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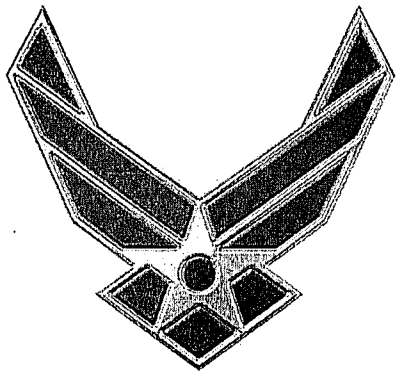

The Inspector General of the Air Force

Report of Investigation (S8222P)

Lt Gen John W. Hesterman III

and

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[redacted]

February 2016

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REPORT OF INVESTIGATION (Case S8222P)

CONCERNING

LIEUTENANT GENERAL JOHN W. HESTERMAN III
AND
[redacted]

PREPARED BY
[redacted]
February 2016

I. INTRODUCTION

This investigation was directed in response to an Air Force Form 102, *Inspector General Personal and Fraud, Waste & Abuse Complaint Registration,* written by an anonymous complainant on 13 Aug 15 and submitted to the SAF/IG Inspector General Hotline on 22 Sep 15. (Exhibit 1 (Ex 1)) The complaint involved an alleged unprofessional/inappropriate relationship between Lt Gen John Hesterman and [redacted] and alleged wrongful interference by Lt Gen Hesterman into the assignments of [redacted], the husband of [redacted]. The receiving office, SAF/IGQ, quickly identified that the complaint concerned an Air Force senior official and forwarded the materials to SAF/IGS on 23 Sep 15. Since the complaint involved a Lieutenant General, SAF/IGS followed policy guidance and forwarded the complaint to the DoD-IG for their review. DoD-IG has the "right of first refusal" with regard to **complaints against Air Force 4-star and 3-star general officers. On 6 Oct 15, DoD-IG officially** passed the complaint back to SAF/IGS with the direction to investigate the complaint. (Ex 1)

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On 6 Oct 15, The Inspector General appointed [redacted] as investigating officers for the case. Their appointment letters can be found at Ex 2. Investigative work began on 7 Oct 15.

During the course of the investigation, the IOs formally interviewed six witnesses (Exs 9; 10; 11; 12; 13; 26) and spoke to four other witnesses whose replies are stated in Memorandums for the Record (MFRs) (Ex 21). Due to the nature of the allegations involved in this case, the two subjects were treated as suspects and made aware of their rights under Article 31 of the Uniform Code of Military Justice (UCMJ). Lt Gen John Hesterman is an active duty officer and [redacted] is a Reserve officer serving in a full-time position and on Title 10 orders. Lt Gen Hesterman was interviewed on 14 Dec 15 in the Pentagon. (Ex 14) [redacted]

[redacted]

In late January 2016 as the writing of this report was being finished, the decision was made to offer Lt Gen Hesterman what could be called a "Tentative Conclusion Notification." His attorney was called and notified that with the current body of evidence gathered to that point, two of the three allegations against the general would likely be substantiated and this was an opportunity to provide a statement/evidence to the investigation team. On 21 Jan 16, Lt Gen Hesterman's attorney sent a statement concerning the case to IGS. The statement was signed by his attorney, not Lt Gen Hesterman. Similarly, [redacted] attorney received a phone call to the same effect, and on 1 Feb 16, IGS received her reply. This reply was signed by [redacted] herself. In the remainder of this report these documents will be referred to as Lt Gen Hesterman's attorney's statement (Ex 28) and [redacted] statement (Ex 30). Finally, portions of a journal written by [redacted] that chronicle portions of his life pertinent to this case were forwarded to the investigation team by [redacted] attorney's paralegal. (Ex 29)

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Finally, it is noted that because of the underlying circumstances, some very contentious, surrounding this case, one must remember when viewing testimony and written documents, that all of the individuals involved here have certain motives – there are very few "neutral players" in this case.

II. SCOPE AND AUTHORITY

The Secretary of the Air Force has sole responsibility for the function of The Inspector General of the Air Force.[1] When directed by the Secretary of the Air Force or the Chief of Staff of the Air Force, The Inspector General has the authority to inquire into and report on the discipline, efficiency, and economy of the Air Force and perform any other duties prescribed by the Secretary or the Chief of Staff.[2] The Inspector General must cooperate fully with The Inspector General of the Department of Defense.[3] Pursuant to Air Force Instruction (AFI) 90-301, *Inspector General Complaints Resolution*, 27 Aug 15, paragraph 1.13.4, The Inspector General has oversight authority over all IG investigations conducted at the level of the Secretary of the Air Force.

Pursuant to AFI 90-301, paragraph 1.13.3.1, the Director, Senior Official Inquiries Directorate (SAF/IGS), is responsible for performing special investigations directed by the Secretary, the Chief of Staff, or The Inspector General and all investigations of senior officials. AFI 90-301 defines senior official as any active or retired Regular Air Force, Air Force Reserve, or Air National Guard military officer in grades O-7 (brigadier general) select and above, and Air National Guard Colonels with a Certificate of Eligibility (COE). Current or former members of

[1] Title 10, United States Code, Section 8014
[2] These authorities are outlined in Title 10, United States Code, Section 8020
[3] Title 10, United States Code, Section 8020(d)

the Senior Executive Service (SES) or equivalent and current and former Air Force civilian Presidential appointees are also considered senior officials.

One of several missions of The Inspector General of the Air Force is to maintain a credible inspector general system by ensuring the existence of responsive complaint investigations characterized by objectivity, integrity, and impartiality. The Inspector General ensures the concerns of all complainants and subjects, along with the best interests of the Air Force, are addressed through objective fact-finding.

III. BACKGROUND

Lt Gen John W. Hesterman is the Assistant Vice Chief of Staff of the Air Force. He graduated from the Air Force Academy in 1983 and has served in 27 separate assignments over the past 32 and a half years. His service has included a variety of positions in the Middle East, Europe, Asia, and the U.S., and he has held staff assignments on the Air Staff, Joint Staff, and Office of the Secretary of Defense staff. The general has commanded the 494th Fighter Squadron, the 4th Operations Group, the 12th Flying Training Wing, and the 48th Fighter Wing.

Lt Gen Hesterman has served as an instructor pilot in the F-16C, F-117A, F-15E and T-38C. He flew on the first night of Operation Desert Storm and served as an expeditionary squadron commander in operations Provide Comfort, Deny Flight, Deliberate Guard, and Northern Watch. He also served as U.S. Central Command's Deputy Combined Force Air Component Commander and Commander, US Air Forces Central Command.

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Lt Gen Hesterman and his wife of over 22 years, [redacted] have one daughter, [redacted]. His biography can be found at Exhibit 3.

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IV. CHRONOLOGY

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DATE	EVENT
Jan 96 – Apr 97	Major Hesterman was assigned to Lakenheath AB, England; Assistant Ops, Operations Officer of 492 FTS (Ex 3)
[redacted]	[redacted]
1 Jan 97	Major Hesterman was promoted to Lt Col (Ex 3)
May 97 – May 98	Lt Col Hesterman was assigned as Commander 494 FS, Lakenheath (Ex 3:1-2)
[redacted]	[redacted]
23 Jun 98	Lt Col Hesterman created his email account [redacted] shortly after his assignment ended at Lakenheath (Ex 3:1; Ex 17:1)
1 Apr 2000	Lt Col Hesterman was promoted to Colonel (Ex 3:2)
[redacted]	[redacted]
4 Jun 07	Col Hesterman was promoted to Brigadier General (Ex 3)
Jun 07 – Aug 08	Brig Gen Hesterman was assigned as Commander, 48 FW, Lakenheath (Ex 3)
[redacted]	[redacted]
Sep 08 – Jun 10	Brig Gen Hesterman was assigned to the Joint Staff as the Deputy Director for Politico-Military Affairs for Europe, NATO, Russia and Africa (J5), Pentagon (Ex 3:1)

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[redacted]	[redacted]
12 Feb 10	Brig Gen Hesterman was promoted to Major General (Ex 3)
2-10 Apr 10	Maj Gen Hesterman took leave OCONUS (Ex 31)
[redacted]	[redacted] discovered emails between his wife, [redacted] and Maj Gen Hesterman [redacted] (Ex 12:4; Ex 22:16, 20; Ex 25:4-6) The emails were printed on 13 Apr 10.
14 Apr 10	[redacted] created [redacted] (Ex 18) after her husband had discovered the emails with Maj Gen Hesterman on the [redacted] account.
[redacted]	[redacted]
Jul 10 – Jun 11	Maj Gen Hesterman was assigned as Deputy Commander, US Air Forces Central Command, Southwest Asia, Qatar (Ex 3:1)
[redacted]	[redacted] did not join him for this assignment (Ex 5)
22 Apr – 6 May 11	Maj Gen Hesterman was on leave (Ex 31)
[redacted]	[redacted]
Jul 11 – Nov 11	Maj Gen Hesterman was assigned as the Assistant Deputy Chief of Staff for Operations, Plans, and Requirements (AF/A3/5), the Pentagon (Ex :13)
17 Nov 11	Maj Gen Hesterman was promoted to Lieutenant General (Ex 3:2)
[redacted]	[redacted]
Nov 11 – Jun 13	Lt Gen Hesterman was assigned as military deputy for readiness, OSD (P&R), the Pentagon (Ex 3)
[redacted]	[redacted]
Jul 13 – Jun 15	Lt Gen Hesterman was assigned as Combined Force Air Force Component Commander, USCENTCOM, SWA (Ex 3)
[redacted]	[redacted] and [redacted] separated (Ex 1)
[redacted]	[redacted] and [redacted] filed for divorce (Ex 1)
[redacted]	[redacted]

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[redacted]	[redacted]
1 Sep 14	retired (Ex 5)
May 15 -	[redacted]
Jun 15 -	Lt Gen Hesterman was assigned as Assistant Vice Chief of Staff, the Pentagon (Ex 3)

V. ALLEGATIONS, STANDARDS, ANALYSIS AND CONCLUSIONS

ALLEGATION 1: That, between on or about 11 March 2010 and on or about 31 May 2011, Lt Gen John W. Hesterman III wrongfully engaged in an unprofessional relationship with [redacted] in violation of AFI 36-2909, *Professional and Unprofessional Relationships*, 1 May 1999.

ALLEGATION 2: That, between on or about 11 March 2010 and on or about 31 May 2011, Lt Gen John W. Hesterman III engaged in an inappropriate relationship with [redacted] which conduct seriously compromised his standing as an officer, in violation of Article 133, *Conduct Unbecoming an Officer and Gentleman*, Uniform Code of Military Justice.[4]

FINDINGS OF FACT.

