

COLIN BAENZIGER  ASSOCIATES

EXECUTIVE RECRUITING

Section 9

Don A. King Jr.

*Belle Isle City Manager
Candidate Report*

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Cover Letter and Resume

Don A. King Jr. (Colonel Retired)

City Manager

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INFLUENCING GROWTH, OPPORTUNITY, SUSTAINABILITY & POSITIVE CHANGE

Visionary Executive Leader ■ Team Builder ■ Expert Strategist

To Whom it may concern,

I am very excited to apply for the unprecedented opportunity to serve as the **City Manager of Belle Isle, Florida**. I have **37+ years of senior and executive leadership and management within the U. S. Army, including being a highly successful City Manager / Installation Commander and leading highly successful Military organizations, specifically in my multiple roles as a Corporate Level Chief of Staff of three high-performing Special Operational Commands** in a Joint Services / International role. My leadership, experience, and education make me an excellent candidate to provide only the best contributions to the City Government and Residents of **Belle Isle, Florida**.

As a Leader, I think creatively to solve highly complex challenges and deliver win-win solutions. I **have a reputation for excellence in city management, municipal administration, and overseeing the safety and quality of life for up to 88K+ Residents, managing 1,500 employees, and a budget surpassing \$190 million**. In addition, my expertise in city planning, resource management, economic development, managing city infrastructure, budget development, and complex problem-solving makes me an ideal candidate for this position.

LEADERSHIP – An expert at synergizing teams, I set the vision for excellence and build successful team alignment while ensuring members have the information, support, and tools necessary for success. **I build high-performance teams through relationship building and mentorship**. I strengthen collaboration, proactively address issues, and bring clarity during uncertainty. Leveraging financial and data insights, **I guide decision-making to ensure resource optimization**. **I also invest heavily in the people around me because we achieve the best results together**. I prioritize engaging with the community and stakeholders by leading monthly Town Halls. I strongly advocate for transparency and accountability in government, allowing for an open-door policy for all.

EDUCATION – I completed the Harvard Kennedy School of Executive Studies in State and Local Government, Executive Master of Strategic Studies in National Policy and Management from The United States Army War College, and the City Manager / Installation Commander’s course at the United States Army Installation Command. In addition, I have a Master of Arts in Business Management from Webster University and a Bachelor of Science in Criminal Justice and legal studies from Troy State University. Other professional studies I have attended are the Emergency Management for Senior Officials course from FEMA and the Project Management Professional course with the Project Management Institute to give me more tools to help support my team and improve the lives of all residents.

Section 9

In my resume, you will see the ways I achieve results. You can rest assured that I will bring this same leadership, positive team building, strategic mindset, and relentless drive for results. I welcome the opportunity to discuss your needs and my qualifications in more detail.

My experience with the U.S. Military, serving as a City Manager and an Executive, Corporate Level Chief of Staff of three high-performing Special Operational Commands in a Joint and International Service role during the world's most complex times and activities, makes me the ideal candidate.

Finally, my ability to successfully work with the civilian population outside of my military life is exceptional. I have spent over 30 years working with, leading, and managing highly successful civilian, and civilian and mixed service member teams. I treat everyone with a high level of dignity, inclusivity, and respect.

I look forward to discussing this opportunity with you. Thank you for your time and consideration.

Sincerely,

Don A. King Jr.

Don A. King Jr.

Don A. King Jr.

CITY MANAGER

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INFLUENCING GROWTH, OPPORTUNITY, SUSTAINABILITY & POSITIVE CHANGE

Visionary Executive Leader § Team Builder § Expert Strategist

- ☑ A solution-oriented executive leader with a proven record of success, **driving excellence in municipal performance and turning government-based businesses into profitable assets.** Bridges the gap between politics and administration.
- ☑ Reputation for **building top-tier organizations** and developing top talent. **Managed up to \$2B in resources.** **Nurtures relationships with partners** at all levels of the government, education, public health, and private industry.
- ☑ A trusted advisor. **Thrives solving complex challenges.** Articulate communicator and natural relationship builder, easily gains buy-in. Fosters a culture of integrity, collaboration, accountability, mentorship, and shared success.

