OSI supports first rocket launch by Space Force

(Photo by Joshua Conti, 45 SW/PA-BMM)

See Cover Story, page 4
Editor’s Letter

REBRANDING

When the United States Space Force (USSF) officially became the sixth branch of the armed forces on Dec. 20, 2019, that set the wheels in motion for the rebranding of the Air Force Office of Special Investigations.

Since the USSF and United States Air Force (USAF) now co-exist within the Department of the Air Force (DAF), the Secretary of the Air Force designated OSI as the lead law enforcement and counterintelligence investigative agency for both.

That means to correctly align ourselves in the DAF, so we’re recognized as the lead agency for both services, some adjustments have been and will be made to convey what the SECAF and The Inspector General of the Air Force have asked of us in supporting both services.

Specifically, that means we now refer to ourselves as OSI instead of AFOSI. The shortened acronym is consistent with what the Special Agent badge, command crest and flag reflect, so those heraldry items will stay as is. The rebranding will occur in one form or another on credentials, briefing templates and signature blocks.

Which brings me to our Public Affairs Command Information products. The Global Reliance (GR) Magazine you’re holding, or viewing online, has undergone some subtle rebranding from cover to cover. Anywhere we previously used AFOSI, to include the identification line above our GR front page logo, the disclaimer at the bottom of this page, any headlines, bylines, photo captions, and within each article itself, now reads OSI. Our annual Fact Book will also reflect the rebranding within its unique format.

As the Content Manager for our command’s public website, I can report, it too, has undergone a thorough AFOSI to OSI makeover that delivers a more consistent, streamlined, user friendly, online presence.

Our newest platform, on the Air Force Connect Mobile App, is also rebranding.

Not only does the rebranding retro-fit our command back to when we were commonly called the Office of Special Investigations, but it also turns the page on a new chapter in the storied legacy of OSI.

Wayne Amann
GR Editor
How good OSI units become GREAT!

By Col. Shan B. Nuckols
OSI Vice Commander

What are the hallmarks of a great OSI team? Accomplish the mission…check. Take care of Airmen…check. We are fortunate that these two priorities are interwoven into the fabric of our Air and Space Forces and our command. Most OSI units are doing both, very well. So then, when you survey all the successful OSI offices, how do you further distinguish between the good and the great? I offer 10 characteristics that set the best OSI units apart from their peers.

Has integrity and holds each other accountable - We need environments that embrace critical and timely feedback; up, down and across the chain of command. The only way any of us improve is with honest feedback. Share what is going well and what is not going well, make adjustments and move forward. They can be hard to have, but most of us want candid conversations. We want to know what others expect and if we are meeting the mark. Blast through whatever barriers are keeping you from sharing the truth.

Level and scope of impact - The best units have a positive impact beyond just their mission set and geographic area of responsibility. They identify problems and solutions that reach outside of their office, and making contributions to their supported customers and for our command. They squeeze the most potential out of every opportunity.

Procedural compliance and builds lean processes - We are a compliance organization. Our efforts get a tremendous amount of oversight, and rightly so. At the far end, the responsibilities with which we are entrusted have consequences for people’s lives and liberties. Compliance is facilitated by rigorous, consistent processes. Most Airmen do not jump out of bed every morning excited to create a new process. Process is not sexy, but a transparent, predictable process will remove frustration, create efficiencies and enhance the quality of life in the office – that will last beyond personalities.

Learning leaders - The best leaders are committed to personal and professional growth. They are self-aware. They are confident in their strengths and honest about their weaknesses. They are dedicated to getting better and build improvement as a part of their daily routine. This can be done outside the formal classroom though books, articles, podcasts, TED talks, etc. These leaders are also not afraid to take calculated risks, try something new, fail and learn, then try again. They also share what they’ve learned to develop those around them.

Innovative and flexible - The OSI Commander has outlined his bold vision for the command. We won’t realize his vision if we maintain the status quo. The General wants to hear your ideas. We must continue to evolve, and every OSI Airmen is critical to our evolution. Today’s adversaries are more agile. We have to adapt and have a similar agility. Having inclusive teams made up of diverse talent and thought helps us to look at problems and opportunities differently and develop creative and novel solutions.

Understand and manages risk - OSI Airmen are problem solvers. There are few problems that we can’t find some way to solve; but just because we can do something, doesn’t mean we should do it. The OSI Commander trusts his teams to know where to adjust and take risk necessary for their mission, customers and situation. The best teams find this balance, and also know when to ask for more clarification, guidance and help, for when they are out of balance.

Identifies/anticipates problems and brings solutions - The most successful leaders and teams are able to anticipate problems before they arise. This comes through experience and situational awareness. They use data to identify trends and patterns, as well as enable frequent conversations with teammates. They then encourage input from all members of the unit. None of us are as smart as all of us.

Selfless teamwork - The premiere units have a clear vision of where they are headed, with buy-in from the team. The members understand their role and how they fit in to meet the overarching goals. Being a good wingman is emphasized over singular interest. Cooperation valued over competition. This builds faith between the teammates.

See GREAT UNITS COMMENTARY, page 12
For more than seven decades the Office of Special Investigations has been at the forefront of law enforcement and counterintelligence operations in multiple domains – including space.

On Dec. 20, 2019, a United Launch Alliance Atlas V rocket took off from Space Launch Complex 41 on Cape Canaveral Air Force Station, Fla., as part of a commercial crew program test flight.

Then, on Jan. 6, 2020, a SpaceX Falcon 9 rocket launched from SLC-40, carrying an installment of Starlink satellites.

Although only separated by seventeen days, the launches signaled the end of an era and the beginning of another. They respectively represented the final launch of the United States Air Force and the inaugural launch of the United States Space Force.

Prior to both launches, special agents from OSI Detachment 802, Patrick Air Force Base, Fla., worked behind the scenes with industry security representatives, 45th Space Wing personnel and federal law enforcement partners to ensure successful launch operations.