- The email account [redacted] belongs to a John Hesterman and was created on 23 Jun 98. (Ex 17)
- The email account [redacted] belongs to an [redacted] and was created while she lived in an area with zip code 09464, which is Armed Forces Europe indicating that it was most likely established while [redacted] and her husband were stationed at Lakenheath AB. (Ex 18)
- The email account [redacted] belongs to an [redacted] and was created on 14 Apr 10. (Ex 18)

STANDARDS.

AFI 36-2909, *Professional and Unprofessional Relationships,* 1 May 99 addresses relationships in the Air Force. Portions pertinent to this case follow (**emphasis added**):

[4] The timeframe of the alleged misconduct in Allegations 1 and 2 was originally 1 December 2007. The IO changed the timeframe to 11 March 2010 based on an analysis of the evidence. Lt Gen Hesterman was notified of the administrative change in the allegations.

This instruction establishes command, supervisory and personal responsibilities for maintaining professional relationships between Air Force members, between Air Force members and members of other uniformed services, between Air Force members and civilian employees of the Department of Defense, to include Air Force civilian employees, and between Air Force members and government contractor employees. Unprofessional relationships are those interpersonal relationships that erode good order, discipline, respect for authority, unit cohesion and, ultimately, mission accomplishment. It is the responsibility of commanders and supervisors at all levels to ensure compliance with this instruction. The policy set out in **this instruction applies to all active duty members and to members of the United States Air Force Reserve** (USAFR) and Air National Guard (ANG), except as provided in paragraph 3.8., below. (Ex 6:1)

... While **personal relationships between Air Force members** are normally matters of individual choice and judgment, they **become matters of official concern when they adversely affect or have the reasonable potential to adversely affect the Air Force by eroding morale,** good order, discipline, **respect for authority,** unit cohesion or mission accomplishment. (Ex 6:2)

2. Policy.
2.2. Unprofessional Relationships. **Relationships are unprofessional, whether pursued on or off-duty**, when they detract from the authority of superiors or **result in, or reasonably create the appearance of,** favoritism, misuse of office or position, or the **abandonment of organizational goals for personal interests.** Unprofessional relationships can exist between officers, between enlisted members, between officers and enlisted members, and between military personnel and civilian employees or contractor personnel.... (Ex 6:2)

6. Individual Responsibility To Maintain Professional Relationships. All military members share the responsibility for maintaining professional relationships. However, the senior member (officer or enlisted) in a personal relationship bears primary responsibility for maintaining the professionalism of that relationship. Leadership requires the maturity and judgment to avoid relationships that undermine respect for authority or impact negatively on morale, discipline, respect for authority, or the mission of the Air Force. This is especially true of officers and noncommissioned officers who are expected to exhibit the highest standards of professional conduct and to lead by example. **The senior member in a relationship is in the best position to appreciate the effect of that particular relationship** on an organization and in the best position to terminate or limit the extent of the relationship. However, **all members should expect to be and must be held accountable for the impact of their conduct on the Air Force as an institution.** (Ex 6:6)

Conduct Unbecoming an Officer and Gentleman is addressed in the Uniform Code of Military Justice (UCMJ). Specifically, it is found in Article 133, which reads (**emphasis added**):

Article 133—Conduct unbecoming an officer and gentleman

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a. *Text of statute.*
Any commissioned officer, cadet, or midshipman who is convicted of conduct unbecoming an officer and a gentleman shall be punished as a court martial may direct.
b. *Elements.*
(1) That the accused did or omitted to do certain acts; and
(2) That, under the circumstances, these acts or omissions constituted conduct unbecoming an officer and gentleman.
c. *Explanation.*
(1) *Gentleman.* As used in this article, "gentleman" includes both male and female commissioned officers, cadets, and midshipmen.
(2) *Nature of offense.* **Conduct violative of this article is action or behavior in an official capacity which, in dishonoring or disgracing the person as an officer, seriously compromises the officer's character as a gentleman, or action or behavior in an unofficial or private capacity which, in dishonoring or disgracing the officer personally, seriously compromises the person's standing as an officer.** There are certain moral attributes common to the ideal officer and the perfect gentleman, a lack of which is indicated by acts of dishonesty, unfair dealing, indecency, indecorum, lawlessness, injustice, or cruelty. **Not everyone is or can be expected to meet unrealistically high moral standards, but there is a limit of tolerance based on customs of the service and military necessity below which the personal standards of an officer, cadet, or midshipman cannot fall without seriously compromising the person's standing as an officer, cadet, or midshipman or the person's character as a gentleman. This article prohibits conduct by a commissioned officer, cadet, or midshipman which, taking all the circumstances into consideration, is thus compromising.** This article includes acts made punishable by any other article, provided these acts amount to conduct unbecoming an officer and a gentleman. Thus, a commissioned officer who steals property violates both this article and Article 121. Whenever the offense charged is the same as a specific offense set forth in this Manual, the elements of proof are the same as those set forth in the paragraph which treats that specific offense, with the additional requirement that the act or omission constitutes conduct unbecoming an officer and gentleman.

ANALYSIS.

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The complaint document received by SAF/IGS from an anonymous complainant began, "I am writing to draw your attention to potentially unethical conduct by Lt Gen John W. Hesterman, set forth in detail below." (Ex 1:6) The document went on to assert that Lt Gen Hesterman and [redacted] had been carrying on a romantic relationship that began in 2008 and also asserted that Lt Gen Hesterman had [redacted] are in substance a duplicate of Allegations 1 and 2. Most of the analysis for Allegations 1 and 2 will also apply to Allegations 4 and 5.

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The complainant stated up front that most of the information about this alleged romantic relationship came from numerous discussions with [redacted] before [redacted] in Sep 14. (Ex 1:6) The complainant depicted a few incidents and provided a set of emails to argue the point that an unprofessional/inappropriate romantic relationship existed between Lt Gen Hesterman and [redacted] The complainant spoke of Lt Gen Hesterman giving [redacted] a tour of his command house at Lakenheath in 2007-8 that included extra time alone with her in Lt Gen Hesterman's bedroom. (Ex 1:6) The complainant also spoke of Brig Gen Hesterman officiating at [redacted] promotion to full [redacted] on [redacted] and relayed that [redacted] wrote in his journal that Brig Gen Hesterman raved about [redacted] and that it was "very apparent he was enamored with [redacted]." (Ex 1:6)

In testimony for this investigation, [redacted] stated that around the time [redacted] discovered the emails with Lt Gen Hesterman, [redacted] had confronted [redacted] about the relationship with Lt Gen Hesterman and that [redacted] "[admitted] to me that she had probably allowed some inappropriate touching . . . ." (Ex 13:4) In addition to the above testimonial evidence, the complainant provided nine pages of email trails which the complainant asserts proves unethical conduct on the part of Lt Gen Hesterman because of an unprofessional relationship between Lt Gen Hesterman [redacted] (Ex 25)

[redacted] journal mentions some of these incidents as well. A Dec 07 entry describes, "Christmas party at Brig Gen Hesterman's house. He is a long time mentor of mine, and was the current wing commander. At one point he asks [redacted] to follow him to his bedroom, claiming it was a 'tour of the house'." (Ex 29:1) The journal also mentioned the alleged inappropriate touching and his discovery of the emails in Apr 10. (Ex 29:12-24) Finally, a journal entry from [redacted] states:

> "**My promotion ceremony to full bird Colonel.** Hesterman raved about [redacted] because I asked him to speak about her "sacrifices", and her Dad's service to country!! Very apparent he was enamored with [redacted] He said "[redacted] married the girl we were all in love with." 6 of my friends asked about it after the ceremony because it seemed so out of place." (emphasis in the original) (Ex 29:12)

Another portion of [redacted] journal contained the following which are asserted to be text messages between [redacted] and [redacted]:

> Fine. But healing ur hurt is going to a chaplain or a counselor...Not cheating with a married 2 star general who has a lot of control over what happens to us. What a bad choice God here we go again. Can we stop this stupid bickering over the past?
>
> Reply from her
> I didn't cheat any more than u did w your fired subordinate exec junior officer who is married That u helped turn in - forgot that important part. Ok

Reply from me
My conversations although wrong because u didn't know...Were of fundamentally different nature U say ok But you don't ever stop

Reply from her.
U should delete those last few texts now

She realized she just admitted to cheating (Ex 29:29)

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It should be noted at this point that [redacted] journal, sometimes called a log, is mentioned in [redacted] 1 Feb 16 statement. In fact, the texts above were included in one of the attachments to the statement. However, [redacted] claims this journal to be untrue and inaccurate, stating, "The log appeared to be made up after the fact to try to engineer an otherwise baseless affair and incidents of cruelty." (Ex 30:5)

As part of the divorce proceeding, in Apr 14, [redacted] signed a "Counterclaim Document" for his divorce case for the Court. (Ex 24) A portion of this document is the only first-hand evidence of [redacted] own beliefs about the relationship between [redacted] and Lt Gen Hesterman. The portion of this court document pertinent to this case reads:

> 10. At various and sundry times during the period from December 2007 up to and including April 2011 and possibly thereafter, Plaintiff/Counter-Defendant [redacted] had an on-going adulterous affair with Lieutenant General John Hesterman (hereinafter General Hesterman). In September 2010 Plaintiff/Counter-Defendant admitted the affair to Defendant/Counter-Plaintiff [redacted] **This affair was on-going for many years and, although legally condoned, represented severe cruelty and caused immense emotional and other distress in the Defendant/Counter-Plaintiff.** The affair was discussed and brought to the fore during the time periods involved, including phone calls, text messages, emails and other correspondence between Plaintiff/Counter-Defendant and General Hesterman, as well as conversations and messaging about the affair between the parties to this Divorce. From May 2008 to September 2008, Defendant/Counter-Plaintiff was deployed in Afghanistan, and-Plaintiff/Counter-Defendant took advantage of his absence to meet with General Hesterman. Later conversation between the parties included, on October 12, 2010, Plaintiff/Counter-Defendant declaring that she had fallen in love with General Hesterman, a claim that was backed up by emails sent between Plaintiff/Counter-Defendant and General Hesterman. The Plaintiff/Counter-Defendant had two secret email addresses that she used to communicate with General Hesterman: [redacted] and [redacted] These messages included several emails sent from July 2008 to April 2011, among them a Valentine's Day communication from General Hesterman to Plaintiff/Counter-Defendant, expressing his love for her in February 2011; another email sent on April 4, 2011 contained expressions of love from General Hesterman and his request to set up a time and place to see each other. This

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> ongoing affair caused Defendant/Counter-Plaintiff constant stress, anguish and doubt about [redacted], his career, and the integrity of his marriage. (Ex 24:4) (**emphasis added**)

The IO interviewed [redacted], who was [redacted] in 2010-2011. [redacted] related that [redacted] was his [redacted] during that timeframe and was at Seymour Johnson AFB without his wife and family. According to [redacted] stated he was having marital problems at the time and that [redacted] had told him that [redacted] believed his wife was having an affair but did not name anyone in particular. [redacted] did say that [redacted] told him that the affairs and marital problems had begun during his "Lakenheath days." (Ex 21:4)

[redacted] we do have her 1 Feb 16 written, signed statement in which she addresses the two allegations against her.

