

Attachment 1

From: Ilic, Werner X
Sent: Monday, April 13, 2009 2:46 PM
To: Kabul LGF Request
Subject: FW: Elaboration on today's meeting.

Gentlemen, for your information below.

Werner

GFC

To whom it may concern from experience speaking!

RSO Niall,

Please be aware and as you have requested my elaboration in written format. As briefly discussed in the meeting today, the LGF operate at what I would consider the "Threshold" for Sleep Deprivation. Further meaning, that our work schedule, hours and sleeping pattern's keep the LGF very close to the edge of serious sleep deprivation. When we have to work guys overtime or ramp up extra manpower (during scheduled off days) due to increased threat conditions etc...etc...; we further compound the issue of sleep deprivation. This ultimately diminishes the LGF's ability to provide security.

To better explain, here is where it starts, the LGF work 3 days then transition (swing shift) into 3 nights then transition into 3 days off (it used to be 2x2x2). Each work day equals 14 actual hours of work; Supervisor's can average up to 15 hours per work day.

Snap shot of an average day for a shift:

1. 05:00hrs every day, Shift Brief for on-going shift, along with "In-Service Training", the Convoy Brief, followed by convoy load time and organization for entire shift (approximately 113 during the day) followed by actual convoy movement.
2. 05:45 to 06:15hrs. (approximately) you have the shift change over on site,
3. 06:15 to 17:45, regular work day on site.

4. 17:45 to 18:15, Shift change over, followed by reorganization of convoy for off-going shift, then actual convoy movement
5. 18:30 (approximately) Off-going shift returns to Camp Sullivan, weapons and equipment are down loaded and convoy equipment is stowed, vehicle's re-staged in parking lot.
6. 19:00 (approximately) Off-going shift is complete, all equipment is accounted for and secured, they are then on personnel time whether to work out and train, eat dinner, watch TV or a movie, internet, phone calls, sleep or etc.
7. 10 hours later, it starts all over with a 05:00hrs Shift Brief not taking into consideration wake-up and grooming and breakfast.

This averages an actual 14 hour day for each LGF member. Some days can be as short as 13.5 hours and some days as long as 14.5 hours. Supervisor's can average an additional (approximate) 30 minutes prior to and after a shift conducting administrative duties and or shift organization. All personal hygiene, laundry, personal e-mail/matters, Physical fitness, usually 2 meals and sleep must be conducted within the 10 hour window between an individual's shifts.

After completing the 3 days in a work cycle which ends at 19:00hrs, the shifts swings into a night shift schedule. Their next duty starts at 17:00hrs the following day for the evening Shift briefing. This is a 22 hour transition window which most LGF only sleep once and are back at it again with the same 14 hour schedule for their first night shift. This can be viewed as getting one good sleep in for a 36 hours window of time (by the end of their first night shift, followed by two more night shifts).

When finishing their last night shift, they are immediately off, however, do to working all night (arriving back at Camp Sullivan around 06:30) they sleep most of the first day off. They then have to adjust back into a night-time sleeping pattern. The second day off is a designated training day. Third day is a scheduled off day.

If you average this work schedule out over the course of a month, an LGF member transitions from a day to night sleeping pattern on average of 7 times. It's nearly impossible to establish a rhythmic sleeping pattern. This is what causes the sleep deprivation. You can see its effects over the course of time. When a shift gets back on ground after an R&R, they are fresh and full of energy, as compared to a shift that is been in the grind for 7 or 8 weeks and sometimes shown after 5 and 6 weeks.

In summary, a disruption or addition to the current work schedule further compounds the level of sleep deprivation and is not sustainable by the LGF for extended periods of time.

Respectfully, Werner Ilic

Guard Force Commander US Embassy, Kabul Afghanistan

ArmorGroup North America

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ilic@state.gov or wernerilic@yahoo.com

Attachment 2

[REDACTED]

From: [REDACTED]
Sent: Tuesday, August 11, 2009 5:01 AM
To: [REDACTED]
Subject: sit rep AGNA

[REDACTED]

hope you are well. i sopped you in on a little email i sent to [REDACTED]. he got screwed over there with [REDACTED]. just like [REDACTED], and countless others...

the pictures will help. you will see that they have a group of sexual predators, deviants running rampant over there. no, they are not jamming guys in the ass per say, but they are showing poor judgment. i think guys in this business are pretty much some of the best and some of the worst. it is the companies responsibility to prtect the good from the bad until they show tier ugly heads and can be removed. in this case the ugly ones are running the damn thing or in the case of joe ordonna are too clueless to recognize the truth or has no power to change it.

in the event [REDACTED] fails to inform you. peeing on people, eating potato chips out of ass cracks, vodka shots out of ass cracks (there is video of that one), broken doors after drnken brawls, threats and intimidation from those leaders participating in this activity. people have been terminated, like [REDACTED] because he would not play their games and his slip up gave them their op to get rid of him.

i know this entire thing is going to make life less bearable over there for all of us. i'll trade alcohol to some sane, accountable leadership. i am heading back on wed p.m. before i do i want you to know that their are some good people over there doing great work. we are not boy scouts but there should be some exectation of professionalism in ones leadership. AGNA has been blind to all this and those good people are getting worn out and chewed up over it all. in a way the DOS has turned their backs to the guys on the ground and let the prostitution and gay shit continue. (note: i have not spoken to them, but i know over all this time someone had to drop that dime.)