“There is a tremendous source of pride in witnessing and participating in the birth of our nation’s newest military service,” said Lt. Col. John Longmire, Det. 802 Commander. “Det. 802 is humbled to be just a small part of what will be United States Space Force history, and is honored to represent OSI in that capacity.”

Specifically, the integrated and collaborative approach among the participating agencies and organizations helped identify foreign collection opportunities and potential threats to the space supply chain as both payloads and launch platforms transited the United States.

“I feel blessed to be part of this amazing team that supported such a historic moment for our nation and its newest service,” said Special Agent Daniel Jernstedt, Det. 802 Superintendent. “We look forward to watching it grow, all the while knowing we were there when it started.”

SA Michael Burgess of Det. 802 echoed those sentiments.

“It’s inspiring to influence history and to play a significant part in what will be the world’s greatest Space Force,” he said.

Editor’s Note: The first official launch for the new U.S. Space Force lifted off from Cape Canaveral AFS March 26, 2020, with a military communications satellite aboard. The launch was from SLC-41 on a United Launch Alliance Atlas V rocket with boosters attached. The rocket carried the sixth in a series of next-generation satellites known as Advanced Extremely High Frequency, or AEHF. The satellites have an upgraded anti-jamming capability.
Answering the call amid COVID-19

By Wayne Amann
OSI Public Affairs

The Office of Special Investigations' unwavering commitment to thorough investigations met the challenges of COVID-19 by scouring the charred remains of a Strategic Air Command era aircraft hangar.

Members of OSI Detachment 813, joined by 2nd Field Investigations Squadron Forensic Science Consultant Special Agent Drew Weinzierl, worked through sub-zero temperatures and mid-March snows at Minot Air Force Base, N.D., looking for any evidence of what caused the hangar to catch fire shortly before New Year’s Eve last year.

Back on Dec. 28, 2019, SA Leonard Meadows, Det. 813 Superintendent, and SA Courtney Fleming were returning from the town of Minot when they noticed black smoke billowing from the base. They found the base fire department battling a large blaze on the flight line. The two agents gathered what information they could and phoned their local FSC team at Buckley AFB, Colo.

“Once word of the fire spread across the command, I responded to Minot and worked with the detachment to identify and preserve key evidence from the scene,” said SA Weinzierl. “We realized the situation was far more complex than OSI could handle alone, so we reached out to the local Bureau of Alcohol, Tobacco, Firearms and Explosives office in Bismarck, N.D., for assistance.”

For the next four days, ATF and OSI teamed up to document and process the nearly 22,000 square foot hangar and its contents, which included two of Minot AFB’s new airfield snow blowers, delivered the week prior to the fire, and valued at more than $600,000 each.

As the investigation progressed, ATF and OSI agents decided the partially collapsed building would have to be demolished in order to safely continue processing the scene and locating evidence.

“SA Meadows spent the next two months leveraging his relationships across the base to establish a plan to preserve evidence, maintain an active and safe flight line, and run a thorough joint investigation with ATF,” SA Weinzierl said.

Fast forward to March 2020. After two months of coordination, a $3 million demolitions contract was awarded. SA Meadows secured five days during contract execution that allowed for ATF and OSI to work alongside demolition contractors to complete the scene processing.

However, in the week leading up to the hangar being demolished, the U.S. began to feel the effects of COVID-19. On March 13, 2020, in response to those effects, Secretary of Defense Mark Esper ordered travel restrictions that nearly brought the case to an abrupt end.

Minot base leadership, needing to maintain a safe and foreign object damage-free flight line, could not risk mission effectiveness to have the building remain.

“Knowing they would have to act fast, OSI leadership allowed me to return to Minot to preserve evidence that would otherwise be lost for good,” SA Weinzierl said. “So, coordinating with Det. 813 and ATF, I returned to the scene to finish the job we had all started two months earlier.”

SA Weinzierl assessed and documented the scene after the contractor removed the structural components.

“I realized this was not going to be a one, or even two day job,” he recalled.

High temperatures for the week were in the 20’s with plenty of snow. Plus, all ATF personnel were on a travel hold and would not be able to respond to the scene. Despite the weather and personnel shortages due to COVID-19 concerns, the team forged ahead.

For the next five days, utilizing video teleconferencing to coordinate with the grounded ATF personnel, SAs Meadows and Weinzierl, and Investigator Jesse Gomez located and preserved key evidence, including the two 30,000 pound snow blowers. They captured scene conditions to establish a basis for determining the origin and cause of the fire resulting in a $7 million loss to the Air Force.
Inaugural UMW preps new OSI field leaders

By Wayne Amann
OSI Public Affairs

The Office of Special Investigations develops its exceptional force in various ways. The latest is via the inaugural Unit Management Workshop, Feb. 10-12, 2020, designed to equip new leadership teams with the tools to run their field units.

Following an OSI headquarters mission orientation briefing at the Russell-Knox Building, the new field leaders were immersed in the workshop where they got a taste of issues addressing: civilian, enlisted, officer and IMA personnel management programs; resource management; readiness; the Inspector General; and resiliency.

The impetus behind the first UMW was OSI Command Chief Master Sgt. Karen F. Beirne-Flint, who experienced first-hand the need for this specific information sharing during her career.

“Over the course of my 16 years with OSI, I identified a gap in preparing our detachment leadership teams for the vital job of running a unit,” she said. “As a young field leader, and then as a Region Superintendent, I struggled with trying to figure out how to run personnel programs, secure a budget, work through the deployment process, deal with facility issues, etc. It was trial by fire…always working to catch up and figure out what I didn’t know.”

Event organizers focused on the Command Chief’s priorities and requests from the field to formulate the curriculum for the workshop.

“After narrowing down the topics, we coordinated with the subject matter experts,” said event organizer Capt. Shaina Holler, Commander Military Personnel Flight, OSI Field Support Squadron. “We wanted to steer away from death by PowerPoint.”

Instead, attendees were provided with real world scenarios they may face back at their units.

“Our amazing field leaders spend a lot of time just trying to figure stuff out. With all of the things we need them spending energy on, we don’t need them stressing out over this. Not when we have the answers,” the Command Chief said. “We do an amazing job at preparing them to lead, educate them on managing operations, but have never provided the tools to actually manage the unit.”