Executive Servant Leadership ▪ **Strategic Planning** ▪ **Economic Development** ▪ **Public Administration**
 ▪ **City Infrastructure** ▪ **Community Building** ▪ **Contract Administration** ▪ **Municipal Programs** ▪ **Public Speaking** ▪ **Policy Development** ▪ **Problem Solving** ▪ **Team Leadership** ▪ **Relationship Building** ▪ **Budget Development** ▪ **Negotiation** ▪ **Resource Management** ▪ **Disaster/Emergency Management** ▪ **Marketing** ▪ **Business Development** ▪ **Media Relations** ▪ **Project Management**

EDUCATION

- **Harvard Kennedy School of Senior Executive Studies | State and Local Government**
- **The United States Army War College | Executive Master of Strategic Studies in National Policy & Management**
- **Webster University | Master of Art in Business Management**
- **Troy State University | Bachelor of Science in Criminal Justice**
- **FEMA | Emergency Management for Senior Officials Course**
- **The United States Army Installation Management Command | City Manager / Garrison Commander Course**
- **Program Management Institute | Project Management Professional (Certified) PMP® Number: 3363179**

PROFESSIONAL EXPERTIS

<u>IN TRANSITION FROM MILITARY SERVICE</u>	July 2023
<u>UNITED STATES ARMY – Various Locations US & International</u>	1986 – 2023
<u>CHIEF OF STAFF SPECIAL OPERATIONS COMMAND EUROPE</u>	2020 – 2023
Leads a Corporate Staff of 17 Joint Services Senior Executive Directors and a staff of 600+ military and civilian personnel in the planning and execution of Special Operation activities throughout Europe with the goal of strengthening military capability and ensuring the security of International Partners. Plays a key role in coalition building and engagement. Full oversight and management of several budgets over \$100M.	

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Departments Managed:

Director of Human Resources; Director of Intelligence; Director of Operations; Director of Logistics and Engineering; Director of Planning; Director of Communications and IT; Director of Training; Director of Finance and Budgeting; Director of Strategic Engagements; Director of Preservation of the Force and Family; Director of Chaplaincy; Surgeons Office; Director of Special Activities; Attorney Legal Office; Headquarters Commandant's Office

- **Shaped a \$100M relocation plan** that included working with the **Corps of Engineers** to design and build a Campus complex in support of Special Operations organization. Delivered facilities on budget and on time.
- **Managed Multiple budgets of over \$100 mil** from four various corporate headquarters and allocated funds based on organizational requirements and needs, while ensuring that the budget was flexible to meet unprojected requirements. Managed the budgets transparently across all directorates and agencies to ensure due diligence in finance management.
- **Championed the development of a Diversity, Equity & Inclusion program.** Founded and funded a council to oversee it.
- **Thwarted Russian activities in Ukraine and Eastern Europe**, leveraging intelligence and deploying operations that supported improved readiness and force execution with NATO partners.

CITY MANAGER | GARRISON COMMANDER AT FORT SILL

2018 – 2020

Led the daily operations of a medium sized City, Fort Sill, Oklahoma, a National Historic Landmark and home of the premier Air Defense and Long Artillery training complex for the U.S. Army and U.S. Marines. **Full responsibility for safety and quality of life of 88K+ Soldiers, family members, civilians, partners.** Managed policy, municipal planning, purchasing, auditing, emergency services, community services, and financial health. **Oversaw a city workforce of 1,500 personnel**, optimizing performance. Prioritized all City resources. **Consulted with local, state, military, federal government, public health officials, special interest groups, community Stakeholders, the Board of Education, industry leaders, and the Corps of Engineers.** Led disaster & emergency management services. **Administered \$190M operating budget.**

Departments Managed:

Director Public Works; Director of Human Resources; Fire Department; Law Enforcement; Director of Planning, Training and Operations; Director of Parks & Recreation; Director of Infrastructure Maintenance; Contracts Managers; Director of Advertising; Director of Housing Development; Director of City Planning; Director of Finance; City Legal Office; Fiscal & Financial Management Committees; and contracts for Resident services; Waste Management; Director of Contracts; Director of Maintenance and Services; to include restoration of municipal facilities; Director of Airport and Airfield Operations.

