

Relyea, Eric M LSC NOSC Phoenix Staff

From: [REDACTED] LCDR CNAL, N01L1
Sent: Tuesday, January 29, 2019 10:22 AM
To: [REDACTED] LSC NOSC Phoenix Staff
Subject: RE: [Non-DoD Source] Re: Request of Line of Duty / Command Investigation Reports
Attachments: 021-FOIA CNAL-2019-001 Release Itr (Mr. Patrick Caserta).pdf; CASERTA AE3 (HSC-28) Line of Duty Determination_Redacted.pdf; CI INTO DEATH OF AEAN CASERTA_Redacted.pdf
Signed By: [REDACTED]

LSC:

Please see attached CNAL response to Mr. Caserta's FOIA request, and the documents that are responsive to his request. As I mentioned to you over the phone (and as is reflected in the official response), some of the documents that were used as enclosures to the investigation are under the release authority of NCIS. Those documents have been withheld and will be forwarded to NCIS for review and response to Mr. Caserta.

Thank you for your assistance with providing these documents to the family in person. Please let me know if there are any additional questions.

Very respectfully,

[REDACTED]
LCDR, JAGC, USN
Deputy Force Judge Advocate (N01L1)
Commander, Naval Air Force Atlantic
1562 Mitscher Avenue, Suite 300
Norfolk, VA 23551-2427
Phone [REDACTED]
SIPR [REDACTED]

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-----Original Message-----

From: [REDACTED] LSC NOSC Phoenix Staff <eric.relyea@navy.mil>
Sent: Tuesday, January 29, 2019 11:47 AM
To: [REDACTED] LCDR CNAL, N01L1 [REDACTED]
Subject: FW: [Non-DoD Source] Re: Request of Line of Duty / Command Investigation Reports

-----Original Message-----

From: Patrick Caserta <patrick.97@cox.net>

Sent: Tuesday, January 29, 2019 9:24 AM

To: [REDACTED] LSC NOSC Phoenix Staff [REDACTED];
[REDACTED]

Subject: [Non-DoD Source] Re: Request of Line of Duty / Command Investigation Reports

I Patrick Caserta request a copy of the Line of Duty /Command Investigation report. Patrick Caserta

On January 29, 2019 at 11:18 AM "Relyea, Eric M LSC NOSC Phoenix Staff" <eric.relyea@navy.mil> wrote:

Good Morning Mr. Caserta,

As per our phone conversation this morning (29 Jan 2019) can you please reply back to LCDR [REDACTED] and myself with an official request of the Line of Duty / Command Investigation report.

LCDR [REDACTED] POC info:

[REDACTED]

LCDR, JAGC, USN

Deputy Force Judge Advocate (N01L1)

Commander, Naval Air Force Atlantic

1562 Mitscher Avenue, Suite 300

Norfolk, VA 23551-2427

Phone [REDACTED]

Email [REDACTED]

Thank you

V/r

LSC

NO SC PHX
602-353-3020



DEPARTMENT OF THE NAVY
COMMANDER, NAVAL AIR FORCE, ATLANTIC
1562 MITSCHER AVENUE, SUITE 300
NORFOLK, VA 23551-2427

5720
Ser N011/ 021
29 Jan 19

Mr. Patrick Caserta
[REDACTED]

Dear Mr. Caserta:

SUBJECT: YOUR FREEDOM OF INFORMATION ACT REQUEST CASE NO. CNAL-2019-001

This letter responds to your January 29, 2019, Freedom of Information Act (FOIA) request seeking copies of the line of duty investigation and command investigation related to the death of your son, Brandon Caserta, on June 25, 2018.

Your request was received in this office on January 29, 2019, and was assigned the case number CNAL-2019-001.

A thorough search for records responsive to your request was conducted and the enclosed documents were identified as responsive to your request and were forwarded to this office for release determination.

My office conducted a review under applicable portions of the FOIA statute (5 U.S.C. 552) and Secretary of the Navy Instruction 5720.42F. This review indicated a requirement to delete the names, ranks, and social security numbers of military members and privacy information under 5 U.S.C. 552(b)(6). Release of this information would result in a clearly unwarranted invasion of personal privacy. Deletions have been indicated by placing the exemption code in place of the redacted material.

Additionally, some of the information contained in the reports is under the release authority of the Naval Criminal Investigative Service (NCIS). We are forwarding those documents to them for a release determination and direct response to you. NCIS can be contacted at: Naval Criminal Investigative Service Headquarters, Code 00LFJ, 27130 Telegraph Road, Quantico, VA 22134-2253. The telephone number is (571) 305-9092 and the email address is ncis_foia@ncis.navy.mil.

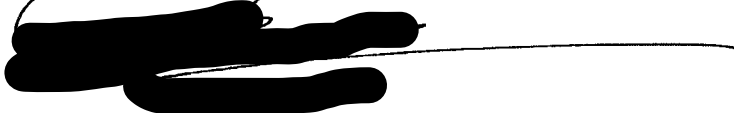
Because some information has been withheld from the responsive documents, you may consider this to be an adverse determination that may be appealed. If you have created an account in FOIAonline, you may submit your appeal directly within the web-based system. To do this, log into your account, retrieve your original request, and then click on the "Create Appeal" tab in the left-hand column. The basic information from your request will be duplicated

5720
Ser N01L/021
29 Jan 19

for you, and then you can type in the basis of your appeal. If you do not have a FOIAonline account, you may send an appeal by regular mail to the Judge Advocate General (Code 14), 1322 Patterson Avenue, SE, Suite 3000, Washington Navy Yard, DC 20374-5066. Your appeal, if any, must be postmarked within 90 calendar days from the date of this letter and should include a copy of your initial request, a copy of this letter, and a statement indicating why you believe your appeal should be granted. I recommend that your appeal and its envelope bear the notation 'Freedom of Information Act Appeal.'

There are no fees associated with the processing of your request. I wish to offer my most sincere condolences for the loss of your son.

Sincerely,

A large black rectangular redaction covers the signature area. A thin horizontal line extends from the right side of the redaction across the page.

Captain, JAGC, U.S. Navy
Force Judge Advocate
By direction of the Commander

Enclosure: 1. Responsive Documents



DEPARTMENT OF THE NAVY
COMMANDER, HELICOPTER SEA COMBAT WING ATLANTIC
610 "A" STREET STE 150
NORFOLK, VIRGINIA 23511-4011

1910
Ser N00/ 325
19 Nov 18

FIRST ENDORSEMENT on HELSEACOMBATRON TWO EIGHT ltr 5800 Ser N00/348 of
1 Nov 18

From: Commander, Helicopter Sea Combat Wing Atlantic
To: Commander, Naval Air Force Atlantic

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P. CASERTA

1. Forwarded, concurring with the Commanding Officer's recommendation.



A. M. WORTHY

Copy to:
HELSEACOMBATRON TWO EIGHT



DEPARTMENT OF THE NAVY
HELICOPTER SEA COMBAT SQUADRON TWO EIGHT (HSC-28)
1348 CV TOWWAY DR.
NORFOLK, VA 23511 - 2596

5800
Ser N00/242
10 Jul 18

From: Commanding Officer, Helicopter Sea Combat Squadron TWO EIGHT
To: [REDACTED]

Subj: COMMAND INVESTIGATION INTO THE DEATH OF
AEAN BRANDON P. CASERTA

Ref: (a) JAGMAN, Chapter II

1. This appoints you, per chapter II of reference (a), to inquire into the facts and circumstances surrounding the death of AEAN Brandon P. Caserta on 30 June 2018.
2. You are to investigate all the facts and circumstances of the incident, including a thorough evaluation of the existing culture and leadership within the 310 work center at the time of the incident. Report your findings of fact, opinions, and recommendations in letter form by 30 July 2018 unless an extension of time is granted. Reference (a) provides guidance for submission of your report. If you have not previously done so, read Chapter II of reference (a) in its entirety before beginning your inquiry.
3. You may seek legal advice from [REDACTED] during the course of your investigation.
4. By copy of this appointing order, administrative officer, HSC-28, is directed to furnish any necessary clerical assistance.


L. D. WHITMER

Enclosure ()



DEPARTMENT OF THE NAVY
HELICOPTER SEA COMBAT SQUADRON TWO EIGHT (HSC-28)
1348 CV TOWWAY DR.
NORFOLK, VA 23511-2596

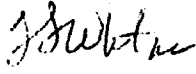
5800
N00
9 Aug 18

From: Commanding Officer, Helicopter Sea Combat Squadron TWO EIGHT
To: [REDACTED]

Subj: COMMAND INVESTIGATION EXTENSION

Ref: (a) JAGMAN, Chapter II
(b) HELSEACOMBATRON TWO EIGHT ltr 5800 N00 of 10 Jul 18

1. Per reference (a), an extension to your investigation is hereby granted. Report your findings of reference (b) by 25 September 2018.