Until now.

The UMW focuses on those vital management programs OSI field leaders need to know, without having to figure them out on their own. They will now show up to their new units with an understanding of the programs, exposure to OSI HQ perspective, and most importantly, who to call when they have questions.

“Bottom line, they will be better prepared to lead OSI Airmen and get the OSI mission done,” the Command Chief said.

It all comes back full circle to the big picture of OSI’s Strategic Plan…the Unit Management Workshop is a prime example of OSI’s Line of Effort 1 – Develop an Exceptional Force.
Breaking barriers for female Airmen

By Phil Berube
Air University Public Affairs

Special Agent Alexandra Garced doesn’t have a need to wear it yet, but she knows of other female Airmen who avoid wearing the maternity service dress uniform at all costs.

The reasons for the avoidance, said the Office of Special Investigations agent, is that they say the uniform is “uncomfortable, not fashionable, don’t feel comfortable with it on, feeling like they stand out, and it’s expensive.”

“I have personally known women who purposely avoid attending Air Force functions in order to not wear the maternity service dress,” she said.

Instead of avoiding the subject altogether and letting those who have to wear the uniform deal with it, SA Garced and SA Jessica Sunkamaneevongse have joined an enthusiastic group of fellow Squadron Officer School students at Air University dedicated to redesigning the uniform and researching other initiatives making women less inclined to leave the service earlier than planned.

They and three other classmates have been gathering regularly for more than six weeks to brainstorm options for a complete redo of the maternity service dress. Another group of five has been meeting to study possible breastmilk shipping reimbursement to nursing mothers who are on a short temporary duty assignment.

The students are doing their research as part of the Diversity and Inclusion topic in SOS’s Air University Advanced Research elective.

The topics were suggested by the Air Force Women’s Initiative Team, which is researching and promoting diversity and inclusion within the Air Force, said Lt. Col. Ginny Fausch, director of the SOS Leadership Department.

“WIT had two topics that they were currently exploring and wanted to solicit the ideas and efforts of SOS students to further study and pursue ways we can remove unnecessary barriers for women in the Air Force,” she said.

The WIT sits under the Air Force Barrier Analysis Working Group, which is chartered to identify and propose elimination of barriers to equal opportunity in the Air Force.

Along with displeasure with the maternity uniform, another barrier is the added personal expense of shipping breastmilk back home for nursing Airmen.

Citing statistical information provided to them by the WIT, one of the SOS students studying this topic states that of the factors causing women to separate from the Air Force sooner than men, 85 percent of women cited issues related to pregnancy and how a pregnancy would fit in their career timeline.

“Furthermore,” said Capt. Tara Crouch, an acquisition officer, “46 percent of the focus groups cited issues related to breastfeeding as factors for determining their early separation. Breastfeeding factors included proper facilities to pump breastmilk and the ability to ship the breastmilk while on temporary duty.”

With no current Air Force policy in place for reimbursing the personal costs of shipping breastmilk, she said, mothers are left with three options: pump enough breastmilk before the TDY; pay out of pocket for the costs of shipment; or bring the child, and associated childcare concerns, with them on the TDY.

“All three options place the onus on the women and can act as deterrents for women to advance their careers, which includes going on TDYs,” said Crouch.

Both groups are close to coming up with possible solutions to propose to the WIT, but will graduate SOS before finalizing their research, said Maj. Jannel Black, director of operations for the 30th Student Squadron. The research will continue with the next SOS class.

“At SOS, we ask our students to think and lead differently than they may have before in order to prevail in competitive environments,” said Black. “For the 10 students in this elective, they have absolutely done that, showing a high level of emotional intelligence in order to break down barriers for our Airmen.”
New DS assumes vital role at HQ

By Wayne Amann
OSI Public Affairs

Serving our nation has always been part of her DNA.

Now, that dedication to serve has earned Ms. Jennifer Holland the distinguished position of Office of Special Investigations Headquarters Director of Staff.

As the new HQ DS, Ms. Holland not only breaks ground as the first female to hold the position, but, is one of the first females in the command to advance through the civilian ranks to GS-15, without prior military service.

Ms. Holland views her latest accomplishment as the result of business as usual within the organization.

“The recent OSI diversity and inclusion initiative is labeling something OSI has done for quite some time,” she said. “I’m grateful to have benefited from the trust and confidence of a number of senior male leaders who saw potential in my work and championed me along the way, many times when I did not champion myself.”

Ms. Holland has turned those successful career trajectory experiences into advice for women with long term, career aspirations in law enforcement at the senior leadership level.

“Don’t self-eliminate. Don’t take yourself out of the running, and be better prepared than your peers,” she went on to explain. “As the career field manager I’ve seen a lot of females self-eliminate for various reasons, and some are valid. But, when it’s decision time, can adjustments be made? Success is 99 percent preparation and one percent luck. Know your job, become a subject matter expert, take any professional military education when it’s available, tackle the hard jobs no one wants and do a good job. Then ask for the promotion and let someone else tell you no.”

Ms. Jennifer Holland

The self-proclaimed well-traveled Army brat joined OSI three months after graduating from American University in Washington, D.C., in 2002 with a degree in International Relations and Foreign Policy. She originally wanted to join the Foreign Service or the Peace Corps.

“Then I met Special Agent Steve Parr during a career fair at my school who convinced me to work as a counterintelligence agent in a worldwide organization, which intrigued me,” Ms. Holland recalled. “I wanted to work in national security but was not sure how to go about it. Then, 9/11 happened during my senior year of college and it shaped my worldview, influencing how I hoped to work to impact U.S. policies to protect our national security.”

Determination fueled her early career path when she set her sights on attending the National Intelligence University (then called the Joint Military Intelligence College).