- **Delivered a sustainable, independent energy solutions** to maintain power during man-made or natural disasters, utilizing resources in solar and natural gas, and with support from the **Corps of Engineers.**
- **Secured \$150M in external funding** to upgrade and modernize **Affordable Housing** and develop new City infrastructure.
- **Revitalized Affordable Housing quality and improved Resident safety** by remediating historical lead paint, removing mold, and repairing/replacing old central AC systems.

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- **Improved cash flow and cut spending by \$20M to maximize funds available** to maintain infrastructure and payroll.
 - Executed in-depth review of all contracts, renegotiating terms, and establishing a cost and quality baseline.
 - Implemented a monthly contract review process to effectively manage vendors and monitor compliance.
- **Negotiated \$10M in federal and private funding** to support the addition of childcare and family programming.
- **Developed and led a city-wide \$1M LED conversion program** of over 12,000 lights to replace all streetlights and municipal building lights, both external and internal lighting. The conversion LED program improved nighttime lighting for vehicles and pedestrians, and increased safety. Municipal external and internal LED lighting improved works space environment This program reduced the city's annual electrical cost by 30 percent.
- **Improved profitability for Parks & Recreation Services**, eliminating \$110K in losses from under-performing programs and optimizing revenue growth opportunities by divesting and investing in growth opportunities.
- **Served as the Lead Official for the Emergency Operations Center** to manage and oversee natural disasters and respond to life threatening situations. The Emergency Operations Center is composed of city, state, and federal organizations that work in support of the City Manager to assist and protect Residents of the city. Emergency Operations Center was designed to operate similar to the FEMA Operation Center in Washington DC.
- **Led monthly Town Halls** for the Residents and community of city stakeholders. Strong advocate for transparency and accountability in government. Committed to building strong relationships with city Residents and collaborating with them to make the city a better place to live and prosper.
- **Engaged with City Directors and Supervisors monthly** to address internal and external issues to provide a workplace environment where everyone is heard and valued.
- **City spanned 93K+ acres of land and five million square feet of building space** to include a medical clinic, elementary school, airport, a National Military cemetery, and four federal historic Native American burial grounds.
 - Performed ongoing maintenance, services, and inspections to ensure safety, policy, and regulatory compliance.
- **Selected by the Federal Government to establish a refugee center for two thousand children** between the ages of 10 to 18. The refugee center was able to house, feed, and educate up to four thousand personnel with state of the art facilities, designed to support a campus living environment.
- **Work with local communities to increase the need of 4 million gallons a day** by utilizing large aquifers under Fort Sill to meet the increased water demand. By partnering with other local communities, Fort Sill was able to reduce the cost of the endeavor by half of the total cost of \$20 mil.
- **Coordinated Fort Sill's COVID-19 response** in partnership with the Defense Health Agency, CDC, Lawton Public Health Department, and Army Headquarters.
 - **One of the first cities to successfully reopen** local grocery stores, department stores, restaurants, and schools.
 - **Served as the leader and spokesperson for all local disasters and emergencies, coordinating relief efforts.**
- **Recognized as Top City Manager / Installation Commander, ranking 1 out of 18 for two years running.**

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CHIEF OF STAFF | NATO COMBINED COMMAND & JOINT SPECIAL OPERATIONS TASK FORCE 2017 – 2018

Led a Corporate Staff of 17 Joint Services Senior Executive Directors and elite team of 500+ senior-level team members, planning Special Operations across Afghanistan. Supervised all advisors to Afghan National Army Special Operations Forces and local police. Spearheaded all NATO and US Military Operations to bolster regional and rural security, strengthen internal defense, prevent conflict, and mitigate threats. Spending oversight for multiple budgets valued at \$100M+ each.

Departments Managed:

Director of Human Resources; Director of Intelligence; Director of Operations; Director of Logistics and Engineering; Director of Planning; Director of Communications and IT; Director of Training; Director of Finance and Budgeting; Director of Strategic Engagements; Director of Preservation of the Force and Family; Director of Chaplaincy; Surgeons Office; Director of Special Activities; Attorney Legal Office; Headquarters Commandant's Office

- **Developed and facilitated military training programs and initiatives** to build capability in executing successful complex combat operations, improving National and National Partner security against terrorist organizations.
- **Formulated and led all executive staffing requirements across four Corporate Level, four-star combatant command headquarters** supporting the National and Multinational mission in Afghanistan, leading to political engagement with extremist.