Her statement begins by categorically denying engaging in or having any intent to engage in an unprofessional relationship with Lt Gen Hesterman. She states that the last time she saw Lt Gen Hesterman was on [redacted] at her husband's promotion and that her only contact with him since has been through a "few, short, friendly emails." (Ex 30:1) She went on to state that the things [redacted] stated in her testimony (that [redacted] admitted to being in love with Gen Hesterman and that [redacted] was to blame for [redacted] not receiving a Silver Star) in divorce court were untrue and that [redacted] had used her [redacted] email account without her knowledge and consent. (Ex 30:3)

With regard to emails involved in this case, [redacted] statement included the following:

> During the divorce hearing, [redacted] was mentally incompetent and was unable to testify or be cross-examined due to his incapacitation. The allegation that I had a relationship with Lt Gen Hesterman was brought forward instead by [redacted] via his attorney. **As we prepared for the trial, his attorney produced emails purported to be between me and Lt Gen Hesterman. I recognized only a couple of short e-mails that I wrote in reply to him, and I testified to the emails I wrote with full accountability.** His attorney attempted to present other emails that appeared to be from Lt Gen Hesterman, but I told the judge that I wouldn't testify to emails I hadn't seen and the Judge would not allow them to be entered as exhibits. (**emphasis added**)
>
> ...
>
> In preparing for my case, it was evident that [redacted] were attempting to fabricate evidence. It appeared [redacted] may have used my former email account seemingly to correspond with Lt Gen Hesterman during the 2010-2011 timeframe. I

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suspected this because Lt Gen Hesterman appeared to reply to an email in April 2011 as if I had just contacted him, which I hadn't, where he was first asking if I was answering his emails anymore. The email that Lt Gen Hesterman replied to was never produced by [redacted] attorney for review.

(Ex 30:4)

Towards the end of her statement she writes:

> To be clear, since departing RAF Lakenheath in 2009, **I only saw Lt Gen Hesterman at [redacted] promotion ceremony on [redacted] and wrote the emails I testified to, the last of which was in early April 2010.** We were assigned to separate commands and were professionally unaffiliated. I have never been a subordinate of Lt Gen Hesterman. **I continue to take full accountability for the emails I wrote to Lt Gen Hesterman and while the emails are friendly and admiring, there was no intent on my part to engage in an unprofessional relationship with him.** (Ex 30:8) **(emphasis added)**

Finally, there were 17 attachments to her statement. Attachment 4 are emails from Mar-Apr 10, verifying that they were, in fact, true emails between herself and Lt Gen Hesterman. (Ex 30:10, 21-23)

We will now begin to examine the complainant's assertions.

House tour. The complainant related the above account about Lt Gen Hesterman giving [redacted] a tour of his house and spending extra time in the bedroom with her. This is second-hand evidence. In his witness testimony, [redacted] related the same story when he stated that his brother [redacted] told him that, "Mr. Hesterman gave [redacted] a tour of the house which ended in the bedroom for a lengthy period of time." (Ex 12:3-4) In her testimony, [redacted] also alluded to this incident when discussing various things that caused [redacted], to suspect something was wrong between his wife and Lt Gen Hesterman. (Ex 13:3) When asked about this alleged house tour, Lt Gen Hesterman stated he did not recall it, testifying:

> IO: Okay, okay. We were also given an anecdote about you giving house tours at I'm assuming a kind of party you might have hosted at your home, and the people that were talking to us said that you gave a personal tour to [redacted] and spent extra time in the bedroom.
>
> Hesterman: I'm sorry. Um…
>
> IO: No, that's fine.

Hesterman: ... um, I, I attempted to answer that's ridiculous, but I mean, it is not uncommon for us to show people around our home...

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IO: Yes, sir.

Hesterman: ... I have no recollection of showing, but it would be very uncommon at a party to show one person around; I don't have any recollection of showing [redacted] around. I certainly don't have any recollection of spending, you know, I, I, have no recollection of [redacted] ever being in my bedroom. (Ex 14:9-10)

The SAF/IGS investigative team found that there was not a preponderance of the evidence to determine whether this incident occurred.

Promotion Ceremony remarks. In addition to the assertion in the complaint document that Brig Gen Hesterman's remarks about [redacted] at [redacted] promotion were inappropriate, [redacted], who attended the ceremony, also testified:

[redacted] Well, I saw firsthand something that was very concerning when I went to [redacted] promotion, uh, party, um, to full bird Colonel. Gen Hesterman carried on about [redacted] the whole ceremony. It became about [redacted] and how, I believe he said she was the girl that they all fell in love with or wanted to marry. Very inappropriate comments, and I know that several of his friends approached him later and wondered what in the world that was all about.

IO: Would this have been...

[redacted] That was before we found the emails. That was, I think his promotion ceremony was in [redacted]

IO: Yes, ma'am. So at that time, from what I've seen in the records, [redacted] was here in Washington, D.C. going to school at ICAF.

[redacted] Right.

IO: And I think he was promoted fairly early within that school year, like, around early fall, let's say September, and then I assume that now Hesterman was not at ICAF, so do I assume that he was invited to be the officiator at the ceremony?

[redacted] Well, at that point, [redacted] wasn't aware of the emails. Hesterman, he still considered a mentor, and [redacted] asked him to officiate the ceremony.

IO: Okay, excellent. And you mentioned that some of [redacted] friends came up to him afterwards and asked, you know, what's up with that. Am I correct on that?

[redacted]: Yes, there were a couple, two or three, or I don't know how many of his friends from the Thunderbirds were there and came up to him and expressed, you know, confusion as to what that was all about. (Ex 13:4-5)

In reply to this assertion, Lt Gen Hesterman testified he did not recall that promotion ceremony:

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IO: Okay, okay. We were told that you officiated at [redacted] promotion ceremony to O-6 I guess the [redacted] He was at ICAF and you were over on the Joint Staff; you're both here in the NCR. He had just come back for school and you were in the middle of your [Pentagon Tour]...

Hesterman: They said I did it at ICAF?

IO: I don't know where you did it, but that you had...

Hesterman: Oddly enough I remember going over there. I remember promoting [redacted], so **it is entirely possible** that that's...

IO: Okay.

Hesterman: ... true. **I don't have**, you know, **recollection of doing that** to be honest.

IO: Right, right. So you don't have, so you wouldn't have had recollection of [redacted] being there?

Hesterman: No, no. **I'm guessing if she was available** and, and I did that, **then she was there and I just forgot it**, but, um...

IO: We've also been told that you did officiate at the...

Hesterman: Um-hmm.

IO: ... ceremony. I don't know where the exact location, obviously in the NCR somewhere, and we've been told that your remarks during the promotion ceremony you talked a lot about [redacted] and that some people felt they were inappropriate and over the top. How would you comment to that?

Hesterman: Well, hey **I have no memory** of that being true, but if anybody that's ever watched me retire or promote anybody, I probably talked more about their family than I did them, so I mean, and the same has been true of times when I've been promoted and, you know, partly because she deserves it, but...

IO: Yes, sir.

Hesterman: ... but **if I said anything about** [redacted] again I**, I don't remember this event,** but it's, **it's entirely possible** that, that, that I did that and would I have spoken warmly and fondly about his entire family, of course I would. (Ex 14:13-14) **(emphasis added)**

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The SAF/IGS investigating team determined that Lt Gen Hesterman was evasive and not credible in his testimony on this matter, given that Lt Gen Hesterman characterized his relationship with [redacted] as "warm and friendly" and that Lt Gen Hesterman testified that the [redacted] "were friends and mentorees for . . . a long time." (Ex 14:9-10, 25). That Lt Gen Hesterman can remember that he saw [redacted] in his J-5 office or in the gym, where [redacted] would update him on his life up until the summer of 2013 (Ex 14:11), but could not remember whether he officiated at his friend's colonel promotion ceremony is simply not believable.

Further, that Lt Gen Hesterman cannot remember whether his friend's wife, [redacted], attended Col [redacted] promotion ceremony is likewise suspicious. The SAF/IGS investigating team later asked [redacted] to verify that [redacted] was present at her husband's promotion to colonel. [redacted] emailed the IO, "**Yes. General Hesterman looked directly at her and addressed his flattering remarks to her.**" (Ex 27) **(emphasis added)** Further, in her statement, [redacted] said in several places she was at the ceremony. (Ex 30:1, 8)

[redacted] verified that Lt Gen Hesterman presided over the ceremony. (Ex 30:1) In her written submission, [redacted] stated the promotion ceremony took place at [redacted], "where Lt Gen Hesterman served as the promoting official. I had the opportunity to engage in lengthy conversation with him there." (Ex 30:1)

Physical contact.

In his witness interview, [redacted] indicated he had no firm knowledge of sexual relations between Lt Gen Hesterman and [redacted], but did mention hearing of the "inappropriate touching" during the court proceedings. (Ex 12:4-5) [redacted] testified twice about the inappropriate touching on the part of [redacted] and Lt Gen Hesterman, once during her interview for this case (Ex 13:4) and then during her divorce court testimony on 11 Mar 15 when she stated:

Q Did you ever discuss General Hesterman with [redacted]
A Well, yes, I did.
Q When?
A When she was making allegations about [redacted] adulterous affairs that she claimed he had. I said, that just really doesn't sound like my son. And on the other hand, [redacted] he's kind of told me, and shown me the emails that you had with General Hesterman. And you know, I asked her to explain that, and she said, well, General Hesterman was [redacted] boss. She thought she ought to be friendly to him, that it did get to the point

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where she allowed inappropriate touching on one occasion, and she was sorry for that. (Ex 22:31)

A review of the court transcript indicates that neither [redacted] nor [redacted] attorney refuted that [redacted] made the statement attributed to her by [redacted] under oath during the divorce proceeding. In [redacted] statement, [redacted] did not identify this particular testimony by [redacted] as being untrue. (Ex 30:3)

During [redacted] IGS interview for this case, [redacted] was also asked if she believed there was a sexual aspect to this relationship and she replied:

> IO: Okay. Did [redacted] believe that this romantic relationship between [redacted] and Hesterman had advanced, if you will, to a physical sexual relationship?
>
> [redacted] We never discussed that to that point. I don't know what he believed.
>
> IO: Okay. Do you have an opinion yourself on that?
>
> [redacted] Yes. I, because of [redacted] comments to me, my natural instinct is to think that it did, it was a physical sexual relationship.
>
> IO: Okay.
>
> [redacted]: That's just my feelings. (Ex 13:5)

During his SAF/IGS interview, Lt Gen Hesterman was asked about any physical contact or inappropriate touching or sexual intercourse between himself and [redacted] and he replied "No…No…Negative." (Ex 14:10) In contrast, as previously discussed, [redacted] testified that [redacted] and Lt Gen Hesterman engaged in inappropriate touching. However, during court testimony, [redacted] was asked if she had an affair with Lt Gen Hesterman, and she replied, "Absolutely not." (Ex 22:23) In her 1 Feb statement she said, "I was 100% faithful throughout my marriage to [redacted], although he wasn't to me." (Ex 30:2)

The Emails – what did they say?