L. D. WHITMER

Enclosure (2)

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P. CASERTA

26. At 1500 on 25 June 2018, HSC-28 Command Master Chief and [REDACTED] were on the phone with AEAN Caserta's father. His father had concerns about his son and he was not answering his phone calls so he decided to call the CMC to engage them about it. [Encls (3), (5)]
27. AEAN Brandon Caserta was declared dead by responding EMT personnel on 25 June 2018 at 1542 on the HSC-28 flight line. He was assessed and found not viable due to majority of skull and brain matter missing from impact to spinning tail rotor blade, resuscitation efforts were not employed. [Encl (3)].
28. After conducting the pre-mishap plan, [REDACTED] took possession of the boxes of effects left by AEAN Caserta for [REDACTED]. He locked it in his office and turned it over to NCIS Special Agent Konikoff later that day. [Encls (3), (4)]
29. The boxes contained gifts and games in one, and letters addressed to [REDACTED] (addressed as [REDACTED]; as it was her favorite Teenage Mutant Ninja Turtle Caserta's Parents, and Taylor Cousins (his ex-girlfriend in AZ). The letters also contained money and gift cards for the aforementioned people. [Encl (3)]
30. The letters delineate his anger towards the Navy and HSC-28, and alleged that they ruined his life. Specifically, AEAN Caserta stated that he had felt worthless since he dropped on request from Special Warfare training and saw no other way to make his depression cease. [Encl (3)]
31. In multiple letters, AEAN Caserta indicated that he had no actual desire or motivation to be an aircrewman, but that he just wanted to get out of the command. [Encl (3)]
32. Although the letters express anger towards HSC-28, such references are mostly vague and do not clearly specify the manner in which AEAN Caserta perceived the command as having ruined his life. However, in his letter to [REDACTED] AEAN Caserta wrote that "When I got in hot water with the higher ups is when the final straw happened," presumably alluding to the fact that he had been recommended for Disciplinary Review Board. [Encl (3)]
33. AEAN Caserta expressed particular frustration with the Navy's rating conversion process, writing in his letter to his parents: "While you're at it, attack the re-rate process because if that changed to any rate someone qualifies for based on ASVAB, not as many people in the future will suffer the fate I have..." [Encl (3)]
34. An unsigned, handwritten letter which appears to be written by AEAN Caserta, was also addressed to the HSC-28 Commanding Officer and found in the CO's suggestion box. The letter indicates that the decision to commit suicide "stems back from" the re-rate process, and asked the Commanding Officer to attempt to change the conversion process to allow Sailors to pick any rate "someone qualifies for without a waiver based on ASVAB score." [Encl (3)]
35. After the incident, several anonymous ("ANYMOUSE") letters were submitted to the Commanding Officer via his suggestion box. Many delineated that [REDACTED] should not be the



DEPARTMENT OF THE NAVY
COMMANDER, NAVAL AIR FORCE, ATLANTIC
1562 MITSCHER AVENUE, SUITE 300
NORFOLK, VA 23551-2427

5830
Ser N01L/284
6 Dec 18

From: Commander, Naval Air Force Atlantic
To: File

Subj: ACTION OF THE FINAL REVIEWING AUTHORITY CONCERNING THE
COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P.
CASERTA, USN

Ref: (a) [REDACTED] ltr 5830 of 2 Oct 18 w/end and encls
(b) JAG Manual, Chapter II

1. Readdressed.

2. Reference (a) has been reviewed in accordance with reference (b). Further endorsement is considered unnecessary; therefore, the investigation is final and will be retained at this command for a period of two years from the date of this action. Any further correspondence regarding this matter should be forwarded accordingly. The subject line has been modified to ensure proper identification of the investigation for administrative purposes.

3. On 25 June 2018, AEAN Brandon Caserta, USN, assigned to Helicopter Sea Combat Squadron TWO EIGHT (HSC-28) was killed when he committed suicide by jumping into the spinning tail rotors of an MH-60S helicopter. HSC-28 conducted a command investigation to inquire into the circumstances that preceded AEAN Caserta's suicide. The investigation determined that AEAN Caserta was suffering from a number of stressors, including a feeling of worthlessness since he had dropped on request from Special Warfare training; dissatisfaction with the Navy, HSC-28, and the Aviation Electrician's Mate rating; and apparent concern over the fact that he had been recommended for Disciplinary Review Board. The investigation also determined that AEAN Caserta's leading petty officer, [REDACTED] had created a hostile working environment in the work center which was likely a contributing factor to AEAN Caserta's decision to commit suicide.

4. The report of the Investigating Officer was reviewed and I approve the findings of fact, opinions, and recommendations of the Investigating Officer. With respect to [REDACTED] the Commanding Officer, HSC-28, determined that punitive action was not warranted, but issued an adverse evaluation and removed [REDACTED] from his position as leading petty officer.

5. The point of contact regarding this matter is [REDACTED] who may be reached by telephone at [REDACTED] or via email at [REDACTED]

[REDACTED]
By direction

Copy to:
CHSCWL
HSC-28

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Any misuse or unauthorized disclosure of this information may result in both criminal and civil penalties.



DEPARTMENT OF THE NAVY
HELICOPTER SEA COMBAT SQUADRON TWO EIGHT (HSC-28)
1348 CV TOWWAY DR.
NORFOLK, VA 23511 - 2596

5800
Ser N00/348
1 Nov 18

From: Commanding Officer, Helicopter Sea Combat Squadron TWO EIGHT
To: Commander, Naval Air Forces Atlantic
Via: Commander, Helicopter Sea Combat Wing Atlantic

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P.
CASERTA

Ref: (a) JAGMAN, Chapter II

1. In accordance with section 0209f of reference (a), I hereby approve the findings of fact, opinions, and recommendations of the investigating officer.
2. The investigating officer conducted an in-depth review of the leadership and culture that existed in work center 310 during the time of AE3 Caserta's death. While I do not believe there is any single driving force that led to the suicide, I do believe that [REDACTED]'s findings concerning the work center's leading petty officer at the time of the incident are both troubling and valid. These findings have been further reinforced with comments found in our most recent DEOCS and CSA/MCAS surveys. The leading petty officer has been removed from his leadership position and will be held accountable for his actions.
3. At HSC-28, we have endeavored to better identify and mitigate both the professional and personal stressors and destructive behaviors of the Dragon Whale family in order to preserve the force and enable mission execution. In addition to having Chaplain-led large group discussions and the promotion of programs such as SafeTalk and Coalition of Sailors Against Destructive Decisions, we have also adopted the Force Preservation process from the United States Marine Corps. I believe this process is a mechanism that not only helps identify issues and enact mitigation strategies to support our Sailors, but will also ensure that the efficacy of those strategies are evaluated with a focus on the end goal - the well-being of our Sailors and their ability to maintain mission effectiveness.


L. D. WHITMER

5830
2 Oct 18

From: [REDACTED]
To: Commanding Officer, Helicopter Sea Combat Squadron TWO EIGHT
Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P. CASERTA
Ref: (a) JAGMAN, Chapter II
Encl: (1) Appointing Order of 10 Jul 18
(2) Appointing Order extension of 9 Aug 18
(3) NCIS Report of Investigation 31 Jul 18 (Interim)
(4) Summary of unsworn testimony of [REDACTED]
(5) Summary of unsworn testimony of [REDACTED]
(6) Summary of unsworn testimony of [REDACTED]
(7) Summary of unsworn testimony of [REDACTED]
(8) Summary of unsworn testimony of [REDACTED]
(9) Summary of unsworn testimony of [REDACTED]
(10) Summary of unsworn testimony of [REDACTED]
(11) Summary of unsworn testimony of [REDACTED]
(12) Summary of unsworn testimony of [REDACTED]
(13) Evaluation Reports ICO AEAN Brandon Caserta
(14) Records of Counseling IRT AEAN Brandon Caserta (18 May, 18 Jun, and 22 Jun)
(15) Records of Counseling IRT [REDACTED] (22 Nov 17, 18 Jan 18, and 28 Jun 18)
(16) Anonymous note submitted to the Commanding Officer's suggestion box

Preliminary Statement

1. Pursuant to enclosures (1) and (2), and in accordance with reference (a), a command investigation was conducted to inquire into the facts and circumstances surrounding the suicide of AEAN Brandon Caserta on 25 June 2018. Special Agent Nathaniel Konikoff conducted the NCIS investigation pursuant to the incident. The portions of the report of investigation that were utilized as evidence for the purposes of this command investigation have been included as Enclosure (3). Enclosure (3) includes inventory and photographs of all personal effects and witness interviews taken after the incident.

2. All reasonably available evidence and information has been collected, and all requirements of reference (a) and enclosures (1) and (2) have been satisfied. [REDACTED] was consulted in preparing this report.

Findings of Fact

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P.
CASERTA

1. Brandon Caserta dropped on request from Special Warfare training after suffering a broken tibia on or about July/August 2016. He selected Aviation Electricians Mate as his rate, and proceeded on TAD orders from Coronado, CA to Norfolk, VA. [Encl (3)]
2. AEAN Caserta arrived at Helicopter Sea Combat Squadron TWO EIGHT in February of 2017 after attending "A" & "C" Schools. He was assigned to the Auxiliary Resale Outlet (ARO) for 5 months before being assigned to 310 Work Center (WC) in June of 2017. [Encls (3), (11), (13)]
3. AEAN Caserta befriended [REDACTED] and [REDACTED] during his time in the ARO. They texted and corresponded via email and saw each other socially a handful of times outside of work. [Encls (10), (11)]
4. On or about May 2017, [REDACTED] while in the ARO, noticed AEAN Caserta was not himself and seemed depressed. He took him to the Wing Chaplain and ensured he was seen professionally; he had taken sailors to seek counseling previously and made sure to check on Caserta frequently in the future. [Encl (5)]
5. [REDACTED] was Caserta's Leading Petty Officer (LPO) in the 310 WC when he was assigned there after the ARO on or about June/July 2017. [REDACTED] was promoted to Detachment 4 LPO shortly after Caserta arrived in 310 WC on or about August 2017, but [REDACTED] stated that Caserta was a hard worker and always volunteered to help whenever it was needed. [Encls (4), (6), (13)]
6. [REDACTED] the Leading Chief Petty Officer of 310 WC, observed that AEAN Caserta to be a happy-go-lucky individual with good military bearing and professionalism. She also agreed that AEAN Caserta was often the first to volunteer for cleaning duties, aircraft wash, or field day but did not demonstrate initiative in completing his qualifications. [Encl (7)]
7. [REDACTED] who was also assigned to 310 WC on or about October 2017, invited Caserta to accompany him to his place of worship. AEAN Caserta attended worship ceremonies a few times. [REDACTED] also stated that Caserta had a great deal of animosity toward the Navy and the squadron and hoped that a religious experience would help him deal with his emotions. [Encl (12)]
8. AEAN Caserta did not like being in his current rate, and sought to redesignate to Aircrewman (AWF/R/S). [REDACTED] assisted in securing orders to rescue swimmer school and Avionics Warfare Sensor Operator School to begin in November 2017. However, Caserta was involved in a bicycle accident the week prior to executing those orders, and he broke his collar bone and was not physically qualified (NPQ) to begin training. [Encls (3), (5), (9), (10), (11), (12)]
9. [REDACTED] witnessed AEAN Caserta's bicycle accident in November of 2017, and assisted him in getting medical attention. After this incident they became friends and texted and emailed regularly. They met socially a handful of times outside of work as well, usually with [REDACTED] and [REDACTED] [Encls (3), (9), (10), (11)].