EXECUTIVE DIRECTOR | JOHN F. KENNEDY SPECIAL WARFARE CENTER & SCHOOL 2014 – 2016

Tapped to lead one of the Army's premier education institutions. Guided professional education and growth in strategic leadership and advanced tactical skills across three operations branches: Special Forces, Civil Affairs, and Psychological Operations. Recruited, selected, and trained 17K+ Soldiers annually, managing 57 courses and programs. Fostered relationships with external training partners, ensuring high-quality instruction.

- **Assisted in the complete redesign of the Center's training program**, improving readiness and leadership capability for 1K+ Army Special Operations Operators each year.

CHIEF EXECUTIVE OFFICER | BATTALION COMMANDER | US ARMY MARKSMANSHIP UNIT 2012 – 2014

Led the strategic oversight of the US Army Marksmanship Unit operations. Steered the design, prototyping, testing, and development of new weapons and ammunition to advance innovation.

Provided best-in-class small arms marksmanship training for Soldiers, raising capability, operational readiness, and effectiveness throughout the Army. Supported recruitment efforts. Managed a \$20M custom firearms shop. Administered a \$4.8M annual budget.

- **Introduced a brand-new, comprehensive marksmanship program**, improving training and standards.
- **Trained thousands of soldiers in basic and advanced marksmanship**, propelling effectiveness in combat.
- **Garnered positive media attention for the Army** across television, print, and social media, **increasing recruitment**.
 - Maintained the unit's reputation as the **country's premiere training school for competitive shooters**.
 - Coordinated Soldier participation in 22 national and international championships that resulted in **4 World Cup medals, 7 Olympian athletes, and 1 Olympic Gold Medal**
- **Served as Board Member on the National Governing Bodies Council for the US Olympic and Paralympic Committee.**

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EARLIER US ARMY EXPERIENCE: SPECIAL FORCES & 75TH RANGER REGIMENT INFANTRY (1986-2012)

Leadership roles in all units: 2nd and 3rd Ranger Battalions, 75th Ranger Regiment, and 3rd, 7th, and 10th Special Forces Groups (Airborne)

PROFESSIONAL ORGANIZATIONS

**International City/County Management Association (ICMA)
Project Management Institute (PMI)**

AWARDS

**Defense Superior Service Medal
Legion of Merit with 2 awards
Bronze Star
Meritorious Service Medal with six awards
Joint Service Commendation Medal
Army Commendation Medal with four awards
Army Achievement Medal with six awards
Global War on Terrorism Expeditionary Medal
Afghanistan Campaign Medal (2 campaigns)
Iraq Campaign Medal
Army Expedition Medal with Arrowhead
Combat Infantryman Badge (2nd award)
Master Parachutist Badge with Combat Star
Special Operations Combat Diver Qualification
Badge Special Forces Tab (2nd award)
Ranger Tab
The Order of Saint Maurice - - Primicerius (Highest Level – # 01269)**

Candidate Introduction

DON A. KING JR.

EDUCATION

Harvard Kennedy School of Senior Executive Studies, *State and Local Government*

The United States Army War College, *Executive Master of Strategic Studies in National Policy & Management*

Webster University, *Master of Art in Business Management*

Troy State University, *Bachelor of Science in Criminal Justice*

FEMA ; *Emergency Management for Senior Officials Course*

The United States Army Installation Management Command, *City Manager / Garrison Commander Course*

Program Management Institute, *Project Management Professional (Certified) PMP® Number: 3363179*

EXPERIENCE

Transitioning Senior U.S. Military Officer	2023 – present
Chief of Staff; Special Operations Command Europe, Stuttgart, Germany	2020 – 2023
City Manager; Garrison / Installation Commander Fort Sill, Oklahoma	2018 – 2020
Chief of Staff; NATO Special Operations Combined Command and U.S. Joint Special Operations Task Force - Afghanistan	2017 – 2018
Executive Director; John F. Kennedy Special Warfare Center and School	2014 – 2016
Chief Executive Officer; Battalion Commander U.S. Army Marksmanship Unit Director, Human Performance; John F. Kennedy Special Warfare Center & School	2012 – 2014
Chief Executive Officer; Commander, U.S. Army Special Operation Assessment and Selection Commander; John F. Kennedy Special Warfare Center and School	2011 – 2012
Special Forces and 75 th Ranger Regiment Military Service	2009 – 2011
(3 rd , 7 th , and 10 th Special Forces Groups / 2 nd and 3 rd Ranger Battalions 75 th RGR)	1986 – 2008

BACKGROUND

Fort Sill, Oklahoma, is composed of 93,000+ acres of land and five million square feet of building space, including a medical clinic, elementary school, airport, a National Military Cemetery, four federal historical Native American burial grounds, and \$2 billion in city infrastructure.