As evidence of an inappropriate relationship between Lt Gen John Hesterman and [redacted], the complainant supplied the IO with nine emails that indicate electronic correspondence between the two. According to the complainant, and confirmed by two witnesses, [redacted] found these on his wife's computer at various times. (Exs 1:6; 12:3; 13:3) According [redacted] statement, [redacted] printed her emails starting in April 2010. (Ex 30:5) The nine emails can be divided into three groupings based on their timeframes.

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Group 1 consists of three emails from the summer of 2008 when both Brig Gen Hesterman, 48 FW/CC, and [redacted], were at Lakenheath AB. This timeframe is also when [redacted] was deployed with his unit to Southwest Asia (SWA). All three of these emails were sent from [redacted] official Air Force account to Brig Gen Hesterman's official Air Force account.

The first of these emails (email #1), sent on Wednesday, 2 Jul 08 states:

> General Hesterman, Just wanted to thank you for taking time to see me last week and for the info you gave me. It has helped me with planning ahead for potential reserve opportunities. Enjoyed our conversation too. Hope you are having a good week. Very Respectfully, [redacted] (Ex 25:1)

[redacted] sent the second of these emails (email #2) on Friday, 18 Jul 08:

> General Hesterman, You sure scored lots of points with our office today. Very kind of you to take care of [redacted] like that...doesn't surprise me though (smile). Hope you are having a good day. V/R, [redacted] (Ex 25:2)

The third email (email #3) was sent on Friday, 15 Aug 08 about the time Brig Gen Hesterman was leaving Lakenheath for his next assignment in the Pentagon. It stated:

> General Hesterman, Please find below my contact information in case anything should come up downrange or back home with our spouses/families. Can't express how sorry I am that I won't be here for your farewell, and how grateful we all are to have had you back at Lakenheath again, this time as our wing commander. You know that the Mighty Black Panthers will miss you, but I know that [redacted] will as well. Personally, I will miss seeing your picture up all over the base :)
>
> Radisson Hotel (from 16 - 23 Aug)
> 3333 Quebec Street
> Denver CO 80207
> (303) 321-3500
>
> [redacted]
>
> Will be back on 27 Aug, then in London from 28-30 Aug:
> Mobile in U.K.: [redacted]
>
> Best wishes to you, [redacted] with the trip back to D.C. and enjoy your last few weeks here! Hope we see each other soon again. Very Respectfully, [redacted] (Ex 25:3)

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Taken together, these three emails indicate that Brig Gen Hesterman mentored [redacted] on her Reserve career and stopped by the [redacted] office on base to visit personnel as Wing Commander. In the third email she is telling him she won't be at his farewell and that base personnel will miss him. She then gives him contact information for her, which is more detailed than what is normally expected between a Wing Commander and a subordinate.

There is nothing special in the language used in the emails, although the "(smile)" in the second email and the comment about missing his picture up all over base accompanied by a " :) " emoticon in the third email do not indicate what might be considered a normal relationship between a wing commander and one of his [redacted] However, given the fact that other evidence indicates the Hestermans were mentors to the [redacted], these comments may not be that unusual. (Ex 14:25)

The second group of three emails are from March and April 2010 and were sent (in both directions) using private emails: [redacted] and [redacted] These email accounts belonged to Lt Gen Hesterman and [redacted], respectively, based on documentary evidence from the email providers and testimony from the suspects themselves. (Ex 14:14; Ex 17; Ex 18; Ex 22:16) According to documentary records provided by AOL, Lt Col Hesterman created the [redacted] account on 23 Jun 1998 – shortly after he left his Lakenheath assignment as a squadron commander for Air War College. (Ex 3, Ex 17) It appears [redacted] created the [redacted] email while she lived in an area with zip code 09464, which is Armed Forces Europe, indicating that it was most likely established while [redacted] were stationed at Lakenheath AB. [redacted] journal asserts that this account was created on 30 Aug 08. (Ex 29:2)

According to [redacted] journal, [redacted] found out about the existence of [redacted] in Apr 10. (Ex 29:2) At the time of these emails, then Maj Gen Hesterman was stationed in the Pentagon, [redacted] was living in Fairfax County, VA and [redacted] was going to the [redacted] and living in Fairfax County, VA with his wife. See Chronology above. As the reader will see, these emails themselves suggest more than a professional relationship between Maj Gen Hesterman and [redacted]

The first email string of this group (email #4) begins with Maj Gen Hesterman emailing [redacted] in reply to an email titled "xx" on Thursday, 11 Mar 10 and saying:

> home alone until late afternoon Sat, let me know if you have time or want to chat:) xoxo.
>
> On Friday, 12 Mar 10, [redacted] replies:
>
> Please give me your number again…

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Later that day Maj Gen Hesterman replies:

[redacted] (Ex 25:4)

The phone number is listed as belonging to Lt Gen Hesterman on his AOL account information, provided by AOL. (Ex 17:1) The second email string of this group (email #5) begins on Saturday, 27 Mar 10 when Maj Gen Hesterman replies to an email titled "xo" and states:

I miss you Gorgeous....

On Monday, 5 Apr 10, [redacted] replies:

I miss u too...hope u had a nice Easter wkend – so nice in dc w/ all the blossoms – laid underneath them daydreaming.....xo [redacted]

Later that day, Maj Gen Hesterman replies to [redacted]:

In Waikiki for [redacted] spring break and last big trip before Qatar...thinking of you often here...we would love it...and you would be in perpetual trouble;) xxx (Ex 25:5)

It is noted that a review of Lt Gen Hesterman's leave records indicates that he was on leave between 2 Apr and 10 Apr 10 to an OCONUS location. (Ex 31:3) Hawaii is considered an OCONUS location.

The third email string of this group (email #6) is actually a continuation of the previous. On Tuesday, 6 Apr 10, [redacted] replied to Maj Gen Hesterman:

Mmmnn...yes we would. Love it there, how fun. Hope it was relaxing

Later that day, Maj Gen Hesterman replied:

It has been wonderful, here until Sat afternoon...thinking of you lots... Any chance I'll see you before I leave in late Jun? xx

On Wednesday, 7 Apr 10, [redacted] replied:

tdy at Randolph coming up for DT, then on my 2-wk tour in May. Au pair arrives when I get back, helping [redacted] move, tdy to CC spouse course for 1 week, then my mob [sic] starts 19 Jun – plus, I need to take 2 awc tests by then – would like to see u – just trying to sort things out right now – that is why I wondered if u would be back in dc periodically during ur Qatar tour – sorry to bombard u w/ my reality during ur beach vaca – wish i could be next to u w/ sand b/t our toes...

Finally, later that day, Maj Gen Hesterman replied:

> I wish you were here too…you have no idea how much I would like to spend some time with you… I'll take your answer below as, 'unlikely'…know you are busy and wish you good luck w all that…let me know if you want to try…back to the beach:) xo, j (Ex 25:6)

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The language used in Group 2's emails indicates something beyond a normal relationship between a married male Air Force Major General and a married [redacted] – who are not married to each other. The language is sexually suggestive in parts and indicates a relationship that has gone well beyond a professional, mentorship situation. The language indicates that two individuals want to be with each other, so much so that Lt Gen Hesterman, while on vacation with [redacted] prior to his deployment, took time to make efforts to see [redacted], apparently again.

The three emails in Group 3 were sent during the Nov 10 – Apr 11 timeframe when Lt Gen Hesterman was deployed to Qatar, [redacted] was living in Fairfax County, VA, and [redacted] was assigned to Seymour Johnson AFB, NC, living apart from his family and visiting her only occasionally. See Chronology above.

The first of these emails, sent by Maj Gen Hesterman's [redacted] account on 13 Nov 10, was titled [redacted] and stated:

> OK Beautiful, there has to be some reward for getting the CC to say such laudatory things about you. though he clearly felt that way without my help. which he got anyway ☺. I still want full credit….your wishful thinking boy here:) Miss you xoxoxoxoxxxxx! ☺" (Ex 25:7)

The next email in this group was dated Sunday, 13 Feb 11 and sent by Maj Gen Hesterman from his [redacted] account to [redacted] early on Valentine's Day during his time in Qatar, it reads:

> My dear and so beautiful [redacted] On this Valentine's Day, please know I am thinking of you…I miss you and hope you are happy and well. Much Love, J" (Ex 25:8)

Finally, the last email trail provided to the investigation team began on Monday 4 Apr 11 with Maj Gen Hesterman from his [redacted] account replying to an email from [redacted], titled "Are you answering these anymore?" His reply stated:

> I've missed you my lovely Girl…thank you for the note:) I'll be back in DC on 6,7 May then back for another year or two in July as the Deputy AF A3/5. This place has been fascinating if a tad relentless, I've been at work every day but 3 in the last 9 months…I've at least gotten into very good shape, even a little ab definition…you should check;) I'm really happy we will be close by…I think of you more than you know (you get in trouble a lot:) I would so love to see you. Meeting [redacted] in Venice later

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this month for a 10 day cruise in the Greek Isles… [redacted] has been soo sweet, can't wait to scoop her up:) Thanks for this, I was concerned I had lost you… xxx, j" (Ex 25:9)

The language in this last set of emails strongly indicates a relationship that clearly exceeds the limits that one would expect between two married Air Force officers not married to each other.

The Emails – are they authentic?