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P.
CASERTA

10. AEAN Caserta was reassigned to the ARO after his bicycle accident for the duration of his convalescence and/or limited duty from November 2017 – March 2018. During that time, his progress on his Plane Captain (PC) and Work Center Supervisor qualifications reset due to no progress/inactivity in accordance with the Naval Aviation Maintenance Program Instruction 4790. [Encls (3), (4), (5), (6), (7), (9), (10), (11)]

11. AEAN Caserta voiced his dissatisfaction with the squadron, the Navy, and his LPO [REDACTED] routinely during his correspondence with others from the squadron both verbally and electronically. Such statements were mainly made to [REDACTED], [REDACTED], [REDACTED] and [REDACTED] [Encls (5), (6), (9), (10), (11), (12)]

12. None of AEAN Caserta's peers thought to recommend he seek counselling and/or therapy about his feelings. His LPO [REDACTED] and Command Career Counselor [REDACTED] were also aware he did not like his current rate and wanted to redesignate. [Encls (5), (6), (8), (10), (11), (12)]

13. [REDACTED] was reassigned to 310 WC LPO from Detachment 4 in January of 2018. This was a demotion following two Reports of Counseling about his leadership methods being brash and abrasive. The first counseling occurred 22 November 2017, and the second counseling occurred 18 January 2018. [Encls (4), (6), (7), (8), (16)]

14. [REDACTED] was ordered to complete Anger Management and placed under a new Chief Petty Officer [REDACTED] as a leadership challenge. [REDACTED], [REDACTED], and [REDACTED] all frequented the 310 WC, engaged the sailors, and attempted to ensure they had a means to convey any concerns if things weren't working out with [REDACTED] as the LPO. [Encls (4), (6), (7), (8), (16)]

15. [REDACTED] counseled AEAN Caserta on his delinquent qualifications on 18 May 2018. Caserta was receptive and understood he needed to do better. 15 June 2018 was the suspense date for his PC Board and qualification. He went on leave for two weeks immediately following this counseling, from 18 May 2018 to 4 June 2018. [Encls (3), (6), (7), (14)]

16. AEAN Caserta did not complete his Personnel Qualification Syllabus (PQS) for the PC qualification and there was no board held on 15 June 2018. [REDACTED] further counselled Caserta on 18 June 2018 and awarded Extra Military Instruction (EMI) until he passed his mock PC board and was syllabus complete. [Encls (4), (6), (7), (14)]

17. AEAN Caserta requested to go to medical on 18 June 2018 to complete several labs and/or tests for his Aircrewman package renewal. Caserta had not previously let his LPO [REDACTED] know that he had any upcoming appointments. [REDACTED] questioned him about the nature of the procedures and told him he could not spare the manpower. Due to Caserta not having a car, Portsmouth Naval Hospital being 45-minute drive, and being unable to use the duty driver that day it would leave the work center two bodies short for most of the shift. [Encls (5), (6)]

18. AEAN Caserta went to [REDACTED] about his request to go to medical that day (18 June 2018) being denied by [REDACTED] and [REDACTED] conducted informal counselling

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P. CASERTA

with AEAN Caserta, during which they explained that he needed to communicate his medical appointments further in advance, and he needed to prioritize his PC qualification over his aircrewman package for the time being. This would give his package more merit and show progress in his WC. Caserta was receptive and understanding, but [REDACTED] felt that he betrayed his trust with Caserta by siding with [REDACTED]. [Encls (5), (6)]

19. AEAN Caserta was counselled by the Maintenance Master Chief ([REDACTED]) and his LCPO ([REDACTED]) on 19 June 2018 in the Master Chief's office. This was informal counseling, after a lengthy phone conversation with Caserta's father (a retired Senior Chief Command Career Counselor) about his son's career and future in the squadron. [REDACTED] conveyed to him the importance of showing progress in the squadron and with his professional qualifications, and assured him that he would have his endorsement for his aircrew package if and when he completed his PC qualification. Caserta was receptive and vowed to complete his training. [REDACTED] did not think that Caserta was in distress or shaken after leaving his office. [Encls (7), (8)]

20. AEAN Caserta was counselled and recommended for Disciplinary Review Board (DRB) on 22 June 2018 due to his alleged failure to maintain a valid driver's license. He previously stated he didn't have a driver's license, just a state ID, but when his ID# was inputted in the AZ online database he did have one that was expired. [Encls (5), (6), (8), (9), (14)]

21. Due to his lack of a valid driver's license, AEAN Caserta had not been standing Duty Driver watch like some of his peers and superiors. The DRB was meant to determine if he had been subversive in telling the squadron he didn't have a driver's license. Most personnel interviewed stated he was most likely not being subversive. [Encls (5), (6), (8), (9), (14)]

22. [REDACTED] was on duty as the Assistant Squadron Duty Officer (ASDO) the weekend of 23-24 June 2018. She talked to Caserta when he called in to muster and later during a period of downtime on her personal cell phone, and stated he didn't sound right and questioned him about it. He did not respond to her queries. She did not think that he would harm himself. [Encls (3), (9)]

23. During the weekend of 23-24 June 2018, AEAN Caserta emailed [REDACTED] and [REDACTED] who were deployed with DET 4 embarked on the USS IWO JIMA. He asked "What was the meaning of life," but also told them goodbye and that he wouldn't be there when they returned. Both did not understand the messages and did not think that he would harm himself, however, they were also unable to respond due to straits transit communications blackout. [Encls (10), (11)]

24. The morning of 25 June 2018, AEAN Caserta gave two boxes of effects to [REDACTED] to be placed in the Ordnance Shop for [REDACTED]. [Encl (3)]

25. At approximately 1500 on 25 June 2018, AEAN Brandon Caserta took off his cranial protective helmet, proceeded to the back of a turning MH-60S helicopter, and leapt into the spinning tail rotor blade, ending his life. [Encl (3)]

Summary of Interview of [REDACTED]

On 13 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in person at HSC-28 Squadron spaces. The contents of the interview are summarized substantially as follows:

[REDACTED] assumed his position as Maintenance Department Head in April of 2018. He was previously the OIC of the Naples Detachment. He had been briefed by the previous MO and MMCPO about 310 Work Center's LPO [REDACTED]'s leadership shortfalls.

310 WC has approximately 13-20 personnel working day and night check. [REDACTED] was day check LPO when AEAN Caserta was assigned to 310 WC (on or about JUL 17) for approximately one month prior to reassignment to Detachment 4 LPO. [REDACTED]'s November Evaluation was ranked EP. However, he was counselled that same month for his harsh and demeaning leadership style.

[REDACTED] was counselled again in January 18 for failure to correct his leadership shortcomings and subsequently removed from DET 4 and sent to anger management classes PIO thought to have been conducted.

No indications of continued demeaning or harsh leadership issues in 310, MO would routinely inquire and visit the shop, albeit a public forum.

After the incident on 25 June 18 several ANYMOUSE forms were submitted to the CO pointing out that [REDACTED]'s harsh and demeaning vernacular had not ceased. On 27 June [REDACTED] was counselled and removed as LPO of 310 WC after it became known of his derogatory and inflammatory comments concerning the deceased.

[REDACTED]'s contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P.
CASERTA

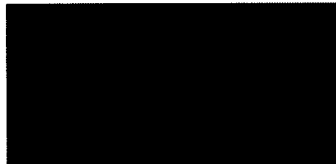
frequent the 310 WC shop and engage the sailors, but when directly asked if everything was going well they were met with platitudes of concurrence. Understandably so, it is extremely difficult to approach a superior or answer honestly when asked point blank if everything is going well, nobody wants to be solely responsible for taking shots at their immediate superior. Regardless, ██████████'s noted belligerence, vulgarity, and brash leadership was likely a significant contributing factor in AEAN Caserta's decision to end his own life. [FF 13-15, 17-18, 34-35]

6. AEAN Caserta displayed many of the warning signs of depression and suicidal tendency during his last few weeks/days. He withdrew from his peers as expressed by ██████████ emailed to his deployed friends telling them goodbye, and, on the morning of his suicide, left a box of personal effects and letters for his friends and family. All personnel interviewed blamed themselves to degrees for not recognizing the warning signs in time. [FF 23-28]

Recommendations

1. Based on the witness statements and counseling records, there is sufficient evidence to take ██████████ to Captain's Mast for violation of UCMJ, Article 93 – Cruelty and Maltreatment. It is clear from the evidence that ██████████'s behavior towards his subordinates was verbally abusive and demeaning. However, I recommend that the command transfer the member with a declining evaluation in lieu of awarding Captain's Mast. I do not recommend Captain's Mast due to the fact that the member can refuse Captain's Mast enduring to a Special or General Courts Martial, further extending the timeline, and exacerbating the healing process for all effected personnel.

