



DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQUARTERS BATTALION
25TH INFANTRY DIVISION
SCHOFIELD BARRACKS, HAWAII 96857-6000

AFZC-S1-SAG

2 January 2019

MEMORANDUM FOR Commanding General, Major General Ronald P. Clark,
25th ID & US Army Hawaii

SUBJECT: Executive Summary (Major Higgins, Andrew J. x2369) Retaliation and Reprisal
Case [(Linebacker – DAIG)]

1. In October 2018, I blew the whistle on fraud, waste, and abuse within the 2nd Infantry Brigade Combat Team (2IBCT), 25th Infantry Division. I had previously provided written and verbal warnings to 2IBCT senior leaders (specifically related to the Brigade Support Battalion) and directly to COL Kevin Williams, Commander, 2IBCT.
2. After weeks of limited support from COL Williams addressing potential fraud, waste, abuse, and Army Values, I sent a candid email to LTC Jennifer McDonough and select Brigade key leaders on 5 October 2018 in which I said I would never work with or for her again. Likewise, I stated concerns related toxic leadership and trust and I compared her to two retired Army leaders with toxic reputations. In my professional opinion, LTC McDonough directed me and later to do unethical things as the Brigade S1 OIC. Therefore, extreme measures were not only warranted; they were needed.
3. Reporting large-scale potential fraud, waste, and abuse is an emergency and the email needed to be strong; it needed to grab senior leadership's attention. 2IBCT was heading into a JRTC Rotation in a matter of weeks. As the Brigade Personnel Director (S1 OIC), I felt (and still do) it was the right thing to do for the Army. Not a popular decision but morally and ethically sound. Likewise, I was transparent with my attempts to mitigate potential fraud, waste, and abuse and streamline organizational systems starting. 2IBCT placed me in a difficult moral dilemma and acted as professionally, smartly, and astutely as I could during a difficult period.
4. Despite requesting support against reprisal (before even sending the email), COL Williams and Colonel David Womack (Division Chief of Staff), started a pattern of reprisal and retaliation against me. Unfavorable personnel actions or withholding favorable actions typically followed protected speech with internal and external agencies. The very same week I notified COL Williams of potential fraud, waste, and abuse within his Brigade – all 6 of his subordinate Battalion Commanders including LTC McDonough had endorsed me for promotion to Lieutenant Colonel and future Command selection. I was slated for 24-months in position and a Most Qualified Officer Evaluation report before blowing the whistle.
5. On 15 October 2018, COL Williams reassigned me to Division G1 to a job that did not exist and his promise of a similar key development position was redacted. My open-door request to 25th Infantry Division Leadership that same day was denied.

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6. The following reprisal and retaliatory actions have occurred after making protected communication related to fraud, waste, and abuse: forced to work from home, socially isolated, had a 2IBCT junior officer hang-up on me, demoted to special projects, blocked from communicating with 2IBCT and G1, directed and/or complied with four mental health appointments (passed with distinction), sent on a short notice interview while on ordinary leave (for a position outside of the entire footprint, pelted with an Equal Opportunity complaint from LTC McDonough (this is the CDR that I complained about) for gender discrimination despite my personal and professional history of supporting gender, faith, and diversity equities, flagged for 90-days as of 29 JAN 19, sent to the 25th Infantry Division Headquarters Battalion with no job or position title, counseled in writing for reporting fraud, waste, and abuse and a potential Equal Opportunity concern (I sent via text message as a result of computer issues), directed to work as the Division G3/9 planner with no related Cyber experience, threatened with UCMJ after filing a US Senate Congressional, counseled in writing after I corrected a lieutenant, being denied an Adjutant General Field Grade position despite asking in/around 15-times and had my officer evaluation report downgraded on two occasions by COL Williams.

7. **BLUF: I am “persona non grata” after blowing the whistle on fraud, waste, and abuse.** My ‘Open Door’ requests were blocked as “premature” despite the Command (25th Infantry Division General Officers) not asking for the topic of discussion. I was marginalized after 5 top-block officer evaluations, earning a PhD while working in a nominative assignment in Washington, DC, and most recently graduating from a prestigious Air Command & Staff graduate program at Maxwell Air Force Base, AL. My current position is not commensurate with my training, skills, and/or education.

8. COL Williams and COL Womack reassigned me after I blew the whistle. I had no mental health issues as they claimed, I was prepared to provide 25th Infantry Division with personnel and financial information to prevent further fraud, waste, and abuse. Moreover, Army Human Resources Command and Criminal Investigation Division confirmed many of my data points; there is and/or was fraud, waste, and abuse within 2IBCT. Potentially millions of taxpayer dollars have not been evaluated, certified, verified, or even reviewed as a result of incomplete Unit Commander Financial Reports and Officer Strength Management practices (called diversions). I have endured 90-days+ of retaliation and reprisal for being a whistleblower.

9. Regardless of the three-months of personal and professional hardships, it remains an honor to serve as an Army Officer and specifically a field grade officer within the 25th Infantry Division and US Army Hawaii.

10. The POC is the undersigned and can be reached at andrew.j.higgins18.mil@mail.mil or 601-454-2559.

///Original Signed///
ANDREW HIGGINS, PhD
Major, AG
Human Resources Officer

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CC

The US Senate

Assistant Secretary of the Army (Manpower & Reserve Affairs)

Department of Defense Inspector General

Department of the Army Inspector General

Department of the Army Criminal Investigation Division

25th Infantry Division Inspector General

Major General Ronald Clark, Commanding General

Brigadier Andrew Preston, Deputy Commanding General

Colonel David Womack, Division Chief of Staff