“That was the school for me. I applied through OSI to attend full time and was not selected two years in a row,” Ms. Holland recalled. “I was pretty bummed about it, so I applied directly to the school as a part time space available student, piecing together classes. A great supervisor, (2018 OSI Hall of Fame Inductee) SA Stephen Minger supported my efforts and allowed me to take a few hours a week away from work at the Criminal Investigative Task Force. I maintained the class work and my full time job (while winning civilian agent of the year), finishing the degree in 20 months.”

Her eclectic 18-year career in OSI is highlighted by successful leadership roles in various lines of operation; stateside, overseas and in a deployed capacity. She brings to the DS table a corporate mindset, a proven track record at building relationships with stakeholders, plus developing programs and processes.

Given all that, what was the best career decision she ever made?

“Raising my hand to be a Special Agent-In-Charge, which put me out of my comfort zone for the first time,” Ms. Holland said. “Most civilians are not entrusted with leading a total force team, it’s more of the officer track. But, I wanted the challenge of leading a team. Hands down, I was happy senior leaders gave me the opportunity to do it because you learn so much. I give SAICs all the credit because it’s a hard job... but you grow from it. You get better as a supervisor. It was by far the most challenging and rewarding assignment I’ve ever had.”

Her growth has manifested itself as the new HQ DS.

“I firmly believe (OSI Commander, Brigadier) General (Terry L.) Bullard See DS, next page
selected me based on my strong work ethic, experience bringing stakeholders to consensus and track record as an agent who understands the corporate vision and can bring it to life,” Ms. Holland said. “OSI assesses our talent based on merit and what they can bring to the fight. I can translate my field experience and working as the Executive Director’s deputy at the headquarters when pushing initiatives. My gender will most likely be a footnote in the annual history report when I’m judged on how I do the job, how I deal with people and what I can do for the command.”

Detco inducted into high school hall of fame

By Wayne Amann
OSI Public Affairs

The career path of Office of Special Investigations Special Agent Lt. Col. Shannon Bancroft-James reads like a geography lesson.

Her hometown school system took copious notes, and then the Allendale, Mich., Public Schools Hall of Fame welcomed her and four others as its 2019 Induction Class.

With only five inductees per year, for each of the past six years, SA Bancroft-James, Allendale High School Class of ‘93, joins an elite group of graduates who have exceptional career accomplishments. Her reaction?

“Very shocked,” she said. “It was an honor. I’m very lucky to be grouped with the other phenomenal people who were inducted. I hope my story can be an example for others.”

Following high school, she attended Grand Rapids Community College and Grand Valley State University in Michigan, studying criminal justice.

While there, she was enrolled at the police academy, but instead enlisted in the Air Force in 1996.

“I told my recruiter, ‘give me whatever job you have and I’ll make the most out of it,’” she said. “I wanted to really try something different.”

While on active duty she earned a bachelor’s degree in Professional Aeronautics and an MBA in Criminal Justice, and Conflict and Negotiation Management from Embry-Riddle University.

From 1996 to 2004, she was stationed at Beale Air Force Base, Calif., as an Aerospace Physiology Technician.

“I worked with space suits U-2 pilots wear,” SA Bancroft-James recalled.

During her time at Beale, she was deployed to Saudi Arabia, South Korea, the United Arab Emirates, Cyprus, Japan, Hawaii and England.

In 2004, she received her commission from Officer Training School, graduating as a personnel officer assigned to Tyndall AFB, Fla.

In 2009, she retrained into the Office of Special Investigations, to become a credentialed Special Agent.

“After I got my commission and before I crossflowed, I was still interested in law enforcement and criminal justice. It all lined up when I was able to crossflow into OSI,” she said.

Since then, SA Bancroft-James has served in Germany, South Korea, Wyoming, Texas, Qatar, Afghanistan and Michigan prior to her current position as OSI Detachment 114 Commander, Tinker AFB, Okla.

Her Hall of Fame Induction certificate read in part, “We salute Shannon and are proud to welcome her to Allendale Public Schools Hall of Fame. Her achievements and career accomplishments are celebrated and recognized as outstanding examples of our schools and community.”

Those sentiments were echoed by OSI Commander, Brig. Gen. Terry L. Bullard.

“This is awesome,” General Bullard wrote in his congratulations to SA Bancroft-James. “I’m so glad your school saw fit to do this as you’re more than deserving of the recognition. I hope your story inspires others to push themselves in what they pursue.”

The Allendale, Mich., Public Schools Hall of Fame 2019 Induction Class. (Courtesy photo)
For those not familiar with the Office of Special Investigations linkages to the Department of Defense Cyber Crime Center (DC3), and for those with limited visibility on the evolution of DC3 over its roughly 22-year history, this article speaks to that foundational relationship, DC3’s capabilities to amplify effects for the broad range of customers it’s charged to support, and several ongoing mission adaptations to elevate support for its founding Defense Criminal Investigative Organization (DCIO) and Military Department Counterintelligence Organization (MDCO) stakeholders.

DC3 was officially activated Oct. 1, 2001; however, its origins date back to February 1998, when then-Deputy Secretary of Defense John Hamre issued the Defense Reform Initiative Directive #27, directing the Air Force to establish a joint Defense Department computer forensics laboratory and training program.

The Secretary of the Air Force, as DoD Executive Agent, designated the OSI Commander as overall program manager for both activities, placing OSI at the helm in establishing the Defense Computer Forensics Laboratory (DCFL), later renamed the Cyber Forensics Laboratory (CFL), and the Defense Computer Investigations Training Academy (DCITA), later renamed the Cyber Training Academy (CTA) to reflect the expanded training mission captured below.