2. The Commanding Officer should attempt to promote greater dialog between Officer and Enlisted and Senior and Junior personnel in the command; possibly during a Safety Stand Down or other such event. I recommend small mixed group discussion lead by counselors and/or Religious Programs Chaplains on how to help shipmates who may be depressed. I realize that Suicide Prevention is a routine GMT topic, but when an event such as this occurs people are more prone to opening up in small group settings with peers or near peers. Additionally, I know the Chaplains have had a noticeable presence since the event.



Summary of Interview of [REDACTED] (MMCO)

On 20 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in person at HSC-28 Squadron spaces. The contents of the interview are summarized substantially as follows:

[REDACTED] checked-in to HSC-28 in May of 2016 as the Maintenance Master Chief. Very visible in the squadron, visited all shops frequently and talked to the sailors. Made the decision to put [REDACTED] back into 310 WC and charge [REDACTED] with the leadership challenge of training him. The squadron only had one shift plus a swing catch crew, this prevented [REDACTED] from being placed in a different WC after removal from DET 4. Did not receive any complaints or reports from [REDACTED] or any of the 310 WC personnel, and checked on [REDACTED]'s progress routinely.

Counselled Caserta on 19 Jun 18 in regards to his qualifications and the way forward for his time in the squadron. He was receptive and vowed to complete his training. He was seen soon after conducting an aircraft move brief, no outward signs of distress. Did not believe that Caserta was subversive in not knowing he had an AZ drivers license. Talked to Caserta's father on 20 Jun IRT his qualifications and his son's way forward in the squadron. Father was receptive and conversation ended cordially.

[REDACTED] was not at the squadron on the day of the incident and was recalled after it happened. He was interviewed by SA Konikoff.

[REDACTED]'s contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Enclosure (7)

Summary of Interview of [REDACTED]

On 14 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in HSC-28 spaces. The contents of the interview are summarized substantially as follows:

Checked into IISC-28 in July of 2015. Never was under [REDACTED], but dealt with him professionally and did not approve of his harsh leadership. Witnessed Caserta's bicycle accident in November of 2017, after which they became friends and texted daily. Discussed angst about not enjoying their jobs and rates, Caserta stated he didn't like [REDACTED] being his LPO 1-2 weeks prior to the incident. Caserta was happy on the surface but depressed, and after his bicycle accident his life seemed to spiral out of control. Was upset sometimes and would convey that via text message, did not specifically recommend seeing a professional about his depression and anger. [REDACTED] was on duty the weekend prior to the incident. Caserta called in to muster and didn't sound like right. She did not think that he would harm himself.

Parents contacted her 4-5 times, but does not take their calls anymore as it was not helping the grieving process.

[REDACTED]'s contact information is:

Phone: [REDACTED]
Email: [REDACTED]

Summary of Interview of [REDACTED]

On 14 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in HSC-28 spaces. The contents of the interview are summarized substantially as follows:

Checked into HSC-28 in August of 2015. Was in 310 WC until June of 2017, currently assigned to Detachment 4 in the 120 WC (Airframes). First met Caserta during his time in the ARO. Emailed and texted often, was deployed from February to August on DET 4. In January 2018, they went to visit a fellow sailor in rehab for alcohol ([REDACTED]), did not hang out routinely otherwise. Caserta had a positive outlook on the surface, but routinely vented about work and his aircrew package. Didn't understand why he was being required to get his PC qualification if he was transferring. Noticed that Caserta was distant in the month of June and sent few emails and texts. Did ask "what the meaning of life" was, and sent her an email the day before the incident saying goodbye. The ship was conducting straights transit and she was unable to email back or contact anyone. Did not think that he would harm himself. Was contacted by the family in July for information, had nothing to offer.

Was on DET 4 when [REDACTED] was removed as the LPO. He subverted authority and would demean sailors and use derogatory language towards them. Does not think that he should have been put in charge of 310 WC again. Thought requiring everyone to get PC qualification and 310 WC supervisor qualification hampered progress in getting actual rating shop qualifications. [REDACTED] was a one-upper, talked a lot about his previous experience but didn't get any qualifications that he supposedly previously held.

[REDACTED] s contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Enclosure (9)

Summary of Interview of [REDACTED]

On 14 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in HSC-28 spaces. The contents of the interview are summarized substantially as follows:

Checked into HSC-28 in May of 2017. Went straight to 210 WC (AO shop), due to low manning. Talked to Caserta during work hours when he was in the ARO, and started texting outside of work in August of 2017. Text conversations would be about normal day to day things, but he opened up to her and talked a lot about [REDACTED] and how he couldn't stand him. Described Caserta as goofy but sincere, and was treated differently by some. Not bullying, but jokes at his expense were common. Contacted her via email prior to incident to say goodbye and wrote her a letter that was included in his personal effects. Caserta's family has contacted her but she told them she has nothing to offer them as far as information.

[REDACTED] contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Summary of Interview of [REDACTED]

On 13 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in HSC-28 spaces. The contents of the interview are summarized substantially as follows:

Checked into HSC-28 in October of 2017. Was assigned to 310 WC in January of 2018, and is currently working in AV/I. Has known Caserta since October of 2017, and have socially interacted on multiple occasions but not frequently. [REDACTED] was on Day check most of the time to accommodate his attendance of church functions. Knew that Caserta harbored animosity towards the command and the Navy, and was passive aggressive about it and disgruntled about rating system. Caserta's father has contacted him twice to press for information about the command. [REDACTED] reached out to Caserta and brought him to church several times, but that was not a reoccurring endeavor.

[REDACTED] did not single out Caserta, he treated everyone equally poorly. [REDACTED] warned the shop about [REDACTED]'s return and encouraged them to come to her if things remained unchanged IRT his attitude and demeanor. [REDACTED] talked to [REDACTED] about [REDACTED] the Friday before the incident.

[REDACTED]'s contact information is:

Phone: [REDACTED]
Email: [REDACTED]

Enclosure (1)

Summary of Interview of [REDACTED]

On 13 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in person at HSC-28 Squadron spaces. The contents of the interview are summarized substantially as follows:

Had a personal relationship as well as professional, saw AEAN Caserta as a little brother and made it a point to always check on him. In May of 17 he talked with Caserta's father for over an hour. His father is a retired Navy Career Counselor Senior Chief. Around the same time, he noticed a change in Caserta and was concerned. Brought him to the Wing Chaplain to get help for depression. [REDACTED] has taken several sailors to chaplain or Portsmouth because of suicidal thoughts or expression.

Caserta didn't want to be a burden, only sought help if he couldn't do it himself. He specifically sought out [REDACTED] when his LPO wouldn't let him go to medical for tests pursuant his Aircrew package. [REDACTED] has spoken to [REDACTED] on several occasions about his manner of addressing sailors under him. [REDACTED] feel like he betrayed Caserta by taking [REDACTED]'s side in their last formal interaction, in which he conveyed the importance of completing his PC qualification and contributing to the shop. This would give the command no qualm in endorsing his Aircrew package.

[REDACTED] and the Command Master Chief were on the phone with the deceased's father at the time of the incident. They were explaining and assuaging the fathers concerns that they were ganging up on him and requiring excessive duty from him. This is in response to Caserta's most recent referral to Disciplinary Review Board (DRB) for failure to produce his drivers license and be included in the duty rotation with his peers as a Squadron Duty Driver. [REDACTED] personally questions the need for DRB referral, feels that he truly did not know he had a valid drivers license and possibly felt it was a violation of their trust.

[REDACTED]s contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Enclosure K/1

Summary of Interview of [REDACTED]

On 14 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted in HSC Winglant spaces. The contents of the interview are summarized substantially as follows:

Checked into HSC-28 in March of 2017. Initially assigned to Quality Assurance WC then to 310 WC as LPO. Caserta was assigned to WC 310 in June of 2017 after time in the ARO. Was his immediate supervisor for two months until he was promoted to Detachment 4 LPO in August. Engaged Caserta during his time in the ARO about pursuing qualifications early, and advised him to get his qualifications to give his aircrewman package more merit. Initial evaluation of Caserta was that he was a hard worker and would always be the first volunteer for any work task.

[REDACTED] was LPO of Detachment 4 from August 2017 to January 2018. He was counselled twice about his abrasive leadership and ordered to enroll in anger management. After second counselling was removed as DET 4 LPO and placed under a new chief as a leadership challenge. Chief was pursuing Safe For Flight (SFF) qualification and spent a majority of her time in Maintenance Control as Under Instruction (UI). [REDACTED] would conduct face-to-face debriefs as issues arose and advise her as to how he handled the situation. There was no formal remediation program per his counselling.

During April/May evaluation period [REDACTED] noticed that Caserta was not making much progress on his qualifications and had been in the squadron for almost 2 years. Injury aside he needed to show progress and attain his Plane Captain qualification. Caserta was counselled by [REDACTED] and [REDACTED] (LCPO) subsequently placed him on Extra Military Instruction (EMI) on 18 May 2018, Plane Captain board was scheduled for 15 June (in 1 month). Caserta went on leave after this to visit home in Arizona for two weeks. LPO reviewed qualification progress daily and made sure Caserta was aware of his timeline.

