [Redacted] (b)(5),(b)(7)(C)

14. [Redacted] (b)(5),(b)(7)(C)

15. [Redacted] (b)(5),(b)(7)(C)

16. [Redacted] (b)(5),(b)(7)(C)

17. [Redacted] (b)(7)(C)

18. Refer this report to the Office of The Judge Advocate General.

19. File this report as DIG 11-00046.

[Redacted] (b)(7)(C)

LTC, IG
Investigator

APPROVED:


ROSS E. RIDGE
Major General, USA
Deputy The Inspector General

COORDINATION:

IN, Legal	Initials:	[Redacted] (b)(7)(C)
Chief, PI Br	Initials:	[Redacted] (b)(7)(C)
IG, Legal	Initials:	[Redacted] (b)(7)(C)
Chief, IN Div	Initials:	[Redacted] (b)(7)(C)

Date: 26/30/526
Date: 20 May 13
Date: 23 May 13
Date: 7 June 13

Encs

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LIST OF EXHIBITS

EXHIBIT ITEM

A **Complaints/Allegations:**

- A-1 (b)(7)(C) Complaint, 12 April 2011
- A-2 Anonymous Complaint, 12 May 2011
- A-3 (b)(7)(C) Complaint, 28 June 2011
- A-4 (b)(7)(C) Complaint, 15 August 2011
- A-5 (b)(7)(C) Complaint, 13 September 2011

B **Standards:**

- B-1 AR 600-20, Army Command Policy, paragraph 4-14(b)(1-2)
- B-2 DOD Directive (DODD) 7050.06, Military Whistleblower Protection
- B-3 AR 600-100, Army Leadership, paragraph 2-1a
- B-4 AR 600-20, Army Command Policy, paragraph 4-4a(2)

C **Documents:**

- C-1 Allegations Coordinated with OGC for inquiry/abeyance
- C-2 Event Timeline
- C-3 Allegations sent to the Governor's Office, 10 July 2011
- C-4 (b)(7)(C)
- C-5 Army Times article
- C-6 Atlanta Journal-Constitution article
- C-7 (b)(7)(C)
- C-8 [Redacted]
- C-9 [Redacted]
- C-10 [Redacted]
- C-11 [Redacted]
- C-12 [Redacted]
- C-13 MG Maria Britt's OERs
- C-14 (b)(7)(C)
- C-15 [Redacted]
- C-16 Retired status of MG Nesbitt, (b)(7)(C) (b)(7)(C) and (b)(7)(C)
- C-17 (b)(7)(C)
- C-18 Notice of an unsuccessful search for MG Nesbitt's e-mails
- C-19 (b)(7)(C)

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D

Testimony:

D-1	BG (Ret) Lawrence Dudney	FOIA: Yes
D-2	COL (b)(7)(C)	FOIA: No
D-3	Col (b)(7)(C)	FOIA: Yes
D-4	Col	FOIA: Yes
D-5	COL (b)(7)(C)	FOIA: Yes
D-6	BG (Ret) Timothy Britt	FOIA: No
D-7	COL (b)(7)(C)	FOIA: No
D-8	(b)(7)(C)	FOIA: No
D-9	MG (Ret) Robert Hughes	FOIA: No
D-10	MAJ (b)(7)(C)	FOIA: Yes
D-11	(b)(7)(C)	FOIA: Yes
D-12	COL (b)(7)(C)	FOIA: No
D-13	COL	FOIA: No
D-14	COL (b)(7)(C)	FOIA: No
D-15	SSG	FOIA: No
D-16	LTC	FOIA: Yes
D-17	SSG	FOIA: No
D-18	SSG	FOIA: No
D-19	MSG (b)(7)(C)	FOIA: Yes
D-20	BG Kenneth Roberts	FOIA: No
D-21	MG (Ret) William Nesbitt	FOIA: No
D-22	MG (Ret) Maria Britt	FOIA: No

E

Legal Reviews:

E-1	IN, Legal
E-2	IG, Legal