The nine emails described above were provided by [redacted] and were discussed in witness testimony by [redacted] The preponderance of the evidence indicates emails #1-#3 (Group #1) were sent between [redacted] and Lt Gen Hesterman, as they pertained to work-related matters. The latter six emails (Groups #2 and #3) were also provided by [redacted] in her written submission. (Ex 30:21-26)

The emails from the Lt Gen Hesterman's and [redacted] personal accounts were used as part of the [redacted] divorce proceedings, as detailed below. (Ex 22; 23) Mr. [redacted] testified that [redacted] had found the series of emails between Lt Gen Hesterman and [redacted], stating that "my brother found those, or found those accounts and was able to secure the emails…. " (Ex 12:4)

All indications are that [redacted] were very close and talked frequently on the phone. (Ex 13:2) With regard to the relationship between Lt Gen Hesterman and then [redacted] stated:

> IO: Yes, ma'am. When [redacted] was at Lakenheath as a young Captain, if I recollect correctly, from what I've read, his Squadron Commander was a Lt Col John Hesterman. Did he ever, did [redacted] ever mention then Lt Col Hesterman to you during that time frame?
>
> [redacted] Yes. [redacted] felt at that time that Hesterman was, was a mentor to him, and he looked up to Gen Hesterman, and was so hurt when he found out later on about the ongoing suggestive sexual relationship between Hesterman and [redacted]
>
> IO: Yes, ma'am. That's where I want to get to next is this relationship between Hesterman and [redacted] The complaint that, the original complaint that we received mentioned that in April of 2010 [redacted] discovered that [redacted] was having a romantic relationship with Hesterman. To your knowledge, how did he discover this? In other words, what gave him that indication?
>
> [redacted] Well, he began to see sort of a trend when Gen Hesterman was around [redacted] that there was all kinds of suggestive remarks, there were visits to bedrooms, there was various things that caused him to be suspicious, and as I understand it that he tried to find, he was concerned, he tried to find evidence of this, and came across some

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emails between the two of them, [redacted] and Gen Hesterman that just really hurt him a lot.

IO: Yes, ma'am. Did he ever talk to you about, did he ever, to your knowledge, confront [redacted] with these emails? Because we've seen the emails. Did he ever confront [redacted] with these emails?

[redacted] Yes, he did, and he told me that he did and that she first of all denied them, but as their relationship went on through the months and got more contentious she finally told him at several points that she thought she'd fell in love with Gen Hesterman and that she, at one point, that she wanted to divorce. By that time, [redacted] was confiding in me and telling me about the situation and I was just amazed. And I myself confronted [redacted] in a phone call and she, through the course of the conversation, did admit to me that she had probably allowed some inappropriate touching, but that's all it was. (Ex 3-4)

Testimony in Divorce Court about the emails.

The emails in Group #2 and Group #3 became part of the contentious divorce proceeding between the [redacted] On Wednesday, 11 Mar 15 during the divorce hearing, [redacted] lawyer asked [redacted] to read to the court the email trails #4 through #9. [redacted] read email trails #4 through #6 (Group #2) without protest, however, she stated that she had never seen emails #7 through #9 (Group #3) before the discovery process for the trial. (Ex 22:18-19) At this point, [redacted] lawyer, [redacted], objected to the questions, stating, "Your honor, and with the witness testifying for the third time that she is being shown emails that she's never seen before, I'm going to object to the entry of anything that she is not authenticating as having received." (Ex 22:19) Later, at the end of discussing that subject, the Judge said, "The emails [#7-9] she said she did not receive will not be entered into evidence; the objection is sustained. The other emails [#4-6] will be entered into evidence." (Ex 22:16-19) On the final day of the trial, 13 Mar 15, the packet of emails [#4-6] were admitted into evidence. (Ex 23:3) The fact that emails #4-6 were in fact admitted into evidence was verified/confirmed by [redacted], the paralegal who worked with [redacted] lawyer on the divorce case. (Ex 21:3)

A little while later in the court testimony that day, [redacted] lawyer asked [redacted] questions about the effect of the previously testified-to emails had on her husband, [redacted]

Q The e-mails that we just looked at, did they cause problems in your marriage?
A My husband had gained access to my e-mail account without my authorization or consent.
Q That was not my question.
A He, at one time --
Q Did it pose a problem?

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A He, at one time, produced those e-mails, and discussed it with me. He -- I told him -- we discussed it. **He said that he thought that they were flirtatious --**
[redacted] Your Honor, I just asked did it cause a problem.
THE WITNESS: **It caused a discussion to take place.**
[redacted] Yes or no.
THE COURT: The witness should listen carefully to the question, and answer the question put to her. So can you answer the question?
THE WITNESS: It caused a discussion to take place.
[redacted] Was [redacted] upset by this discussion?
A He wanted to know what the e-mails were about.
Q Yes or no. **Was he upset by it?**
A **Yes.** (Ex 22:20) (**emphasis added**)

Hence, during the divorce proceedings, [redacted] authenticated that the personal email accounts referenced above belonged to her and Lt Gen Hesterman and that they both exchanged emails #4 to #6. Further, [redacted] told the Court that she and [redacted] had discussed the emails [from the Mar-Apr 10 timeframe] and they had upset him. Additionally, a review of [redacted] journal corroborates the fact that he was upset by these emails. (Ex 29:13, 27-31) Finally, [redacted] described how the discovery of these emails, reflecting a relationship between Maj Gen Hesterman and [redacted] affected [redacted]:

> IO: Yes, ma'am. So, to get it in your words, you've already kind of answered this next question, but just in your words again, do you think that the relationship between Lt Gen Hesterman and [redacted] affected your son's marriage, and why do you think so? How would you sum that up?
>
> [redacted] Well it affected his marriage because it hurt him deeply that the friend he thought he had in Gen Hesterman actually was betraying him. That's the ultimate betrayal is to be involved [redacted] and then it appears that being involved with [redacted] impacted his assignment that he was desperately trying to get. I am surprised that with all that was apparently going on with Hesterman controlling assignments that [redacted] did as well as he did. (Ex 13:7)

[redacted] vouched that she sent emails #4 to #6 to Lt Gen Hesterman in her written statement:

> The last time I recall communicating with Lt Gen Hesterman was in early April of 2010, prior to him deploying. My emails to him were brief, in a friendly and admiring nature . . . . . Looking back, at the time the emails were written, I was privately feeling under-valued and taken for granted by [redacted] . . . . (Ex 30:1-2)

Thus, the preponderance of the evidence indicates that Lt Gen Hesterman and then [redacted] did write and send/receive the second group (emails #4-6) of written electronic correspondences.

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Regarding the third group of emails, [redacted] stated she had not seen them before the discovery process in her divorce trial. (Ex 22:18-19) [redacted] alleged in her statement that [redacted] used her former email account to correspond with Lt Gen Hesterman after early April 2010 through 31 May 2011. (Ex 30:4-5) However, [redacted] testified in her divorce trial that she owned the [redacted] email account, and read one of them as having come from Lt Gen Hesterman to her Gmail account. (Ex 22:18) [redacted] wrote in her statement, "I cannot vouch for how Lt Gen Hesterman may have construed any emails sent to him after early April 2010." (Ex 30:5)

Also regarding this third group of emails, Lt Gen Hesterman stated:

IO: Do you recall exchanging anything at all with her…

W: No.

IO: … when you were over there then?

W: I, well, I mean, it's, it's not inconceivable that we traded notes; again, I don't recognize that email address, but, um, but, but I don't remember, my guess, I remember them being, you know, friendly. I don't remember them being provocative. (Ex 14:19)

A closer look at these three disputed emails (#7-9) is in order. Email #7 from Maj Gen Hesterman is titled "[redacted] saying laudatory things about [redacted] and alludes to Maj Gen Hesterman giving the [redacted] help to say the laudatory things, for which he [Hesterman] wants credit. (Ex 25:7) The IO interviewed [redacted], the [redacted] at the time. [redacted] stated that he visited SWA during the late summer/early fall of 2010 and had an office call with Maj Gen Hesterman, who was deployed in SWA as the Deputy, Combined Force Air Component Commander. [redacted] said he does not remember any of the details of that discussion, but that they probably talked about [redacted] work and its relation to the AOR. (Ex 21:2) [redacted] then went on to say that [redacted] was doing great work at the time at [redacted] and that it was likely he lauded her work at a Commander's Call. (Ex 21:2) In fact, [redacted] OPR covering that time frame states that her efforts were lauded by [redacted] and that she worked on mobilization supporting OIF (Operation Iraqi Freedom). (Ex 32) Hence, email #7, written on 13 Nov 10, coincided with the timeframe of [redacted] visit and contains a lot of connected information that one might consider "inside knowledge." The most likely individual to write this email would be Maj Gen Hesterman…or someone else with all that combined inside knowledge, which due to its nature, is unlikely.

Email #8 is a Valentine Greeting expressing love and looks to have been received on Sunday, 13 Feb 11 at 6:32 pm (1832). (Ex 25:8) February 13, 2011 was, in fact, a Sunday. The date/time of the email's receipt, presumably on the East Coast, corresponds to 2:32 am on

Monday, 14 Feb 11 (Valentine's Day) in SWA where it would have been sent from if Maj Gen Hesterman had sent the email.

Email #9 contains some "inside knowledge" similar to email #7. It speaks of Maj Gen Hesterman's next assignment and mentions an upcoming family vacation in Europe in late April 2011. A check of Lt Gen Hesterman's leave records indicates that Lt Gen Hesterman was on leave from 22 Apr 11 to 6 May 11 in an OCONUS location. (Ex 31:1) Again, the most likely individual to write this email would be Maj Gen Hesterman…or someone else with all that combined inside knowledge, which due to its nature, is unlikely.

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With regard to this series of emails to [redacted] claimed she had not seen them until the discovery process related to the divorce proceedings, so the judge in the [redacted] divorce case did not enter these emails into evidence. However, the Court's refusal to accept this group of emails into evidence does not preclude SAF/IGS from determining whether they are authentic in this investigation and are referenced. [redacted] testified in her divorce trial that she owned the [redacted] email account, and she acknowledged that the emails to that account appear to have come from Lt Gen Hesterman. (Ex 22:18)

[redacted] addressed this set of emails in her 1 Feb 16 statement:

> In preparing for my case, it was evident that [redacted] were attempting to fabricate evidence. It appeared [redacted] may have used my former email account seemingly to correspond with Lt Gen Hesterman during the 2010-2011 timeframe. I suspected this because Lt Gen Hesterman appeared to reply to an email in April 2011 as if I had just contacted him, which I hadn't, where he was first asking if I was answering his emails anymore. The email that Lt Gen Hesterman replied to was never produced by [redacted] attorney for review. One of the emails the attorney wanted to present at court was actually printed while [redacted] was using his government work computer to access the email account – it was a screen shot of [redacted] work computer. The screenshot had the UNCLASSIFIED banner at the top, and several outlook tabs open at the bottom which included one about an advanced attack radar system for the F-15E (FW: APQs are in…). Also, it was clear from the bottom of the exhibits that [redacted] had starting printing off emails starting in April 2010, which demonstrated he had access to these accounts since then. I cannot vouch for how Lt Gen Hesterman may have construed any emails sent to him after early April 2010. Any correspondence with Lt Gen Hesterman after early April 2010 through 31 May 2011 would almost certainly have been written by [redacted] using the e-mail accounts only he had access to. I also want to note that [redacted] was the sole account holder for my iPhone and had access to and used my phone occasionally. Again, I reiterate that I did not text or recall ever talking with Lt Gen Hesterman on the phone other than the phone call when we spoke about the Vice Wing Command selection. (Ex 30:4-5)

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Given her testimony, the preponderance of the evidence supports that Lt Gen Hesterman sent this set of emails to [redacted], or at least someone he thought was [redacted], and that he continued to pursue a relationship with her throughout his deployment in the AOR. We note that the content of these emails indicate that Lt Gen Hesterman sent at least two of them in response to communications from who he believed was [redacted], given the specific content of the emails. Lt Gen Hesterman does not deny sending them, just that they are "far friendlier" than he recalls exchanging with [redacted].