More issues arose on 18 June, when Caserta requested to go to medical unannounced and [REDACTED] told him he couldn't at that time. WC manning was such that it would require losing two personnel (Caserta and the person to drive him to medical since he didn't have a car or a driver's license), plus he had to go to Portsmouth Naval Hospital (at least a 4-hour evolution there and back). Caserta went to [REDACTED], the result was a sit down with [REDACTED] and Caserta about his qualification progress and how there needed to be more communication on when he needed to go to medical to coordinate transportation. Caserta was receptive and acknowledged his failure to make progress and said he would make better efforts. [REDACTED] did not see any change in his mentality after returning from leave.

[REDACTED] is currently assigned TAD to HSC WINGLANT Chaplain awaiting reassignment to another squadron. He has been participating in Self-Help classes and

[REDACTED] s contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Enclosure (5)

Summary of Interview of [REDACTED]

On 15 AUG 18, the Investigating Officer conducted an interview of [REDACTED] HSC-28. The interview was conducted via phone to HSC-28 Detachment 1 in Naples, Italy. The contents of the interview are summarized substantially as follows:

Checked in to HSC-28 in May 2017. Was 110 WC (power plants) LPO prior to making Chief Petty Officer and was promoted to Leading Chief Petty Officer of 310 WC in October of 2017. Her Leading Petty Officer was [REDACTED] then was replaced by [REDACTED] after he was removed from Detachment 4 as the LPO. She was surprised that [REDACTED] was put in 310 WC as the LPO knowing he had recently been removed from an LPO position. It was a leadership challenge for her and no particular guidance was given as to his remediation. There were no formal grievances that were brought to her attention after [REDACTED] was put in the shop, however, some sailors went to the Command Senior Chief back then (CMDCM) [REDACTED] to talk about his leadership and intrapersonal interactions with their LPO. [REDACTED] would update [REDACTED] daily on his interactions with the shop personnel, in her opinion he showed progress. There were instances where [REDACTED] would subvert Chief's authority when she wasn't present.

AEAN Caserta was a happy-go-lucky sailor, was formal and always utilized military bearing and didn't back talk. Would be first to volunteer for cleaning duty, aircraft wash, or field day, however any initiative outside of direct prompting was lacking (ie, PC qual, EAWS, shop qualifications). He displayed no overt anger or animosity toward the command that she noticed. 19 June meeting with herself, Caserta, and Maintenance Master Chief laid out the details for Caserta to succeed, mainly being PC board ready as soon as possible. This would allow the command to endorse his Aircrew transition package and show progress within the command.

[REDACTED]'s contact information is:

Phone: [REDACTED]

Email: [REDACTED]

Enclosure (6)

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) CASERTA, BRANDON P			2. Rate AEAN		3. Desig		4. SSN [REDACTED]			
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265		6. UTC 55218		7. Ship/Station HSC-28		8. Promotion Status REGULAR		9. Date Reported 17 FEB 01		
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 17 MAR 01 15. To: 17 JUL 15							
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>			20. Physical Readiness PP		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) [REDACTED]			23. Grade [REDACTED]		24. Desig 6330		25. Title DIVO		26. UTC 55218	

28. Command employment and command achievements.
Provides combat ready MH-60S armed helicopter detachments for ARG, SAR, SOF, VERTREP, HA/DR and utility services to CTF-80, FOURTH, FIFTH, and SIXTH FLEET AORs. Awarded 2016 Medical Blue "M", 2016 CNO Aviation Safety "S", and 2016 Retention Excellence.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)

ARO ARO ATTENDANT-4. Responsible for the maintenance, upkeep, stocking, and inventory of the command snack bar. WATCH: Duty Driver-5. PFA: 17-1.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)		30. Date Counselor NOT REQ		31. Counselor [REDACTED]		32. Signature of Individual Counseled <i>Brandon Caserta</i>	
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PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/>	-Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements.		-Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time.	<input checked="" type="checkbox"/>	-Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction.
34. QUALITY OF WORK: Standard of work value of end product. NOB <input type="checkbox"/>	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.		-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently.	<input checked="" type="checkbox"/>	-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/ reenlistment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.
36. MILITARY BEARING/ CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Poor self-control; conduct resulting in disciplinary action. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent conduct conscientiously complies with regulations. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Model of conduct, on and off duty. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/>	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.		-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.	<input checked="" type="checkbox"/>	-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes wisely and with exceptional foresight. -Seeks extra responsibility and takes on the hardest jobs.

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) CASERTA, BRANDON P		2. Rate AEAN		3. Desig		4. SSN [REDACTED]	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.	<input type="checkbox"/>	-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction.		
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input checked="" type="checkbox"/>	-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.	<input type="checkbox"/>	-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.	<input type="checkbox"/>	-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.		
40. Individual Trait Avg. (Sum of trait scores divided by number of graded traits) 3.50	41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) ASSIGNMENT IN PLANE CAPTAIN RATE		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. DEPLOYED		Date: [REDACTED]		

43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

Airman Caserta is a proven self-starter who requires minimal supervision and is willing to take on new responsibilities.

MOTIVATED. Assisted in the cleanliness and upkeep of 15 squadron spaces, maintaining cleanliness throughout the department while contributing to the overall safety of command personnel.

TEAM PLAYER. Instrumental in the daily inventory and sales of command merchandise, generating nearly \$3,000 a month in profit for Morale, Welfare and Recreation events.

Driven Work Ethic. Adapts easily to changing priorities and workloads. Consistently strives to achieve personal goals by involving himself in training while improving mission readiness for the squadron.

Airman Caserta is a dedicated individual who shows great ability and initiative. Highly recommended for retention and advancement to Third Class Petty Officer.

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/>
45. INDIVIDUAL				X			48. Reporting Senior Address HELSEACOMBATRON TWO EIGHT 1347 CV TOWWAY DRIVE NORFOLK, VA 23511-2596
46. SUMMARY	X	0	0	3	0	0	

49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. [REDACTED] Date: 06JUN17	50. Signature of Reporting Senior [REDACTED] Date: 7JUL17 Summary Group Average: 3.16
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement <input type="checkbox"/> I do not intend to submit a statement <input checked="" type="checkbox"/> [Signature] Date: 06JUN17	52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report Date:

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) CASERTA, BRANDON P				2. Rate AEAN	3. Desig	4. SSN [REDACTED]
5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC 55218	7. Ship/Station HSC-28		8. Promotion Status REGULAR	9. Date Reported 16OCT19	
Occasion for Report 10. Periodic <input type="checkbox"/> 11. Detachment <input type="checkbox"/> 12. Promotion/Procking <input type="checkbox"/> 13. Special <input checked="" type="checkbox"/>				Period of Report 14. From: 16OCT06 15. To: 17FEB28		
16. Not Observed Report <input type="checkbox"/>	Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/>		20. Physical Readiness P		21. Billet Subcategory (if any) NA	
22. Reporting Senior (Last, FI MI) [REDACTED]		23. Grade [REDACTED]	24. Desig 1310	25. Title DIV OFFICER	26. UIC 55218	27. SSN 000-00-0000
28. Command employment and command achievements. Provides combat ready MH-60S armed helicopter detachments for ARG, SAR, SOF, VERTREP, HA/DR and utility services to CTF-80, FOURTH, FIFTH, and SIXTH FLEET AORs. Awarded 2016 and Blue "M", Retention Excellence, Safety "S".						
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) AVIONICS TECH Avionics Technician-2. Performs scheduled and unscheduled maintenance of 13 MH60S aircraft. LV/TRANSIT: 16OCT06-16OCT19. TEMADD: 16NOV28-16JAN31. PFA: 16-2.						
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)			30. Date Counseled NOT PERF	31. Counselor TEMADD		32. Signature of Individual Counseled

PERFORMANCE TRAITS: 1.0 Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
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34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/>	-Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources.		-Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently.	<input checked="" type="checkbox"/>	-Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources.
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.
36. MILITARY BEARING/ CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Poor self-control; conduct resulting in disciplinary action. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent conduct conscientiously complies with regulations. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Model of conduct, on and off duty. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/>	-Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility.		-Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility.	<input checked="" type="checkbox"/>	-Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes wisely and with exceptional foresight. -Seeks extra responsibility and takes on the hardest job.

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) CASERTA, BRANDON P		2. Rate AEAN		3. Desig		4. SSN [REDACTED]	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro-gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. TEAMWORK: Contributions to team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction.		
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/>	-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.		
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. Individual Trait Avg. total of trait scores divided by number of graded traits. 3.00	41. I recommend this individual for (maximum of two): Assignment to Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) ASSIGNMENT IN PLANE CAPTAIN RATE		42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. DEPLOYED Date: [REDACTED]				
43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. Evaluation submitted to establish PMA average. MOTIVATED SAILOR WITH LIMITLESS POTENTIAL FOR GROWTH AND SUCCESS. - DRIVEN ACHEIVER. Graduated from H-60S "C" School and immediately hit the ground running. AEAN Caserta has already started working diligently towards his initial qualifications and has proved to be a valuable member of the workcenter. AEAN CASERTA HAS PROVEN TO BE A DEPENDABLE AND DETERMINED PROFESSIONAL							
44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/>
45. INDIVIDUAL					X		48. Reporting Senior Address COMMANDING OFFICER HELSEACOMBATRON TWO EIGHT 1348 CV TOWWAY DRIVE NOFOLK, VA 23511-2520
46. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	2	0	
49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. [REDACTED] Date: 01 MAR 17				50. Signature of Reporting Senior [REDACTED] Date: 01 MAR 17 Summary Group Average: 3.00			
51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/> Date:				52. Type name, grade, command, UIC, and signature of Regular Reporting Senior or Concurrent Report Date:			

RECORD OF COUNSELING

DATE: 18 MAY 2018

PRIVACY ACT STATEMENT

The authority for requesting the following information is contained in 10 USC 8012 and EO 9397. The data will be used to document quality force counseling actions not prescribed in other directives. When completed, the form may or may not become a source document to support administrative actions. Data is also releasable to higher officials when used to support administrative separation or UCMJ actions.