[REDACTED]

[REDACTED]

Attachment 3

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Sent: [REDACTED]
Subject: AGNA HQ

[REDACTED]

I am forwarding a few pictures I have received in the past few days. I would hope that you forward these to your contact within the DOS. I suspect you have many if not all of these pictures, but I want to identify specific individuals in the AGNA leadership that are present in these photos. As I mentioned to [REDACTED] yesterday, I am convinced the greatest threat to the security of the Embassy is the erosion of the guard forces trust in its leadership and ultimately the DOS. The failure of [REDACTED] to protect those they have been tasked to lead is unacceptable, and if not held accountable will further compromise our mission.

The chain of command's failure to curtail [REDACTED] deviant actions and to not hold him accountable for countless infractions involving alcohol has made them ineffective. This has led to threats and intimidation as the only means to accomplish the day to day operations here and at the Embassy. This is "not" a onetime incident that went unnoticed by [REDACTED] direct chain of command. These are events that took place over the past year and a half and were ignored by the leadership at the cost of the well being of countless guard force members.

If these individuals are not held accountable for their actions it will only embolden those who remain to make the same offenses against this guard force. In addition, these photos as many were made public on Facebook and traded amongst the guard force should be used in promotion boards so that future leadership of this contract can be assured of the character of its leaders.

Respectfully,

[REDACTED]

ps. last night the AGNA leadership [REDACTED] went across the street to Kaia to have a meal with [REDACTED] as a going away event. This is not the message that this guard force needs ...

Attachment 4

Statement

Date: 16/08/2009

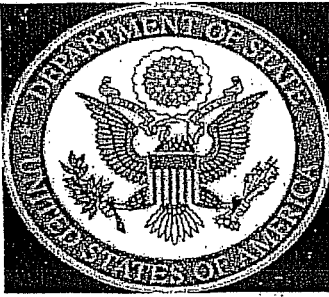
Dear Sir,

I would like to inform you, that two weeks ago on 01-Aug-09 after 17:00 hrs, I was setting on dining hall computer desk due to my Supervisor was off, five expats came to dining for having dinner which they only wear short underwear with bottles of Alcohol on their hands just one them signed the others didn't sign and had dinner after that start going out on the way I was by dinning entrance door [REDACTED] start swearing me and pulled my face, while pulling my face he was telling me that you are very good for fucking and used some other bad words, as I was too afraid of them I could not tell them any thing and after that all the time when I am facing them I am frighten of them.

[REDACTED]

[REDACTED]

Attachment 5



ARMOR GROUP NORTH AMERICA
United States Embassy
Kabul, Afghanistan
Contract No. S-AQMPD-07-C0054

May 29th 2009 Friday

For Conspicuous Intrepidity and Outstanding Self Initiative in promoting the overall Safety and Improvement of the Operational Ability of our Contboys to and from Camp Sullivan & the US Embassy Kabul, Afghanistan I thee recognize the following individuals of the Guard Force;

- 1) [REDACTED]
- 2) [REDACTED]
- 3) [REDACTED]
- 4) [REDACTED]
- 5) [REDACTED]
- 6) [REDACTED]
- 7) [REDACTED]
- 8) [REDACTED]
- 9) [REDACTED]
- 10) [REDACTED]
- 11) [REDACTED]
- 12) [REDACTED]
- 13) [REDACTED]
- 14) [REDACTED]
- 15) [REDACTED]
- 16) [REDACTED]
- 17) [REDACTED]
- 18) [REDACTED]

A copy of this letter of recognition is to be filed in each of the above individuals Personal Dossiers with Administrations of Project. The original letter of recognition is to be handed to the individual by their ERT Commander. This letter of recognition is in support of and in adherence of the Guard Force Commander of the US Embassy Kabul, Afghanistan and the Acting Project Manager of Project Contract Number S-AQMPD-07-C0054.

Signed/Authorized by;

Guard Force Commander US Embassy Kabul AF

Werner Ilic

Acting Project Manager/Deputy Project Manager

Jimmy Lemon