



DEPARTMENT OF THE ARMY  
4<sup>TH</sup> INFANTRY DIVISION (MECHANIZED)  
TIKRIT, IRAQ  
APO AE 09323-2628

REPLY TO  
ATTENTION OF:

AFYB-CG

all (b)(6) z

MEMORANDUM FOR LTC [REDACTED] 1<sup>st</sup> Battalion, 8<sup>th</sup> Infantry Regiment,  
3<sup>rd</sup> Brigade Combat Team, 4<sup>th</sup> Infantry Division

SUBJECT: Memorandum of Counseling

1. The purpose of this memorandum is to formally counsel you concerning your leadership failure and outline measures you must take to salvage your command. This memorandum will be used in lieu of DA Form 4856.
2. On 7 January 2004, CPT [REDACTED] and 1LT [REDACTED] briefed you on an incident involving soldiers in your battalion forcing two Iraqi civilians into the Tigris River on the night of 3 January 2004. Apparently, you were briefed that both civilians made it safely out of the water but later you knew there was an allegation that one civilian drowned. Instead of doing the morally and legally right thing you told CPT [REDACTED] A Company Commander, to lie and have his soldiers lie about what actually happened. As a result, several soldiers and officers provided false sworn statements to CID seriously impeding the investigation into the death of a civilian.
3. You will personally brief the officers and non-commissioned officers (SFC and above) of your battalion on this incident and the negative consequences of your actions. Moreover, you will brief your leaders on ethical decision-making, the Army value of integrity and the importance of honesty. You will accomplish this briefing by 22 April 2004 and back brief me 48 hours before and after you conduct the brief.
4. You will acknowledge receipt of this counseling by signing the enclosed acknowledgement.

RAYMOND T. ODIERNO  
Major General, USA  
Commanding

020481