Lt Gen Hesterman's testimony regarding any relationship with [redacted].

Lt Gen Hesterman's SAF/IGS interview took place on Monday, 14 Dec 15. The entire transcript for the interview can be found at Exhibit 14. The questions posed by the investigation team were asked in a chronological order and covered the allegations concerning his relationship with [redacted] and his supposed interference with [redacted] assignments (to be examined in Allegation #3).

Lt Gen Hesterman related that he and his wife, [redacted] who at the time was the commander of the 48th Mission Support Squadron, first met the [redacted] at Lakenheath in the late 90's when then-Lt Col Hesterman was [redacted] squadron commander. (Ex 14:3-4) Lt Gen Hesterman remembered him and his wife being fond of them and described the relationship as "friendly mentoring." (Ex 14:5)

Between 1998 and 2007, Lt Gen Hesterman remembered being in contact with [redacted] periodically but not often. (Ex 14:5) When Brig Gen Hesterman showed up at Lakenheath to command the 48th Fighter Wing in 2007, [redacted] was already in command of the [redacted] (Ex 14:6) With regard to his interaction with [redacted] during this time, he testified:

> IO: Yeah, how much interaction did you have with [redacted] at this time? She's a [redacted] She was the IMA to an [redacted] at this time.
>
> Hesterman: Yeah, I mean, I, I saw her; it, it wasn't extensive. I, um, **one of the reasons this is interesting to me is because I've never spent more than ten or fifteen minutes alone with [redacted] ever and that was probably in my office.** She, um, she came by the office two or three times as I recall. We, she asked about mentoring. We, in fact her husband was deployed for a period at this time; he was in Afghanistan, and he had asked me to, you know, like and we would have anyway, we paid particular attention…
>
> IO: Sure.
>
> Hesterman: … My wife saw her all the time, okay. She was at her house several times. Um, I saw her socially, I did meet her for lunch at the Mildenhall Club to, and, I will tell you with both of them we would talk, we were friendly. We talked about family ninety

percent of the conversations were about his career or her career or both. And even as a, as a Reservist she had wanted to continue to, to do well, so…

IO: Right.

Hesterman: … she had asked for, for mentoring and, and, and we got together periodically either in my office or we had this, this lunch as I recall…

IO: Yes, sir.

Hesterman: … and then, and then I would see her every now and again. I'd go down to the unit to fly and she would be there talking to him or something like that. We ran into each other a fair amount but it was in public, in daylight. (Ex 14:7) **(emphasis added)**

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Lt Gen Hesterman was asked a series of specific questions regarding his relationship with [redacted], and he answered:

IO: Right, okay. We've had people tell us that this time [redacted] "fell in love" with you. How would you comment to that?

Hesterman: Well, [redacted] didn't have time to fall in love with me. As I stated we didn't spend any…

IO: Okay.

Hesterman: … appreciable time together. She was, we were friendly, um, we had been fond of them; at that point we had known them for eleven years or so. Um, **I would describe our relationship as, as warm and friendly; I wouldn't describe it in any other way**. If, if she was in love with me, I was blissfully unaware of it.

…

IO: Okay, okay. At any other time did your relationship with [redacted], when you all were at Lakenheath, did it ever get **physical**?

Hesterman: **No**.

IO: **Any kissing or inappropriate touching**, or…

Hesterman: **No**.

IO: … anything, or any **sexual intercourse** or anything?

Hesterman: **Negative**. (Ex 14:9-10) **(emphasis added)**

Midway through his interview, Lt Gen Hesterman was shown, in order, the nine emails (three at a time) previously described in this report and asked to comment. After reading Group 1's emails, Lt Gen Hesterman stated:

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> Hesterman: Um, I mean, the only [sic] I can tell you all about that is, **I never saw** [redacted] **again after I left Lakenheath.** So, I mean, I think we, I do recollect communicating with either her or her husband about potentially trying to get together, you know, after our Lakenheath assignment; we just never did. Now, I saw him, when he, when he was at ICAF…
>
> IO: Right.
>
> Hesterman: … he would come visit me. I saw him a fair amount when he was in, he came to my office a few times on the Joint Staff. I saw him in the gym and he would update me on his life and what was going on right up until summer of 2013 or so, and, um; **the last time I saw** [redacted] **was some period**, I thought it was my going away party, um, **at Lakenheath in July of 2008**, that's one reason one of these notes says that she wouldn't be around for the farewell for whatever reason, I have some recollection of them being there…. (Ex 14:11) (**emphasis added**)

When asked whether he had communicated with [redacted] between 2009 to 2010, Lt Gen Hesterman stated, "I want to say, I remember communicating with her. I don't remember the medium, I don't remember if it was an email or a phone call…." (Ex 14:14). Then Lt Gen Hesterman was asked about the three emails in Group #2 that were written in the Mar-Apr 10 timeframe. With regard to email trail #4, Lt Gen Hesterman stated:

> Hesterman: Not specifically, but, but again you know, **I don't remember being quite this friendly, but, but that doesn't surprise me**, and again at this point we've known them for, I don't know, fourteen years, so when I send a note to, I mean I have friends now that you know, I would sign it XOXO…
>
> IO2: Okay.
>
> Hesterman: … you know, that's not uncommon. (Ex 14:15) (**emphasis added**)

Lt Gen Hesterman testified that "XOXO" meant "hug and kiss" and that it was meant to be "friendly." (Ex 14:15) With regard to email trail #5 that contained an email from him to [redacted] while he was with his family in Hawaii, he testified:

> Hesterman: Yeah, I have no memory of an exchange like that.
>
> IO: Okay.

Hesterman: And, I mean, it would have been friendly, but I don't; you know, I, **I have no doubt that I wrote her. I certainly don't remember writing those words.** (Ex 14:15-16) **(emphasis added)**

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Finally, with respect to email trail #6, in which [redacted] lists her schedule in an attempt to schedule a time to see him before Lt Gen Hesterman deployed, Lt Gen Hesterman stated:

Hesterman: And so again, I have no recollection of this exchange…

IO: Okay.

Hesterman: … um, you know, that said it wouldn't have been, the possibility that we exchanged an email about potentially getting together is certainly possible. I don't remember any kind of language like this. (Ex 14:16)

The IO asked Lt Gen Hesterman how he would feel if he found these emails on his wife's computer. He replied, "…if she told me they were accurate, um, then I would want to know if there was anything more to it … I would probably be a little bit uncomfortable with that language." (Ex 14:16)

Finally, Lt Gen Hesterman was asked to comment on Group #3 of the emails, emails #7, #8, and #9. He testified:

IO: When you were over at the, over in the AOR there's three other emails that we were given that I'd like to take a look at. One of them is from when you're fairly new over there, this would be Nov of 2010 and then one on Valentine's Day and then one later on in Apr. Will you take a look at them?

Hesterman: Sure. Again, I, these are far friendlier than I recall ever exchanging with, with [redacted]

IO: Do you recall exchanging anything at all with her…

Hesterman: No.

IO: … when you were over there then?

Hesterman: I, well, I mean, it's, it's not inconceivable that we traded notes; again, I don't recognize that email address, but, um, but, but I don't remember, my guess, I remember them being, you know, friendly. I don't remember them being provocative. (Ex 14:19)

With further regard to Group #3's emails, Lt Gen Hesterman stated, "That language looks over the top to me; I don't remember writing that." (Ex 14:24)

Finally, in his closing remarks for his interview, Lt Gen Hesterman stated:

> IO: Okay, sir; last question, as always; on any interview I've ever done. You've seen where we've gone here, what else do we need to know? What are we not smart enough to ask?
>
> Hesterman: You know, I appreciate the interview effort you put into this, I appreciate that. I know there's a lot going on in these people's lives and I don't know how that plays into the situation or not, you know, **I never spent any appreciable time with [redacted]; they were friends and mentorees for, for a long time.** You know we were fond of them, we cared about them. **The thought that I had an unprofessional or, or inappropriate relationship, um, that's inconsistent.** I don't think that's inconsistent with anything I've said so far. (Ex 14:25) (**emphasis added**)

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Overall, in his SAF/IGS interview, Lt Gen Hesterman stated he was unable to recall many of the incidents and emails discussed. SAF/IGS noted that Lt Gen Hesterman never outright denied writing the emails or the numerous contacts he had with [redacted] via his personal email account – just that he did not remember using the language or them being provocative. His testimony also emphasized his "warm and friendly" relationship [redacted] and his mentorship role with both [redacted].

Lt Gen Hesterman also testified that it was "odd" that:

> [redacted] reached out to me over and over again, you know, after those dates [of the emails] which is not usually the way that you treat somebody that you're anxious about having a, a relationship with, has been my understanding . . . . So, he was warm and friendly to me and sought me out multiple times after this right up until I left to go to Al Udeid the second time [in July 2010]. He'd come by my office, he'd stop me in the gym and tell me what they're up to and describe how the family is doing. So, it is absolutely inconsistent in my humble opinion that he would be upset about some relationship that I had with his wife. (Ex 14:16-17)

After his interview, Lt Gen Hesterman asked SAF/IGS to interview Lt Gen Mark Nowland who, as Col Mark Nowland, was the Vice Wing Commander at Lakenheath when Brig Gen Hesterman was the Wing Commander.