Completion of the form by counselor is mandatory; however disclosure of information or facts may not be in the counselee's best interest in the event administrative, commendatory, or disciplinary action is subsequently deemed warranted by the counselee's Commanding Officer.

NAME (Last, First, Middle Initial) Caserta, Brandon	GRADE AEAN	SSN N/A
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DIVISION/WORKCENTER/DUTY SECTION Line/310	NAME/GRADE OF COUNSELOR [REDACTED]
--	---------------------------------------

REASON FOR COUNSELING		
<input type="checkbox"/> PERFORMANCE	<input type="checkbox"/> PRIVATE INDEBTEDNESS	<input type="checkbox"/> PERSONAL BEHAVIOR
<input type="checkbox"/> SUPPORT OF DEPENDENTS	<input type="checkbox"/> OJT PROGRESS	<input checked="" type="checkbox"/> RESPONSIBILITIES
<input type="checkbox"/> DRESS/APPEARANCE	<input type="checkbox"/> QUARTERLY COUNSELING	<input type="checkbox"/> OTHER (SPECIFY)

SUMMARY OF REASONS FOR COUNSELING. (Give details, facts, specific dates, names, sequence of events, etc.)

This is an informative counseling. In Accordance with CHSCWP/CHSMWL/CHSCWL/CHSMWP Plane Captain Program NAMPSOP, you have 180 days to complete all pre-requisite qualifications, and obtain your Plane Captain qualification. Your deadline to complete all required Line Division qualifications is 15June2018.

You are currently 31.2% complete on your Plane Captain PQS, and 98.2% complete on your A/M32A-108 and NC-10C qualifications. You were assigned to the Line Division from 21JUN2017 to 30NOV2017, and again assigned to Line Division from 23MAR18-present. That is a total of 7 months. You are a very motivated and smart sailor, whom I have faith in and I fully support you in completing these requirements.

If you need special assistance to complete your qualification, please inform your shift supervisor and work center Training Petty Officer. Failure to comply with the deadline will result in counseling chit and Extra Military Instruction directed by your LCPO.

SOLUTION. (IF REQUIRED) THAT YOU AND THE INDIVIDUAL DEVELOPED AND DISCUSSED.

(Outline all solutions and indicate which one(s) individual freely elected).

Will verify all requirements and closely monitor the progress of qualification.

OTHER AGENCIES INDIVIDUAL WAS REFERRED TO (Personal Affairs, Social Actions, Chaplain, Legal Services; The counselor makes the appointment).

N/A

COUNSELEE' COMMENTS:

I UNDERSTAND MY REQUIREMENTS. I WILL DO MORE TO DEMONSTRATE MY KNOWLEDGE TO REFLECT PREVIOUS PQS BEFORE THE ASM NAE RECONFIGURATION.

COUNSELEE'S SIGNATURE

AEAN CASERTA *Caserta*

COUNSELOR'S SIGNATURE

[REDACTED]

REMARKS/FOLLOW-UP ACTION. (Outline all efforts including dates, names, progress, etc).
Every two weeks from this date, you will report to your LPO with the progress of qualification until complete.

BCPO:

[REDACTED]

DLCPO:

DIVO: //

[REDACTED]

KEY COUNSELING POINTS

- Counseling is performed to solve a problem or to fulfill a need or recognize performance. Determine interview objectives prior to meeting, review available records and arrange office seating for best results.
- Give the individual the facts, whether they are pleasant or unpleasant.
- Be a good listener - Be fair.
- Refer individual to other base/ship agencies for professional help. You don't have the answer to all of the problems.
- Follow up on referrals to base/ship agencies to make certain that there is a continuity of action and that referrals are completed.
- **KEEP THE INDIVIDUAL'S PROBLEM CONFIDENTIAL**
- Help the person to grow in self-understanding.
- Do NOT lose your self control
- Do NOT make promises you can't keep
- Do NOT make snap decisions
- Do NOT forget to document the counseling and have the counselee sign the counseling sheet.

18JUNE2018

From: [REDACTED]
To: AEAN Brandon Caserta, USN
Subj: ASSIGNMENT OF EXTRA MILITARY INSTRUCTION
Ref : HELSEACOMBATRONTWOEIGHTINST 5800.1

1. You are assigned EMI for the following reason: Failure to comply with HSC/HSM WING Qualification requirements of Plane Captain qualification obtainment in a six-month period.
2. You are assigned EMI from 18JUN2018 until you have passed a mock Plane Captain board and become board ready, not to exceed two hours from the completion of end of shift and not to be performed on weekends, holidays, and authorized command wide special liberty days.
3. You will muster at HSC-28 with work center LPO per schedule to perform the following assignments:
 - a. Conduct Plane Captain training and mock Daily/Turnaround inspections and Plane Captain functions while utilizing the proper publications.
4. Failure to adhere to the above guidelines will result in a violation of the UCMJ, Article 92; Failure to Obey a Lawful Order.

[REDACTED]

Date: 18 JUL 18

I acknowledge the receipt of the above EMI and understand the contents.

AEAN Caserta
AEAN Brandon Caserta

RECORD OF COUNSELING		DATE: 22JUN18												
PRIVACY ACT STATEMENT <p>The authority for requesting the following information is contained in 10 USC 8012 and EO 9397. The data will be used to document quality force counseling actions not prescribed in other directives. When completed, the form may or may not become a source document to support administrative actions. Data is also releasable to higher officials when used to support administrative separation or UCMJ actions.</p> <p>Completion of the form by counselor is mandatory; however disclosure of information or facts may not be in the counselee's best interest in the event administrative, commendatory, or disciplinary action is subsequently deemed warranted by the counselee's Commanding Officer.</p>														
NAME (Last, First, Middle Initial) CASERTA, BRANDON		GRADE AEAN												
		SSN N/A												
DIVISION/WORKCENTER/DUTY SECTION MAINT/LINE		NAME/GRADE OF COUNSELOR [REDACTED]												
<table border="1"> <thead> <tr> <th colspan="3">REASON FOR COUNSELING</th> </tr> </thead> <tbody> <tr> <td><input checked="" type="checkbox"/> PERFORMANCE</td> <td><input type="checkbox"/> PRIVATE INDEBTEDNESS</td> <td><input type="checkbox"/> PERSONAL BEHAVIOR</td> </tr> <tr> <td><input type="checkbox"/> SUPPORT OF DEPENDENTS</td> <td><input type="checkbox"/> OJT PROGRESS</td> <td><input checked="" type="checkbox"/> RESPONSIBILITIES</td> </tr> <tr> <td><input type="checkbox"/> DRESS/APPEARANCE</td> <td><input type="checkbox"/> QUARTERLY COUNSELING</td> <td><input type="checkbox"/> OTHER (SPECIFY)</td> </tr> </tbody> </table>			REASON FOR COUNSELING			<input checked="" type="checkbox"/> PERFORMANCE	<input type="checkbox"/> PRIVATE INDEBTEDNESS	<input type="checkbox"/> PERSONAL BEHAVIOR	<input type="checkbox"/> SUPPORT OF DEPENDENTS	<input type="checkbox"/> OJT PROGRESS	<input checked="" type="checkbox"/> RESPONSIBILITIES	<input type="checkbox"/> DRESS/APPEARANCE	<input type="checkbox"/> QUARTERLY COUNSELING	<input type="checkbox"/> OTHER (SPECIFY)
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SUMMARY OF REASONS FOR COUNSELING. (Give details, facts, specific dates, names, sequence of events, etc.) <p>You have been assigned to HSC-28 since 01FEB2017 and have not stood a duty driver watch as required by the SORM watch regulations. You have stated several times to your direct supervisors and duty section leaders that you do not have a drivers license and you are claustrophobic and uncomfortable driving a car. While reviewing ASM documentation, your LPO discovered that you indeed have a drivers license which was entered into ASM upon your checking in to the command and was issued to you on 17AUG2015. When asked to provide your Arizona Drivers License, you stated that you do not have one. You have not performed your required duties as a watchstander (duty driver) like your peers and superiors since your assignment to HSC-28, due to the fact that you stated you are not a licensed driver.</p> <p>Additionally, you are required to obtain a A/S32A-45 Tow Tractor license, as it is a pre-requisite to your required Plane Captain qualification.</p> <p>Recommend DRB.</p>														
SOLUTION. (IF REQUIRED) THAT YOU AND THE INDIVIDUAL DEVELOPED AND DISCUSSED. (Outline all solutions and indicate which one(s) individual freely elected).														

OTHER AGENCIES INDIVIDUAL WAS REFERRED TO (Personal Affairs, Social Actions, Chaplain, Legal Services; The counselor makes the appointment).

COUNSELEE' COMMENTS: IN 2015 I HAD A PERMIT, MY FAMILY PUT ME THROUGH A DRIVERS SCHOOL. I DID NOT KNOW THE SCHOOL WAIVED THE DRIVERS TEST. WE WENT TO THE DMV, NEVER TOOK THE DRIVERS TEST. I THOUGHT IT WAS JUST A STATE I.D. MY FATHER TOOK IT AWAY, I HAVE NEVER HAD IT IN MY POSSESSION IN MY WHOLE LIFE. IT'S POSSIBLE I CALLED HOME TO OBTAIN THE I.D. NUMBER.

COUNSELEE'S SIGNATURE

KEAN Caserta

COUNSELOR'S SIGNATURE

REMARKS/FOLLOW-UP ACTION. (Outline all efforts including dates, names, progress, etc).