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Fort Sill, Oklahoma, is the number one choice and source of employment with the region from Wichita Falls, Texas, to towns and counties south of Oklahoma City, and the primary employer of all residents of the neighboring City of Lawton, Oklahoma. Based on being the employer of choice with the adjacent City of Lawton and the fact that many of my workforce resided in Lawton, Oklahoma, I held a position on the City Council of Lawton and the School Board.

Fort Sill, Oklahoma, is a historic U.S. landmark established and built in 1869 during the Indian Wars to protect westward traveling wagon trains. Today, Fort Sill has many historic landmarks that include multiple Indian burial grounds protected and preserved by the Federal government in cooperation with over 17 different Indian nations and tribes. One of the most famous burial grounds Fort Sill is responsible for safeguarding and protecting is Geronimo's gravesite.

Today, Fort Sill is the home of the U.S. Army's Center of Excellence for Long Range Field Artillery, Air Defense Artillery, and Marine Corps Field Artillery Schools. Additionally, Fort Sill is home to over 88,000 residents and employees and facilitates the visit of over a million visitors a year.

Fort Sill's annual budget for FYI 2018, 2019, and 2020 totaled over \$190+ million each year, excluding ongoing major capital projects such as the ongoing annual road improvement projects budgeted at \$200 million per project assigned that remains ongoing year after year to continually maintain roads and roadway traffic, entry-level Soldier training campus to expand throughput for the U.S. Army at the cost of \$114 million in construction, \$150 million in Affordable Housing sustain, maintenance, and repair. In addition, Fort Sill negotiated \$10M in federal and private funding to support the expansion of childcare and family programming. Fort Sill has 1,500 employees, with fourteen departmental directors reporting directly to the City Manager / Garrison – Installation Commander.

The three most significant issues facing Fort Sill are:

- Funding Reductions of a mandatory 20 percent to reinvest in aging City Municipalities that require both technology and infrastructure repair, replacement, or new construction.
- Sustainment, maintenance, and repair of Affordable Government Housing remains a continuous process to ensure quality families housing for residents.
- Infrastructure expansion requiring alternate methods of funding of up to \$2 million annually to support a 25 percent growth in city infrastructure requirement for roadways and utilities.

GENERAL MANAGEMENT STYLE AND EXPERIENCE

I am excited to apply for the position of City Manager for Belle Isle because of the people and location. As a resident of Florida and a recently retired senior military officer, I am looking for the ideal community for me and my wife to call home. As we look around Florida, Belle Isle stood out because of its location and community. Over the past two decades, me and my family have spent a

DON A. KING JR.

significant part of the summer visiting and vacationing in the Belle Isle area. My wife and I are excited about the opportunity to serve and live in a community we would love to call home.

The leadership style that has been the hallmark of my 37-year military career has focused on transparent, servant Leadership that includes active and responsive listening, ensuring that my team felt welcomed as a valuable team member. As a result, all the high-performing organizations where I have worked were highly professional in all aspects of daily and project activity. These individuals were highly motivated professionals who required minimal guidance and supervision because they understood the organization's mission and vision. Additionally, these professionals were open to asking for clarity if needed.

All employees I have worked with throughout my career have taught me something new, and most would say I have provided them with dynamic opportunities to learn more about the organization's efforts, issues, and success from me as their supervisor. With all organizations, developing an effective and responsive staff is a priority that must be established as soon as possible. Also, maintaining a highly adaptive organization is required to manage and deal with compensation and classification plan revisions, reductions in force, restructurings, labor negotiations, and performance-based terminations.