Lt Gen Nowland's interview occurred on 6 Jan 16 and when asked about the multiple assertions against Lt Gen Hesterman, Lt Gen Nowland replied, "...I don't believe them. I don't think it's possible." (Ex 26:3) Lt Gen Nowland explained how busy the workdays at Lakenheath were during that timeframe and then Brig Gen Hesterman's work style included open doors to his office. (Ex 26:3) He then explained that off duty, he saw nothing unusual about any association between the [redacted] and the Hestermans. (Ex 26:4) Lt Gen Nowland did discuss mentorship of [redacted]:

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> Nowland: And this would probably go to answer your second question about, [redacted] in particular was always searching for mentorship, Code Name Mentorship . . . He wanted somebody to tell him how's he doing, what's the next path and I actually counselled him once and told him, you know, you got to quit worrying about the future job and just do the current job that you have right now. . . . He was always looking to the future. . . . And so I think he constantly was seeking feedback out from Gen Hesterman . . . . (Ex 26:4-5)

Given the testimony of both Lt Gen Hesterman and Lt Gen Nowland that [redacted] was ambitious about his career and, in the words of the anonymous complainant, "if anyone was going to run the Air Force, it was him [redacted]," it is not unreasonable that [redacted] would hide his feelings to Lt Gen Hesterman. [redacted] "wanted to be a General more than anything in the world." (Ex 12:12)

As mentioned before, on 21 Jan 16, Lt Gen Hesterman's lawyer submitted a 3-page statement with one attachment to the investigation team. Some pertinent portions of that statement were:

> First, let me be clear: Lt General Hesterman maintains that his relationship and interactions with [redacted] were professional at all times. General Hesterman's testimony was recorded and is of course a matter of record at this point. I believe his testimony – under oath – is quite clear that his relationship with [redacted] has never been unprofessional nor has he acted in a manner that would bring discredit upon himself or the United States Air Force. Instead, he has characterized that relationship – and continues to do so – as a professional mentor-mentee relationship centered on the growth and professional development of [redacted] and her then active-duty husband, [redacted]. General Hesterman's testimony to this effect was quite clear and nothing I say here should call that into question. (Ex 28:1)

The attorney's statement also states that there is no evidence of any sexual relationship between the two and that the nine emails fall short of establishing the appearance of an unprofessional relationship between Lt Gen Hesterman and [redacted] (Ex 28:1) The statement continues on to discuss the three sets of emails, Lt Gen Hesterman's non-recollection of using the language contained in them, and the fact that his email had been compromised in the past. Finally, the statement discusses and provides testimony by an expert in the field of Digital Forensics that the emails could be "spoofed." The investigation team for this investigation is fully aware that emails presented in written format could have been "spoofed" or altered before being printed out.

Based on the evidence above, we can summarize:

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- Multiple individuals, beginning with [redacted] himself, alleged that Lt Gen Hesterman and [redacted] engaged in an inappropriate/unprofessional relationship.

- According to [redacted] Court and IGS sworn testimony, [redacted] admitted to [redacted] that she allowed Lt Gen Hesterman to inappropriately touch her, a statement that [redacted] did not deny making when she had the opportunity to do so in court, with the assistance of her attorney, in the [redacted] divorce proceedings wherein she was accused of adultery. (Ex 23:29) She also did not deny it in her 1 Feb 16 statement where she did not specifically address it. Lt Gen Hesterman denied inappropriate touching between him and [redacted] occurred. We find the preponderance of the evidence indicates that [redacted] did make the remark about the inappropriately touching to [redacted] Whether or not this statement from [redacted] to her [redacted] is factually true is unknown.

- This investigation uncovered no evidence that Lt Gen Hesterman and [redacted] had engaged in sexual intercourse.

- The assertion that Lt Gen Hesterman went inappropriately overboard with his comments about [redacted] during his officiating [redacted] promotion ceremony was related by a couple of first-hand witnesses; Lt Gen Hesterman testified that he could not specifically recall officiating at the promotion of [redacted], despite recalling other insignificant meetings with [redacted]. As previously discussed, we find that Lt Gen Hesterman's testimony in this matter is not credible, given that Lt Gen Hesterman testified he had a "warm and friendly" relationship with the [redacted], whom he described as long-time friends and mentorees. Further, [redacted] written submission, in which she stated she had a lengthy conversation with Lt Gen Hesterman at the Ft McNair ceremony at which Lt Gen Hesterman presided, also results in Lt Gen Hesterman's testimony as being not believable.

- With regard to Lt Gen Hesterman giving [redacted] a tour of his home with extra time in the bedroom, witnesses recall [redacted] telling them of this incident, although Lt Gen Hesterman testified he does not recall an incident like that. He did say that he and his wife would give tours, but he testified he does not remember giving [redacted], or anyone else, a private tour with extra time in the bedroom. Hence, we do not have a preponderance of the evidence that this necessarily occurred as asserted.

- The email exchanges from Group #1 appear to be work related and appropriate for a situation where Gen Hesterman was mentoring the [redacted]. We see no wrongdoing by anyone with regard to these emails.

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- The email exchanges from Group #2 indicate a relationship that goes beyond professional friendship and mentoring. Lt Gen Hesterman provided conflicting and/or evasive testimony, stating that he did not recall writing them or that he had no doubt he wrote them – and if he had, he did not recall writing them with such words. Group #2 emails were exchanged between Maj Gen Hesterman and [redacted], and they were later discussed between [redacted], as shown in the divorce proceeding transcripts. Based on [redacted] authenticating these emails during her divorce proceedings and admitting to them in her 1 Feb 16 written statement, the preponderance of the evidence indicates Lt Gen Hesterman did write them as presented, and [redacted] did respond, as presented. The IO found no credible evidence that Lt Gen Hesterman's emails were spoofed, as asserted by his attorney.

- According to divorce proceeding transcripts, [redacted] was "upset" by the Mar-Apr 10 emails (Group#2), which affected his marriage. In addition, portions of [redacted] journal corroborate his reaction to the emails.

- Lt Gen Hesterman downplayed his interaction with [redacted] and appeared to be disingenuous in describing his relationship with her. As previously discussed, Lt Gen Hesterman testified that he never saw [redacted] after 2008 and that he never spent more than 15 minutes alone with her. However, much like him not remembering whether he presided over [redacted] promotion ceremony, Lt Gen Hesterman in this regard is also not credible, based on the intimate nature of the authenticated emails wherein he tells [redacted] "I miss you Gorgeous," "thinking of you often," "thinking of you lots," and "you have no idea how much I would like to spend some time with you." As previously stated, [redacted], in her divorce proceedings, under oath accepted that Lt Gen Hesterman sent emails containing those words to her.

- The email exchanges from Group #3 follow the pattern of those in Group #2, only more troubling. While [redacted] stated she had never seen them before, it is likely Lt Gen Hesterman sent them, based on corroborating information, such as the [redacted] visit to the SWA, Lt Gen Hesterman's leave records, and his next duty assignment as the Deputy AF A3/5. Lt Gen Hesterman testified he did not recall using such language in those emails but acknowledged that "it's not inconceivable that we traded notes" during that time period. As discussed earlier, the evidence and nature of the emails indicates them being sent by Lt Gen Hesterman, but not necessarily received by [redacted].

Evidence applied to the standards. We now compare the evidence examined and summarized above to the standards for the two allegations:

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Allegation #1 deals with unprofessional relationships. The applicable instruction, AFI 36-2909, applies to both active duty and Reserve personnel and states that relationships can be unprofessional whether pursued on or off-duty. As seen above, the instruction provides guidance that relationships "become matters of official concern when they adversely affect or have the reasonable potential to adversely affect the Air Force by eroding morale, good order, discipline, [and] respect for authority...." Additionally, the AFI states, "Relationships are unprofessional ...when they...result in, or reasonably create the appearance of...abandonment of organizational goals for personal interests."

The emails from Group #2 indicate a relationship between Lt Gen Hesterman and [redacted] that violate the AFI. The emails in Group #2 alone are sufficient to indicate that an unprofessional and illicit relationship existed between Lt Gen Hesterman and [redacted] in violation of the AFI. The emails indicate the abandonment of organizational goals – Air Force Core Values and good order and discipline – for personal interests – that being a romantic, personal relationship between Air Force officers not married to each other.

The emails from Group #3 were from Lt Gen Hesterman, believing they were being sent to [redacted]; regardless, Lt Gen Hesterman's attempt to continue the unprofessional relationship with [redacted], and the adverse effects thereof, remain. The established unprofessional relationship itself would have been at the heart of Lt Gen Hesterman's reasons for writing the emails, and whether received by [redacted], the unpleasant effects of the emails would be tragically similar. A love note sent to a paramour, intercepted by her spouse, is no less damaging to the paramour's marriage or society's (in this case, the military's) opinion of the sender. The effects of those emails, even if written unwittingly to [redacted] rather than [redacted], would still have certainly furthered the erosion of Air Force Core Values, good order, discipline, and respect for authority.

Therefore, at the very least, those emails reflect an *attempt* to continue to engage in the unprofessional relationship that Lt Gen Hesterman and [redacted] had been involved in for some time; or, in other words, one stemming from the preexisting unprofessional relationship.

The language used by Lt Gen Hesterman goes far beyond a mentorship scenario and is sexually suggestive in places and romantic in other places. In engaging in such email exchanges, Lt Gen Hesterman violated the AFI because he adversely affected the Air Force, helped dissolve a marriage between two members, eroded good order, discipline, and respect for authority, and these exchanges indicate an abandonment of Air Force goals for personal interests (this is true of both Lt Gen Hesterman and [redacted]). Simply put, Lt Gen Hesterman's emails to [redacted] – two officers, both married but not to each other – are sexually suggestive and indicate a strong desire to be with her in a romantic way. Moreover, Lt Gen Hesterman's email where he stated: "OK Beautiful, there has to be some reward for getting the CC to say such laudatory things about you. though he clearly felt that way without my help. which he got

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anyway. I still want full credit....your wishful thinking boy here:) Miss you xoxoxoxoxxxxx!" (Ex 25:7) is most illustrative of the corrosive affect an unprofessional relationship can have. In this email, Lt Gen Hesterman clearly intimates that he improperly influenced then Lt Col [redacted] boss ([redacted]) for which he expected "full credit." This quid-pro-quo suggestion is precisely the type of improper influence, whether true or not, which severely undermines confidence in the Air Force's meritocracy. Just the perception alone of such improper influence is corrosive to the foundation of the Air Force's evaluation system. Based on the nature of the emails, the preponderance of the evidence indicates Lt Gen Hesterman engaged in a personal, inappropriate, and unprofessional relationship with [redacted] in violation of AFI 36-2909, *Professional and Unprofessional Relationships*, 1 May 1999.

Allegation #2 deals with conduct unbecoming an officer and a gentleman which falls under the UCMJ, Article 133. Considering the elements of that standard, we see that Lt Gen Hesterman, did do certain acts while he was a major general – he engaged in an inappropriate and unprofessional relationship with [redacted], as evidenced by the emails admitted into a court of the Commonwealth of Virginia and as verified by [redacted], and more than likely wrote and sent the others (group 3) as asserted. The fact that he engaged in a personal relationship with [redacted] an Air Force [redacted] (at all times at least two grades below his grade) whom he mentored and [redacted], seriously compromised his standing as an officer in the Air Force.