Since its origins in 1998, DC3’s capabilities and services have expanded and evolved to meet not only the changing needs of its founding DCIO and MDCO stakeholders, but those of the DoD at large, to include:

**Expanded digital and multi-media (D/MM) forensics requirements** in support of the Document and Media Exploitation (DOMEX) mission, aircraft mishap inquiries, support responsive to defense counsel requirements, the examination of personal effects of our fallen prior to family release to minimize the unintentional spillage of sensitive or classified information, malware submissions from multiple stakeholders, and wide array of other DoD-wide D/MM forensics requirements

**Expanded cyber training needs** in support of not only the DCIOs and MDCOs, but those of U.S. Cyber Command and the Services, to include Cyber Protection Team (CPT) and Mission Defense Team (MDT) training needs, as well as related training in support of key ally mission partners

The 2002 establishment of the Defense Cyber Crime Institute (DCCI), later renamed Technical Solutions Development (TSD), as an in-house capability to develop new or tailor existing tools to meet the specific requirements of the DoD digital forensic examiner and cyber intrusion analyst communities

The 2008 designation of DC3 as one of only seven Federal Cyber Centers, charged with the identification of cybersecurity best practices, the collaborative establishment of shared architectures to enable elevated Whole of Government information sharing, and contributions and participation in national-level cyber incident exercises

The 2008 establishment of the DC3 Analytical Group (AG) to enable focused technical analyses based on CFL and mission partner cyber forensics (forensics-enabled analytics) to support cyber investigations and operations of DoD LE/CI entities, U.S. Cyber Command, and heightened collaboration with the FBI and Department of Homeland Security.

The 2008 establishment of the DoD CIO-led Defense Industrial Base (DIB) Cybersecurity Program and the associated DC3-led Defense Department-DIB Collaborative Information Sharing Environment (DCISE) to help defense contractors safeguard Defense Department information

The 2016 establishment of the DC3-led Defense Department Vulnerability Disclosure Program (VDP), the DoD focal point for crowd-sourced vulnerability reporting and interacting with private citizen cybersecurity researchers, popularly referred to as “white hat” or ethical hackers

Throughout those many evolutions of the DC3 mission, its available resources expanded from its originating HQ OSI Operating Location-D footprint of roughly 14 personnel, to a present day footprint of roughly 450 military, civilian and contractor personnel. Further, DC3 is host to multiple embedded liaisons from key mission partners, including the Naval Criminal Investigative Service, U.S. Army Military Intelligence, the National Security Agency, U.S. Cyber Command, four distinct Damage
Assessment Management Offices (Office of the Secretary of Defense and the three Military Departments), a Joint Acquisition Protection & Exploitation Cell, and an Air Force Life Cycle Management Center element. DC3 also maintains enduring partnerships with the FBI, the National Media Exploitation Center, and other core mission partners via embedded DC3 liaisons.

While DC3’s expanded mission as a ‘whole of DoD’ technical center presents occasional challenges relative to the competing interests of its varied stakeholders, the synergies inherent in DC3’s six lines of effort, combined with the common interests of those same many stakeholders, present an exciting range of capabilities and opportunities for DC3 to revitalize its support to its founding DCIO and MDCO stakeholders. In fact, a confluence of changing DoD priorities, technological evolutions, and DCIO/MDCO requirements make 2020 a year ripe for strengthened ties.

In February 2020, DC3 opened the doors to its new training facility in Hanover, Md., (just north of Ft. Meade). CTA’s new training facility has ten state of the art classrooms, each with a 20-student capacity; more than double its past capacity. The new training facility has a simulated Network Operations Center (NOC), which will facilitate team validation exercises, course capstone events, etc. Five of the classrooms will be wholly dedicated to DCIO/MDCO training needs, to include evolved course offerings specific to Internet of Things devices, dark web and cryptocurrency, and other DCIO/MDCO prioritized requirements.

DC3 is also actively engaged with the Defense Cyber Operations Panel to assess the viability and value of joint regional Digital/Multimedia (D/MM) forensics labs to better align and integrate DC3 specialized capabilities with OSI’s evolving Digital Forensic Consultant (DFC) footprint, as well as similar fielded D/MM forensics capabilities within NCIS, the Army Criminal Investigation Division, and the Defense Criminal Investigative Service. With the growing complexities in D/MM forensics tied to locked devices, encryption, app-based data, cloud storage, Internet of Things devices, the dark web, malware and intrusions, etc, elevated teaming and more rapid access to D/MM forensics expertise is a growing imperative.

From a common tools perspective, DC3 is actively engaged with Office of the Under Secretary of Defense for Intelligence and Security, the MDCOs, and other stakeholders to assess current and future D/MM forensics and analytic tools, shared architectures, and common data standards to better synchronize network sensor strategies, collections, and exploitation of the resulting data to better protect Defense Department equities and national security interests. This effort is taking place under an umbrella initiative branded ‘CI PED,’ (Counterintelligence Processing, Exploitation and Dissemination) with initial, exploratory funding set to begin in fiscal 2021.

DC3, in partnership with the Assistant Secretary of the Air Force for Acquisition, is actively engaged with the OSD Strategic Capabilities Office (SCO) responsive to the Air Force’s 2019 designation as Executive Agent and transition partner for the SCO-developed StormSystem suite of tools.

StormSystem creates believable electronic files in a variety of formats that appear authentic, but contain machine-constrived data to obfuscate targeted users. The StormSystem products will facilitate countermeasures against cyber theft by raising the cost (in time and funding) of adversary actors and creating analytical penalties to the intended consumer. The intent is to delay an adversary’s “time to market” for stolen technologies and “poison the well” for cyber thieves. StormSystem will provide a suite of capabilities available to DoD users, U.S. and allied government mission partners, vetted Defense Industrial Base (DIB) partners, and other select non-government users, with the ability to stage obscured files at-scale on relevant networks in support of a variety of use cases.

These are just a handful of the ongoing efforts to revitalize DC3’s focus on capitalizing on its evolved capabilities to better support and amplify the investigative and operational effects for its core DCIO/MDCO stakeholders. The evolution of DC3 will certainly continue throughout 2020 and the years to come.
When times are hard, they know they have each other’s backs. One excellent way to foster teamwork is by Developing Our 300 (DO300) events. These opportunities are intended to break down the barriers within our teams, enabling a better understanding of and care for each other, by creating tighter and genuine relationships.