The elected officials I have served will say that I am highly competent, ethical, innovative, fair, dedicated, and strategically decisive. Staff will say they appreciate my transparency, availability, support, high standards, inclusive team approach, and recognition of accomplishments. Both groups would see me as an effective leader that gets the job done on time and at or below cost.

My greatest strength is collaborative consensus building at all city management and government levels. My approach combines visionary solutions, strategic planning, fiscal budgeting, project management, daily operations, and stakeholders relationships. A recent example is a project involving the conversion of a city / installation infrastructure from a set of separate buildings to a complex of network buildings that were remodeled at the cost of \$100 million to establish an organizational headquarters with additional workspace and requirements that required national and international stakeholder to provide that campus complex on time and at budget.

In terms of weaknesses, I recognize that, at times, I can be impatient with regard to City Management timelines on various projects and requirements to support the resident and city staff. Therefore, I implemented staff processes that require multiple levels of collect staff interaction that include primary directorate updates and developed milestones that give a clear and precise process to ensure resources and actions are executed in a timely and efficient manner.

Various metrics that I utilize to measure success are:

Financial Metrics:

- Revenue: Total income generated by the organization from its products or services.
- Profit Margins: The percentage of revenue that represents the organization's profit after

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deducting expenses.

- Return on Investment (ROI): A measure of the profitability of an investment relative to its cost.
- Gross and Net Profit: The difference between revenue and various types of costs, including direct costs and operating expenses.
- Cost Efficiency: Comparing expenses to revenue to determine cost-effectiveness.

Customer Metrics:

- Customer Satisfaction: Feedback from customers indicating their level of satisfaction with the organization's products or services.
- Net Promoter Score (NPS): A metric indicating the likelihood of customers recommending the organization to others.
- Customer Retention Rate: The percentage of existing customers retained over a specific period.
- Customer Complaints: The number and nature of complaints received from customers.

Operational Metrics:

- Efficiency Metrics: Measures of how efficiently resources (time, labor, materials) are being used to produce products or services.
- Productivity: Output per unit of input (e.g., sales per employee).
- Cycle Time: The time it takes to complete a process or deliver a product or service.
- Quality Metrics: Measures the quality of products or services delivered to customers.

Employee Performance Metrics:

- Employee Satisfaction: Surveys or assessments of employee satisfaction and engagement.
- Turnover Rate: The percentage of employees who leave the organization over a specific period.
- **Training and Development: Metrics related to employee training, skill development, and career progression.**

Strategic Metrics:

- Key Performance Indicators (KPIs): Specific, quantifiable indicators tied to strategic goals.
- Strategic Goal Attainment: Measurement of progress toward achieving strategic objectives.
- Market Share: The organization's portion of the total market for a product or service.

My greatest achievement is my family. Through years of uncertainty and constant moves and disruptions to our lives, we have remained healthy and strong.

My greatest failure was my inability to prevent one of my senior leaders making poor decisions that led to his dismissal. Although, during my tenure as the City Manager / Installation Commander I was able to prevent my senior leader from violating law and policy, but once I left, he still chose to take risks that eventually brought his career to an end.

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In my multiple leadership positions, I have fired a variety of military and civilian employees that violated laws, regulations, and or policies. Although I had empathy for their situation, violating laws, regulations, and or policy in my previous line of work had strategic impacts and required action. All action was fair and just, and did not negatively impact me, my position, or how I felt about individuals, because I treated everyone with dignity and respect.

The challenges I see facing the City of Belle Isle are:

- **Annexation:** Belle Isle wants to grow and expand by annexing adjacent properties, but the opportunities for expansion are limited. The land to its north, west, and south is mostly developed, making it difficult to annex. The available land to the east is mainly open space, but obtaining support from the County for annexation has been challenging.
- **Facilities Improvement:** The current City Hall and Police Station are housed in remodeled homes and are inadequate for the city's needs. Finding a suitable location for new facilities is difficult due to the city's primarily developed nature, with available lots quickly being purchased by developers. Funding the construction of new facilities is also a challenge.
- **Collaboration with Regional Actors:** Being a small community, Belle Isle sometimes gets overlooked by larger entities around it. To address various issues like traffic problems, airport noise, and lake management, the city needs to collaborate with regional actors such as Orange County, the Lake Conway Water and Navigation Control District, the City of Orlando, and the Airport.
- **Crime Management:** A significant portion of the city's crime stems from individuals passing through or occurs near its southern border, closest to the airport. The next city manager must work with the police department, elected officials, and external entities to find solutions to reduce crime and discourage criminals from targeting the city.
- **Infrastructure Updates:** The city needs to address infrastructure maintenance and upgrades to ensure the well-being of residents and the continued functioning of essential services.
- **Keeping Elected Body Focused:** It is essential to keep the elected officials focused on the city's big picture and long-term goals to avoid getting bogged down in short-term concerns.
- **Charter Review:** Reviewing the city's charter might be necessary to ensure it remains relevant and effective in addressing current challenges and future developments.
- **Communication with Residents:** Improving communication with residents is crucial to keep them informed about city issues, initiatives, and opportunities for input or feedback.