DLCPO:

DIVO:

KEY COUNSELING POINTS

- Counseling is performed to solve a problem or to fulfill a need or recognize performance. Determine interview objectives prior to meeting, review available records and arrange office seating for best results.
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- **KEEP THE INDIVIDUAL'S PROBLEM CONFIDENTIAL**
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- Do NOT lose your self control
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- Do NOT make snap decisions
- Do NOT forget to document the counseling and have the counselee sign the counseling sheet.

ASM Welcome, [Redacted]

Program: * None * [Dropdown]

View:

[Logout](#) | [Preferences](#) | [Help](#)

[Work Center](#) [Dropdown]

** FOR OFFICIAL USE ONLY - ANY MISUSE OR UNAUTHORIZED DISCLOSURE CAN RESULT IN BOTH

CIVIL AND CRIMINAL PENALTIES **

[Work Center Summary](#) [Upcoming Expirations](#) [Career Training Summary](#) [Class Management](#)

QCL/QPT [Work Center Summary > Profile](#)

Records

View Basic Personal Data for the selected individual.

Training Action Plans	To Do List	QCL/QPT	Career Training	Completed Trng	Medicals	Profile	Assignments
	Programs	Recurring Trng	Duties/Billets	Other	Reviews	Worker Email	IDP

Training
Completion
Records

Worker
Profiles

Tips, Hints
and FAQs

Reports

Document
Library

User

User Name: CASERTAB01	First Name:* BRANDON	Middle: P	Last Name:* CASERTA	EDIPI Last 4: 2785
Branch:* USN	Pay Grade: E-3	Rank: AN	Rating: AE	Name: AEAN CASERTA, BRANDON P
Email: brandon.p.caserta@navy.mil		Phone #:		
EAOS: 27-Sep-2019		PRD: 31-Aug-2021		

Current Assignments

Start Date	UIC	Unit	Work Center	Status	Projected End	Assignme
21-Oct-2016	N55218	HSC-28	HSC-28	Checked In		Orders To
23-Mar-2018	N55218	HSC-28	310	Checked In		Reports To

Drivers License

License Number: D08612492	State: Arizona	License Restriction No records Found.
Issue Date: 17-Aug-2015	Expiration Date: 25-May-2062	Suspended:* <input type="checkbox"/> Auto Extend: <input type="checkbox"/>

Subj: COMMAND INVESTIGATION INTO THE DEATH OF AEAN BRANDON P.
CASERTA

LPO of 310 WC and is not a leader that should be mentoring impressionable young sailors. The letters alleged that [REDACTED]'s vulgar and abusive vernacular was directly detrimental to the morale of the shop and recommended he be replaced. [Encl (16)]

36. The anonymous letters also indicated that [REDACTED] would refer to Sailors in derogatory and degrading terms and would undermine the authority of superiors when not in their presence (e.g., "I don't give a fuck what chief says he/she isn't here I'm telling you what to do right fucking now!"). [Encl (16)]

37. [REDACTED] was counselled on 27 June 2018 for a third time and sent TAD to Helicopter Sea Combat Wing Atlantic. The specifics of his counselling were speaking inflammatory remarks about AEAN Caserta posthumously. The command is seeking early transfer. [Encls (6), (15)]

38. The family of AEAN Brandon Caserta has reached out to all of the personnel interviewed in an effort to obtain information concerning the details surrounding their son's death. Some obliged and discussed some details with them, but eventually the general consensus was to cut communications to further the grieving and healing process. [Encls (5), (6), (9), (10), (11), (12)]

Opinions

1. On the surface, AEAN Caserta was a hard-working and happy-go-lucky Sailor from all interview accounts and was always the first to volunteer for working parties and additional duties. However, AEAN Caserta harbored significant resentment towards the Navy that apparently originated from his drop from Special Warfare Training. Although he openly expressed this resentment to his peers, he hid these concerns from his superiors. Most of the communications with his peers revolved around normal day to day trappings, their jobs and their shared pain and sufferings. It is very difficult to delineate the normal grumblings of enlisted sailors, and true cries for help and noticeable depression and anxiety, however no one thought that he was that depressed or that he was at risk for suicide. [FF 3-12, 18]

2. [REDACTED] took the initiative to see that AEAN Caserta received professional counseling when he noticed a change in his demeanor, this is not the first time he had taken a sailor to the Chaplain or facilitated therapeutic counsel. He does blame himself for Caserta taking his own life, due to the fact that he had assisted him in the past but didn't notice any change in his mood immediately prior to AEAN Caserta's suicide. [FF (4)]

3. Trials emerged for Caserta after he recovered from his bicycle accident and returned to the 310 WC. He had deadlines thrust upon him, was under scrutiny to complete his qualification, was counseled several times in the space of a month, and had been referred to DRB. As a young man with less than 2 years of experience in the Navy and in an operational unit, AEAN Caserta may have felt that the situation was unrecoverable. He did not seek the counsel of his peers or a mentor that I can find, and was stoically treading alone. These events and his solitude most likely contributed to his fatalistic mindset that was described in his final notes. [FF 15-21, 31]

4. [REDACTED]'s attempts to push Caserta to completing his PQS was likely accompanied by harsh language, posturing, and derision. The squadron leadership made efforts to be visible and

HSC-28 DET 4 RECORD OF ENLISTED COUNSELING

Date 22 Nov 17

PRIVACY ACT STATEMENT

The authority for requesting the following information is contained in 5 U.S.C. sec. 301, 10 U.S.C. 5947, 44 U.S.C. sec. 3101, and Executive Order No. 9397. This information will be used to document quality force counseling actions not prescribed in other directives. Department of the Navy personnel may also use the information for evaluations and determinations in disciplinary, punitive and/or administrative actions. Disclosure of this information is voluntary.

Member Being Counseled

Last Name	First Name	M.I.	SSN ON FILE	Rank/Rate
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Person Conducting Counseling

Last Name	First Name	M.I.	Title DET 4 SEA	Rank/Rate
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

Reason for Counseling

- | | | |
|---|---|--|
| <input checked="" type="checkbox"/> Performance | <input checked="" type="checkbox"/> Responsibilities | <input type="checkbox"/> OTJ Progress |
| <input type="checkbox"/> Career Advancement | <input type="checkbox"/> Support of Dependents | <input type="checkbox"/> Indebtedness |
| <input type="checkbox"/> Appearance | <input checked="" type="checkbox"/> Personal Behavior | <input type="checkbox"/> Delinquent in Qualification |
| <input type="checkbox"/> Other (specify): | | |

Reasons, which caused the counseling requirement (Give facts, sequence of events, specific dates, etc.)

As the LPO of DET 4 you are failing. Your Sailors do not respect you and DET moral is at an all-time low. Multiple complaints have been made to the COC both verbally and written about you. The way you talk to Sailors is intolerable, unprofessional and not the standard that is expected of a First Class Petty Officer attached to DET 4. This is completely unacceptable and will not be tolerated from this day forward. FIX IT!

Solution that you and the individual developed and discussed to overcome the problem(s) and precluded future involvement. (Out line all solutions and indicate which one(s) individual freely elected)

You shall be the "LPO". You shall formally apologize to your Sailors for this lapse in professionalism. As the DET LPO and a First Class Petty Officer assigned to HSC-28 and this detachment, you are expected to enforce the standard not only for your Sailors but for yourself as well. You are expected to train and lead your Sailors without prejudices or bias. If significant improvement is not made you shall be replaced as the LPO and could face disciplinary action.

Counselee's Comments

I WILL CONTINUE TO IMPROVE MY RELATIONSHIP WITH MY SAILORS, WHILE MAINTAINING MY PROFESSIONALISM AS THE LPO. MY BEHAVIOR AND APPROACH WITH THE SAILORS ON OUR DETACHMENT HAS BEEN UNACCEPTABLE.

Counselee's Signature

Counselor's Signature

Remarks/Follow Up Actions

[REDACTED]

LCPO
SEA
DIYO

[REDACTED SIGNATURE]

RECORD OF COUNSELING

DATE: 6/28/18

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NAME (Last, First, Middle Initial)

GRADE

SSN
N/A

DIVISION/WORKCENTER/DUTY SECTION
MAINT/ LINE

NAME/GRADE OF COUNSELOR

PERFORMANCE

SUPPORT OF DEPENDENTS

DRESS/APPEARANCE

REASON FOR COUNSELING

PRIVATE INDEBTEDNESS

OJT PROGRESS

QUARTERLY COUNSELING

PERSONAL BEHAVIOR

RESPONSIBILITIES

OTHER (SPECIFY)

SUMMARY OF REASONS FOR COUNSELING. (Give details, facts, specific dates, names, sequence of events, etc.)

On 27 June, you were reported as saying derogatory remarks about the mishap that occurred on 25 June in front of your junior Sailors. This counseling is to inform you that this is completely unacceptable behavior. Even in the most difficult and stressful of times a leader must remain calm, and choose the things that he or she say with the utmost care, especially in front of the people you have been tasked with to lead. If that is not possible due to the circumstances, you must communicate with your immediate supervisor and remove yourself from the situation.

SOLUTION. (IF REQUIRED) THAT YOU AND THE INDIVIDUAL DEVELOPED AND DISCUSSED.
(Outline all solutions and indicate which one(s) individual freely elected).

Continue to seek out advice and counsel from more senior first class petty officers and Chief Petty Officers on the fundamentals of leadership. I further recommend that you do some reasearch on some of the great leaders of our past, and read their books perhaps and try and take away some great leadership attributes.