**Exceeds suspense and executes timely documentation** - We are given many different, and often competing, priorities and requirements. The standards and expectations are articulated. Many tasks are routine and predictable. The best units are deliberate in understanding what is expected, then execute a plan to accomplish tasks on time or early. If a unit is continually late on evaluations, decorations, timeliness, TMT tasks, etc…that’s a red flag that should drive a conversation about expectations and priorities.

**Communicates often with higher headquarters** - The HHQ is not an adversary of the field unit; but that’s often the perception. This belief drives a wedge between a unit and its HHQ. The best units see the value in a partnership with their HHQ staff and communicate frequently to bring ideas, ask for clarification and guidance, champion their people, crosstalk to share best practices and lessons learned; and even flag deficiencies and personnel issues. There is much truth in the cliché, “Bad news does not get better with time.” There are more and better solutions available at the beginning of a personnel issue, than at the end. If a professional disagreement cannot be resolved between the staff and its subordinate unit, then it’s imperative the Commander and Special Agent-In-Charge bring the issue to the Region CC for adjudication.

What I’m really discussing is culture. OSI/CC sets the culture, but we have to enforce it across all levels of the chain of command. Our Commander and our people count on it. This is my opinion on what distinguishes units with a healthy culture. I hope you find it helpful and I welcome your thoughts on what you see based on your own unique experiences.

**Organizational Values: Trusting Our People**

*By Chief Master Sgt. Karen F. Beirne-Flint*  
*OSI Command Chief*

Greetings OSI Family! We had an amazing 2019, neutralizing our adversaries, strengthening the integrity of our Air Force, and ensuring OSI stays relevant in the fight! As we look into 2020, I am excited to see what we do, to promote the impact we make on the global stage, and to celebrate your accomplishments. Thank you for all you do. I sincerely appreciate you. Here is to an awesome 2020!

This year let’s discuss the most foundational of organizational values vital to the success of each member of this command: Trusting Our People. Line of Effort (LoE) 1: Developing an Exceptional Force, sets the stage for success within and beyond OSI. Equipping our personnel appropriately makes accomplishing the mission easier, provides the resources necessary to plan careers and seek opportunities to grow and excel, and maintains a diverse and inclusive workspace that welcomes collaboration and cultivates the environment needed to build trust.

To trust is “to believe in the reliability, truth, ability, or strength of.” As in any relationship, trust comes first; it is the foundation for all we can do. It enables us to take that calculated risk and exercise a hunter’s mindset at any level. As a member of the team, we must build trust with our teammates and leadership. We do this through learning/knowing our jobs, being reliable, open, and honest, and looking out for our teammates and family members, inside and outside the office.

As leaders, we must define our expectations, provide feedback, exercise transparency, and encourage an environment of open communication, respect, and connectedness. Operation Developing Our 300 provides the additional opportunity to focus on connectedness and discover what makes us stronger, what makes us different, what is most important to each of us, and what stresses us. The result will be a harmony through which we support each other personally and professionally; strengthening resiliency; buttressing mission effectiveness; restoring command readiness to meet customer needs (LoE 2).

What we do for the Air Force, the Department of Defense, and the American people is tough work. Being an Airman is inherently risky, as we hunt down threats to our nation. To be a successful command, we need to trust each other; throughout the chain. Each of us reinforces or diminishes what makes our OSI family great. What are you doing to make us better?
Special Agent's research published in academic journal

By Wayne Amann
OSI Public Affairs

Every academic year, students at the Air War College (AWC), Maxwell Air Force Base, Ala., write professional studies research papers during their 10 months in residence that address questions raised by strategic leaders across all military service branches and in many government agencies.

At times, an individual’s research findings meet the rigorous standards necessary for sharing with academic and professional audiences beyond the walls of Maxwell through publication as professional papers and in academic journals.

Such was the destination for the research conducted by Office of Special Investigations Special Agent, Lt. Col. Ben Hatch, 7th Field Investigations Squadron Commander, Joint Base Andrews, Md.

The Academic Year 2018 AWC graduate was published in the 2019 fourth quarter edition of the Journal of Strategic Security, a double-blind peer reviewed professional journal.

“After spending these past 18 months post-AWC graduation working revisions to drafts and completing additional research on the paper, it’s incredibly gratifying to see the article in published format,” SA Hatch said. “I’ll be the first to admit the peer reviews were tough, but the feedback provided served as a motivator to refine the article into a product that offered tangible options for policy makers to consider.”

His article, The Future of Strategic Information and Cyber-Enabled Information Operations, examined ways to prepare for future challenges across the continuum of conflict, and proposed options for the U.S. Government to optimize how it manages, counters, defends and exploits the effects of information by organizing for strategic information and cyber-enabled information operations across and through multiple domains. The article can be downloaded at the link: https://scholarcommons.usf.edu/jss/vol12/iss4/4/

“I’m proud to have contributed to such an important national security conversation,” SA Hatch said.

The AWC resident program class includes officers from each U.S. military service branch, civilian employees of federal government agencies, and officers from the international community.

All U.S. students are dually enrolled in the AWC senior-level professional military education (PME) program and the Master of Strategic Studies degree program; therefore, they must meet admission requirements for the master’s degree.

The AWC PME program is accredited for joint professional military education phase II as defined for senior level colleges in the Chairman of the Joint Chiefs of Staff Instruction 1800.01E, Officer Professional Military Education Policy.

As the senior Air Force PME school, AWC annually educates about 245 resident students from all U.S. military service branches, federal agencies, and international fellows from 45 nations.

What’s on tap for the published researcher?

“The prospect of completing additional research that meets the publication standard is something I would need some time to reflect on,” SA Hatch admitted. “For now, I plan to enjoy the moment and focus on my assigned OSI mission to Defend the Nation, Serve Justice, Protect the Air Force, and Find the Truth.”

Editor’s Note: The views expressed in the research article are those of the author and do not reflect the official policy or position of the U.S. Government, Department of Defense or the Department of the Air Force.
On April 2, 2019, Kimberly Sue Endicott, two Canadian citizens and their Uganda tour guide/driver John Paul were kidnapped from Uganda’s Queen Elizabeth National Park (QENP) while on safari along the border with the Democratic Republic of the Congo.