The language in the UCMJ explaining this offense (see above in "Standards"), continues on to say that "there are certain moral attributes common to the ideal officer and the perfect gentleman, a lack of which is indicated by acts of dishonesty, unfair dealing, indecency, indecorum, lawlessness, injustice, or cruelty. Not everyone can be expected to meet unrealistically high standards, but there is a limit of tolerance based on customs of the service and military necessity below which the personal standards of an officer...cannot fall without seriously compromising the person's standing as an officer." In this case, the preponderance of the evidence indicates that Lt Gen Hesterman's personal and inappropriate relationship with then [redacted] constituted a level of indecency and indecorum that seriously compromised his character as an officer and a gentleman, based on the inappropriate and intimate nature of the emails. Further, the preponderance of the evidence supports the conclusion that Lt Gen Hesterman's conduct, while he was a major general, fell below the standard established for an Air Force officer of his grade and position.

CONCLUSION.

Thus, by a preponderance of evidence, based upon the findings of fact and sworn testimony, the allegation that, between on or about 11 March 2010 and on or about 31 May 2011, Lt Gen John W. Hesterman III wrongfully engaged in an unprofessional relationship with [redacted] in violation of AFI 36-2909, *Professional and Unprofessional Relationships*, 1 May 1999 was **SUBSTANTIATED**.

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Additionally, the allegation that, between on or about 11 March 2010 and on or about 31 May 2011, Lt Gen John W. Hesterman III engaged in an inappropriate relationship with [redacted], which conduct seriously compromised his standing as an officer, in violation of Article 133, *Conduct Unbecoming an Officer and Gentleman*, Uniform Code of Military Justice was **SUBSTANTIATED**.

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[redacted]

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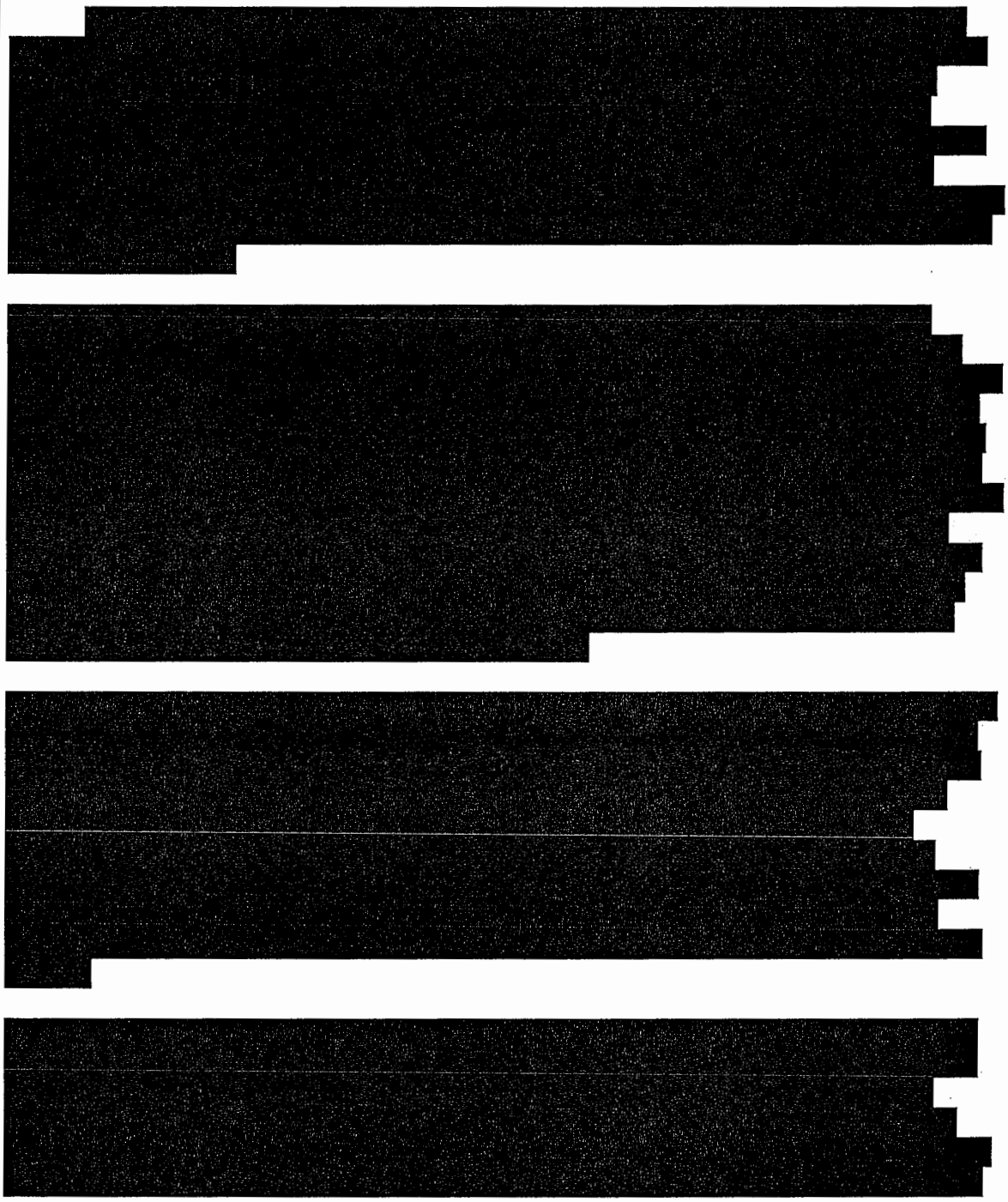
ANALYSIS.



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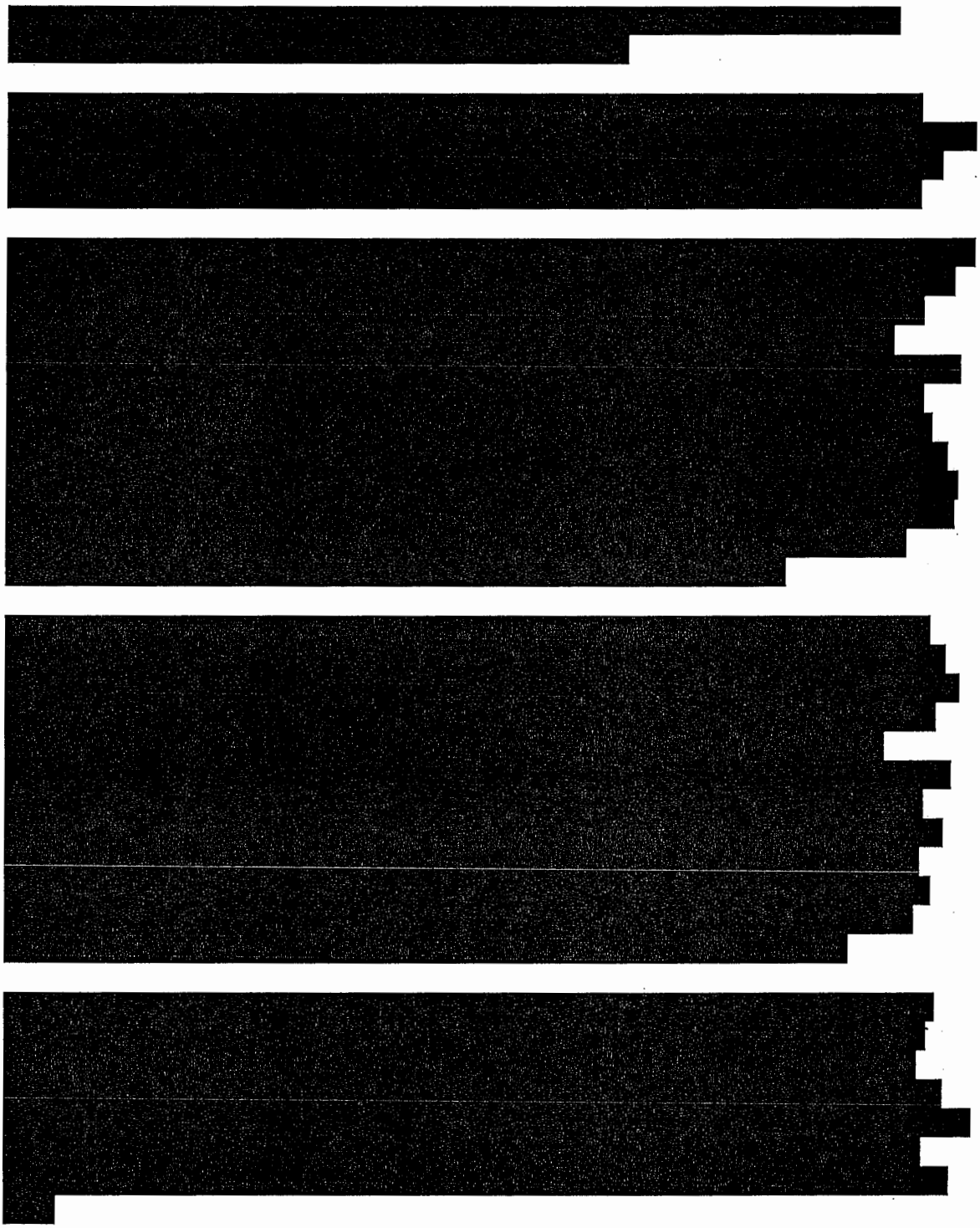

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SUMMARY

ALLEGATION 1, That, between on or about 11 March 2010 and on or about 31 May 2011, Lt Gen John W. Hesterman III wrongfully engaged in an unprofessional relationship with [redacted] in violation of AFI 36-2909, *Professional and Unprofessional Relationships*, 1 May 1999 is **SUBSTANTIATED**.

- The preponderance of the evidence, as highlighted by a string of suggestive emails, supports the conclusion that Lt Gen Hesterman's actions constituted an unprofessional relationship with then [redacted]

ALLEGATION 2: That, between on or about 11 March 2010 and on or about 31 May 2011, Lt Gen John W. Hesterman III engaged in an inappropriate relationship with [redacted], which conduct seriously compromised his standing as an officer, in violation of Article 133, *Conduct Unbecoming an Officer and Gentleman*, Uniform Code of Military Justice is **SUBSTANTIATED**.

- The preponderance of evidence supports the conclusion that Lt Gen Hesterman's actions, as highlighted by email traffic, with regard to then [redacted] were such that they compromised his standing as an officer and gentleman.

[redacted]

- [redacted]

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[redacted]

Investigating Officer, Senior Official Inquiries

I have reviewed this Report of Investigation, S8222P, and the accompanying legal review and I concur with their findings.

SAMI D. SAID
Major General, USAF
Deputy Inspector General

[9] With the understanding the use of the word "gentleman" in this case, as discussed in Article 133 of the UCMJ, "includes both male and female commissioned officers."