Furthermore,

You are being moved to Quality Assurance, effective today, and you will report directly to [REDACTED] not only as your QAS but your direct mentor. He will be the person that you seek out FIRST. This move is NOT PUNATIVE, this move was going to happen anyway due to all of the detachments that are underway to mitigate our manpower shortfalls. It is my sincere hope, that you take away from this the importance of correcting this leadership deficiency before punitive action becomes un avoidable.

OTHER AGENCIES INDIVIDUAL WAS REFERRED TO (Personal Affairs, Social Actions, Chaplain, Legal Services; The counselor makes the appointment).

COUNSELEE' COMMENTS:

NO COMMENTS

COUNSELEE'S SIGNATURE

COUNSELOR'S SIGNATURE

REMARKS/FOLLOW-UP ACTION. (Outline all efforts including dates, names, progress, etc).

KEY COUNSELING POINTS

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RECORD OF COUNSELING

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NAME (Last, First, Middle Initial) [REDACTED]	GRADE [REDACTED]	SSN N/A
--	---------------------	------------

DIVISION/WORKCENTER/DUTY SECTION DET 4	NAME/GRADE OF COUNSELOR [REDACTED]
---	---------------------------------------

REASON FOR COUNSELING		
<input checked="" type="checkbox"/> PERFORMANCE	<input type="checkbox"/> PRIVATE INDEBTEDNESS	<input checked="" type="checkbox"/> PERSONAL BEHAVIOR
<input type="checkbox"/> SUPPORT OF DEPENDENTS	<input type="checkbox"/> OJT PROGRESS	<input checked="" type="checkbox"/> RESPONSIBILITIES
<input type="checkbox"/> DRESS/APPEARANCE	<input type="checkbox"/> QUARTERLY COUNSELING	<input type="checkbox"/> OTHER (SPECIFY)

SUMMARY OF REASONS FOR COUNSELING. (Give details, facts, specific dates, names, sequence of events, etc.)

As DET LPO you were counseled on 22 NOV 17 about your responsibilities and substandard performance. You have been mentored multiple times by the DET COC and given every opportunity to correct this behaviour. You have not made any adjustment to how you interact with your Sailor. There have been multiple instances since this counseling that have been brought to the COC where you have degraded and demoralized you subordinates in front of other junior Sailors. This is unprofessional and completely unacceptable for any Sailor to do, let a lot one trusted in the billet of a First Class Petty Officer and Leading Petty Officer! If you want to continue being a First Class Petty Officer and your service to this Navy you need to fix yourself ASAP!

SOLUTION. (IF REQUIRED) THAT YOU AND THE INDIVIDUAL DEVELOPED AND DISCUSSED.

(Outline all solutions and indicate which one(s) individual freely elected).

You ~~shall~~ be relieved of your DET LPO position and ~~be~~ removed from DET 4. Following an investigation from the COC, you could be subject to further disciplinary action. You will enroll in anger management class with Fleet and Family Support Center and report enrollment to ~~you~~ you COC. *SMALL*
AD YOUR

OTHER AGENCIES INDIVIDUAL WAS REFERRED TO (Personal Affairs, Social Actions, Chaplain, Legal Services; The counselor makes the appointment).

COUNSELEE' COMMENTS:

I AM ASHAMED OF MY ACTIONS AND BEHAVIOR. I HAVE LET MY CHAIN OF COMMAND AND MYSELF DOWN. I WILL MAKE EVERY EFFORT POSSIBLE TO CORRECT MYSELF TO BETTER MYSELF, AND THE SAILORS I WORK WITH.

COUNSELEE'S SIGNATURE

COUNSELOR'S SIGNATURE

REMARKS/FOLLOW-UP ACTION. (Outline all efforts including dates, names, progress, etc).

BCPO:

DLCPO:

DIVO:

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- Follow up on referrals to base/ship agencies to make certain that there is a continuity of action and that referrals are completed.
- KEEP THE INDIVIDUAL'S PROBLEM CONFIDENTIAL
- Help the person to grow in self-understanding.
- Do NOT lose your self control
- Do NOT make promises you can't keep
- Do NOT make snap decisions
- Do NOT forget to document the counseling and have the counselee sign the counseling sheet.

RECORD OF COUNSELING

DATE: 18 JAN 18

PRIVACY ACT STATEMENT

The authority for requesting the following information is contained in 10 USC 8012 and EO 9397. The data will be used to document quality force counseling actions not prescribed in other directives. When completed, the form may or may not become a source document to support administrative actions. Data is also releasable to higher officials when used to support administrative separation or UCMJ actions.

Completion of the form by counselor is mandatory; however disclosure of information or facts may not be in the counselee's best interest in the event administrative, commendatory, or disciplinary action is subsequently deemed warranted by the counselee's Commanding Officer.

NAME (Last, First, Middle Initial)

GRADE

SSN
N/A

DIVISION/WORKCENTER/DUTY SECTION
DET 4

NAME/GRADE OF COUNSELOR

REASON FOR COUNSELING

PERFORMANCE

PRIVATE INDEBTEDNESS

PERSONAL BEHAVIOR

SUPPORT OF DEPENDENTS

OJT PROGRESS

RESPONSIBILITIES

DRESS/APPEARANCE

QUARTERLY COUNSELING

OTHER (SPECIFY)

SUMMARY OF REASONS FOR COUNSELING. (Give details, facts, specific dates, names, sequence of events, etc.)

As DET LPO you were counseled on 22 NOV 17 about your responsibilities and substandard performance. You have been mentored multiple times by the DET COC and given every opportunity to correct this behavior. You have not made any adjustment to how you interact with your Sailor. There have been multiple instances since this counseling that has been brought to the COC where you have degraded and demoralized your subordinates in front of other junior Sailors. This is unprofessional and completely unacceptable for any Sailor to do, let alone one trusted in the billet of a First Class Petty Officer and Leading Petty Officer! If you want to continue being a First Class Petty Officer and your service to this Navy you need to fix yourself ASAP!

SOLUTION. (IF REQUIRED) THAT YOU AND THE INDIVIDUAL DEVELOPED AND DISCUSSED.

(Outline all solutions and indicate which one(s) individual freely elected).

You are relieved of your DET LPO position and be removed from DET 4. Following an investigation from the COC you could be subject to further disciplinary action. You shall enroll in anger management class with Fleet and Family Support Center and report enrollment to your COC.

OTHER AGENCIES INDIVIDUAL WAS REFERRED TO (Personal Affairs, Social Actions, Chaplain, Legal Services; The counselor makes the appointment).

COUNSELEE' COMMENTS:

COUNSELEE'S SIGNATURE

COUNSELOR'S SIGNATURE

REMARKS/FOLLOW-UP ACTION. (Outline all efforts including dates, names, progress, etc).

BCPO:

DLCPO:

DIVO:

KEY COUNSELING POINTS

- Counseling is performed to solve a problem or to fulfill a need or recognize performance. Determine interview objectives prior to meeting, review available records and arrange office seating for best results.
- Give the individual the facts, whether they are pleasant or unpleasant.
- Be a good listener - Be fair.
- Refer individual to other base/ship agencies for professional help. You don't have the answer to all of the problems.
- Follow up on referrals to base/ship agencies to make certain that there is a continuity of action and that referrals are completed.
- **KEEP THE INDIVIDUAL'S PROBLEM CONFIDENTIAL**
- Help the person to grow in self-understanding.
- Do NOT lose your self control
- Do NOT make promises you can't keep
- Do NOT make snap decisions
- Do NOT forget to document the counseling and have the counselee sign the counseling sheet.

60/2

Subject: [REDACTED]

i've been keeping quiet and debating about doing this for a long time. But it has to be done. This LPO treats his workers under him worse than garbage. I cant think of a better way to put this than how the recent article was written about the MCPON. He fosters a hostile work environment inside his small shop. He has an unpredictable temper that the slightest occurrence of things not going his way, he just goes off instead of deescalating the situation and finding a more proper calm way of doing things. He can be verbally abusive towards his coworkers. Referring to everyone as his "bitch" or other derogatory/ degrading terms. As a first class who has been in 12 years, he 1. doesn't act like it and 2. doesn't hold himself to the standard of a first class. He acts more childish and immature than the junior sailors he is in charge of. Example. He talks about a LOT of Chiefs/ higher rank behind their back. Being realistic, everyone does it to a certain degree, but NOT in front of the whole shop to hear. Hes EXTREAMLY unprofessional. "i don't give a fuck what chief says he/she isnt here im telling you what to do right fucking now! You listen to me, I dont care! Chief is a dumbass, don't listen to them!" another example. A chief walks in, tells [REDACTED] something, said chief walks out. He will just blatantly yell out "DUCHBAG!" or "DUMBASS!" just 2 small examples. For someone trying to make chief, he sure shows a LOT of disrespect to the rank as a whole. This man is too incompetent and most certainly NOT the right fit to "lead" some of the newest personnel at the command. He not to long ago got kicked off a DET for behavioral reasons and somewhere along the lines someone had a good idea to let him be "the example" of the most impressionable shop at the command. They definitely learned and are learning what not to be. IF anyone stays in the navy because of him. They get treated like dogs and he rules over them. He believes that when he does things that he is supposed to do, that that means they need to work harder and 'give him more" I might add that he puts them off until the very VERY last possible second and if that involves marriage and/or BAH, that really could mess up someones personal life. He is the reason moral is down in the line shack. Its hard to respect someone who doesn't respect others and abuses his position. The workload is fine, very fast pace and can be exhausting at times but its manageable. The hardest part of the line shack work day is surviving the shift with him. This is my last attempt at hope for a change either in him or preferably a different LPO. Personally I suggest [REDACTED] [REDACTED] Its also certain that they need a strong second class for night check supervisor [REDACTED] has said on occasion she would like to be night check supervisor.