The two Canadian citizens were released, but Endicott and Paul were forcibly taken into the DRC and held for six days.

Five months before the kidnapping, Office of Special Investigations Force Protection Detachment Uganda identified QENP as a high-threat area in Uganda in the FPD’s country-wide threat assessment and immediately set up an extensive source network throughout the area, obtained geo-coordinates of landing sites, and familiarized themselves with the wildlife, roads, border crossings and patterns throughout QENP.

When the kidnapping occurred, OSI FPD Uganda leveraged those established relationships to unite Ugandan Police, Military, Special Operations Forces (SOF), Intelligence and Wildlife authorities/assets to locate and rescue Endicott and Paul out of the DRC.

On Dec. 12, 2019, the U.S. State Department recognized OSI FPD Uganda Special Agent-In-Charge Keith Ide with its second-highest award, the Meritorious Honor Award, for his role in the kidnap for ransom response and successful rescue.

The award read: “Keith R. Ide...For your outstanding support in the organization and consolidation of Ugandan intelligence assets throughout a five-day hostage crisis in Uganda’s Ishasha sector of Queen Elizabeth National Park.” Signed: Ambassador Deborah R. Malac, Kampala, Uganda, December 2019.

“The FPD Program worked as it was designed, to identify and neutralize threats which we not only did at the front end, but were a critical piece in bringing everyone home, safe. In this manner our participation was a win,” SA Ide said.

SA Ide and U.S. Embassy RSO Michael Cygrymus responded by helicopter from the U.S. Embassy in Kampala to QENP with only the clothes they were wearing, two cell phones and a few weapons to lead the resulting, five-day, joint U.S.-Ugandan rescue operation on the Uganda/DRC border.
SA honored for Act of Courage

By Wayne Amann
OSI Public Affairs

Our people owe their lives to a special agent who was in the right place at the right time with the right stuff.

Office of Special Investigations Special Agent (SA) Dustin Kepley, 1st Field Investigations Region, Detachment 104, Eglin Air Force Base, Fla., was kayaking while on leave June 9, 2018, in his home state, North Carolina, when he heard a raucous commotion and alarming screams coming from the raging New River. It rained the night before so the river was rougher than normal.

SA Kepley noticed two female adults, in float tubes, and two female children in the middle of the river drifting by the off ramp.

“At first I thought everything was OK until I heard one of the adults yell, ‘You need to get them,’ and the other one said ‘I can’t swim,’” SA Kepley recalled. “I saw one of them attempting to hold out a paddle for the children to grab, but they were too far away to reach it.”

At that point, the smaller child’s head went under water and Kepley started to swim to her. He remembers being concerned for the children because they appeared to be having a difficult time staying above water without life preservers and were floating down river away from anyone that could help.

“While I was swimming over to them the smaller child’s head bobbed under the water a few times so I grabbed her first and put her on my back,” Kepley said. “Then I grabbed the other child around the waist and swam to shore. When I reached them, I was unable to reach the bottom and had to tread water while grabbing the children.”

The swim back was difficult for Kepley because he was being pushed down river by the current. A female on the shoreline grabbed the two girls to help him as he lifted them out of the river.

“Then I swam upstream against the current to grab the floats the two adults were on,” Kepley said. “They were stuck in the middle of the river on debris so I freed them and pulled them to the off ramp.”

After their trip down the river that day, SA Kepley reached the off ramp before the rest of his group and began pulling them up to the access ramp so they could exit the river. Kepley’s wife Kayla, her mother Brandy Smith, her aunt Brenda Kidd and other employees of the campground witnessed SA Kepley’s rescue actions from shore.

OSI SA Dustin Kepley’s wife Kayla witnessed her husband’s Act of Courage when he rescued two drowning children and their mothers from a raging river in North Carolina. (Courtesy photo)

“I pulled the rest of my group in and got out of the water to check on the children but they had already left the campground,” SA Kepley said. “I was unable to get their names and no one else from our group spoke with them before they left.”

However, SA Kepley’s efforts spoke volumes to the Air Force, which awarded him the Air Force Commendation Medal, Second Oak Leaf Cluster, for his Act of Courage.

The citation reads in part: “Without regard for his own safety, (Special Agent) Kepley plunged into the swelled river and swam to the drowning children. He quickly reached them and swam against the river’s undertow towards the banks of the river as they clung to his back. Upon safely delivering them to dry land, (Special Agent) Kepley returned to the river, where he rescued the two stranded women by pulling them and their float tubes to a boat ramp where they were safely reunited with their children. By his prompt action and humanitarian regard for his fellowman, (Special Agent) Kepley has reflected great credit upon himself and the United States Air Force.”
Leadership pays respect to the Unknown at Arlington

By Wayne Amann
OSI Public Affairs

The new year ushered in a solemn first for the Office of Special Investigations at Arlington National Cemetery, Va.

OSI Commander, Brig. Gen. Terry L. Bullard and Command Chief Master Sgt. Karen F. Beirne-Flint laid a wreath at the Tomb of the Unknown Soldier Jan. 7, 2020, supported by Vice Commander, Col. Shan B. Nuckols and Executive Director, Mr. Jude R. Sunderbruch.

The ceremony marked the first time in OSI’s 71-year history its leaders paid tribute to the sacrifices of the Unknown at the revered monument.

“Today we honor all of the Fallen from past wars, but for us the added significance is honoring the memory of the OSI and Security Forces Fallen that all of us carry in our hearts,” General Bullard said.

The Tomb of the Unknown Soldier, also known as the Tomb of the Unknowns, is a monument dedicated to deceased U.S. service members whose remains have not been identified.

“This was an opportunity to personally honor those who have fought and died for freedom before us, especially those that were never identified,” said Command Chief Beirne-Flint.

The World War I "Unknown" is a recipient of the Medal of Honor, the Victoria Cross, and several other foreign nations' highest service awards. The U.S. Unknowns who were interred are also recipients of the Medal of Honor, presented by U.S. Presidents who presided over their funerals.

The monument itself has no officially designated name.

Arlington National Cemetery has 624 acres of rolling hills that serve as the final resting place for more than 400,000 active duty service members, veterans and their families.

Service to country is the common thread that binds all who are remembered and honored there.
Office of Special Investigations Fallen Hero Special Agent (Staff Sergeant) Chester McBride was recognized by members of the 78th Air Base Wing, during the Robins Air Force Base, Ga., Proud Forum Feb. 25, 2020, at the installation theater.

The monthly event is an initiative to integrate mission partners at Robins AFB to discuss a variety topics that ultimately serve to strengthen the physical, social, mental and spiritual well-being of Airmen. This particular forum focused on helping agencies and being a wingman for your brothers and sisters in arms.

Col. Brian Moore, Commander, 78 ABW, began the event by paying tribute to McBride, describing him as the “quintessential wingman.”

Col. Moore highlighted McBride’s personal accomplishments, including his Bachelor of Science degree in Criminal Justice from Savannah State University in 2007 and a Master of Public Administration degree from Valdosta State University in 2015.

McBride enlisted in the Air Force in 2007 where he initially served as a Security Forces Defender before becoming an OSI Special Agent in 2012.

“But what he really wanted to do was deploy and serve his country,” Col. Moore said. “He got his chance in 2015.”

In October that year, McBride deployed to OSI Expeditionary Detachment 2405, Bagram Air Base, Afghanistan, in support of Operation Freedom’s Sentinel. On Dec. 21, 2015, McBride was killed in action while on patrol outside Bagram after an attack by a suicide bomber. Three other OSI Special Agents and two Security Forces Defenders working with OSI were also killed in the attack.

“What makes Sergeant McBride’s story maybe even a little more impactful to us as warriors, is after the evidence came out, it was clear that he protected a linguist in order to save her life. She is alive today because of him laying down his life for one of his partners,” Col. Moore explained. “These are the sacrifices we all signed up for, but very few actually pay that last full measure of devotion that Sergeant McBride did. We are proud of him. We are thankful to his family...and he was one of us. We pay honor and tribute to him and thank him for his service. We can never forget.”

The Wing traditionally honors Gold Star families at Wing events. SA McBride’s family was unable to attend, however, members from OSI Det. 105 and Procurement Fraud Det. 5 OL-A were in attendance to honor SA McBride and his sacrifices.

The event was broadcast on the Robins AFB Facebook page via Facebook live and can be viewed at: https://www.facebook.com/RobinsPublicAffairs/videos/880462412387038/?vh=e.

Col. Brian Moore, 78th Air Base Wing commander, Robins Air Force Base, Ga., addresses attendees during the Robins Proud Forum at the base theater, where he told the heroic story of OSI SA Chester McBride. (U.S. Air Force photo by Rodney Speed, 78 ABW/PA)
Up, Up, and Away...

...For a military bird's eye view

By Wayne Amann
OSI Public Affairs

Several Office of Special Investigations professional staffers and a pair of special agents experienced what helicopter and fighter pilots do for a living thanks to incentive/familiarization flights.


The pilot, Chief Warrant Officer 2 Gregory A. Wilson, of Bravo Company, 12th Aviation Battalion, Military District of Washington, flew his passengers over the National Capital Region to include Northern Virginia, Fort Belvoir, Fort Washington, Maryland, and Washington, D.C.

Then, in January 2020, Special Agent Lee Russ, Deputy Director, OSI Office of Special Projects and SA Randy Sheen, Senior Program Security Officer to the United States Air Forces in Europe, met with Aviano Air Base, Italy, leadership to discuss the challenges associated with technology integration, technology protection, and the day in the life of a fighter pilot.

The SAs were given a familiarization flight in the F-16 Fighting Falcon, piloted by Lt. Col. Jesse “Shogun” Doyle, Commander, 31st Operations Support Squadron. They participated in the mission planning, flight briefing, then got suited up and completed the walk around before takeoff. They engaged in a Close Air Support exercise involving strategic ground targets identified by Joint Terminal Attack Controllers. After their sortie, they attended debriefs.

"I'm very grateful for the opportunity to fly with members of the 31st Fighter Wing and the 510th Fighter Squadron who represent the most powerful Air Force in the world,” SA Russ said. “Though I’ve supported Air Force acquisitions and technology protection my entire career, I have a new appreciation for our pilots, the support personnel, and the aircraft they employ to enable air superiority. The physical and mental stressors our fighter pilots endure is amazing!"
ATF Acting Director visits

The OSI Diversity and Inclusion Program hosted a visit by Bureau of Alcohol, Tobacco, Firearms and Explosives Acting Director, Ms. Regina Lombardo, at OSI Headquarters, Jan. 28, 2020. As ATF’s first female AD, she met with the OSI leadership team and discussed expanding partnerships. She also shared experiences as a civilian agent and how they shaped her into the leader she is today. (Photo by Wayne Amann, OSI/PA)

#1 Grad in #1 NCOA Class

OSI Special Agent Nicholas Linsalata accepts the John L. Levitow Award from Senior Master Sgt. Jason A. Ramon, Sheppard Air Force Base, Texas, Non-commissioned Officer Academy Director of Education, during ceremonies Feb. 21, 2020. SA Linsalata earned the top Air Force Enlisted Professional Military Education award in the largest NCOA graduating class in history, 304 students. (Photo courtesy Sheppard NCOA)

DC3 showcases new facility

DoD Cyber Crime Center Cyber Training Academy Acting Director Casimer Szyper, briefs the new CTA Security Operations Center to OSI Commander Brig. Gen. Terry Bullard, in Hanover, Md., March 11, 2020. The SOC features a training system delivering real-world practice scenarios, capture-the-flag training events and practice operations for students. (Photo by Stephen Murphy, DC3/PA)
From the OSI Family

To You and Yours

We'll get through COVID-19

TOGETHER!

OSI Field Investigations Region 1 Superintendent James Hoy wears a protective mask created by his wife to help combat the Coronavirus pandemic while maintaining mission effectiveness. (Courtesy photo)