Opportunities for Belle Isle:

- **Collaboration with Regional Entities:** Despite the challenges, Belle Isle has a chance to strengthen relationships with regional actors like Orange County, Lake Conway Water and Navigation Control District, the City of Orlando, and the Airport to find solutions for common issues.
- **Expanding Facilities:** If the city manages to find a suitable location and secure funding, the construction of new City Hall and Police Station facilities can enhance the city's infrastructure

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and services.

- Quality of Life Improvements: By addressing noise concerns caused by airport proximity and managing lake access and water quality, Belle Isle can improve the overall quality of life for its residents.
- Controlled Growth: The city can explore controlled and sustainable growth options that preserve the existing character while accommodating necessary developments.
- Enhanced Security Measures: Collaborating with the police department and external entities may lead to the implementation of security measures that discourage criminal activities in the city.

Overall, addressing these challenges and capitalizing on the available opportunities will require strategic planning, effective communication, and collaboration with various stakeholders.

During the first six months, my efforts will involve (see attached 90 plan):

- Meeting with City staff, elected officials, citizen groups, residents, and county/state officials to assess city operations, concerns, positions, and dynamics.
- Learning the Council's goals and perspectives to formulate the appropriate strategic plan and way forward.
- Assessing the City's financial position and reviewing anticipated future trends.
- Further familiarization with relevant laws and the City's codes before my start date.
- Assessing current performance measures that will be used to determine if staff and I are meeting organizational goals and citizens' expectations and expanding on previous customer survey analysis already employed in Belle Isle -- the effort will include initiating revisions and clarifications as necessary to identify new opportunities.

I work well and comprehensively with various media platforms and strive to ensure accurate quality coverage for the resident, city team, and Council I serve. My ongoing goal is to keep residents up to date on the City's operations and programs. My appearances in the media range from occasional to frequent, but I will defer any engagements to the Mayor and elected officials as they prefer.

I do not anticipate anyone contacting the Council with negative comments about me.

In my spare time, I enjoy traveling and spending quality with my family, located across the Globe.

SIX ADJECTIVES OR PHRASES I WOULD USE TO DESCRIBE MYSELF

- Customer Service Oriented
- Transparent, Servant Leadership
- High-Performance Team Builder
- Inclusive in all workforce environments

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- Strategically Focused
- Humble

REASON FOR DEPARTING CURRENT POSITION

Having completed and earned full retirement from the United States Army, my goal is to continue my public service with City Management and service to local, state, and federal government.

CURRENT / MOST RECENT SALARY

Currently in transition. No compensation available at this time.

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30 60 90 Plan

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INFLUENCING GROWTH, OPPORTUNITY, SUSTAINABILITY & POSITIVE CHANGE

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Days 1-30

During the first 30 days as City Manager, my primary focus is building relationships with key stakeholders, learning about the organization and its culture, and familiarizing myself with the City's budget, strategic plan, and ongoing initiatives. To accomplish these goals, here are some specific action items I will undertake:

- Meet with key stakeholders: Set up meetings with elected officials, department heads, community leaders, and other stakeholders to introduce myself and learn about their priorities and concerns.
- Assess current City operations: Review current operations and organizational structure to determine areas for improvement, opportunities for increased efficiency, and potential cost savings.
- Review City budget: Review the City budget and understand the allocation of funds across departments and programs. Identify areas for potential reallocation or reduction of spending.
- Meet with staff: Meet with staff from all departments to understand their roles, challenges, and ideas for improvement.
- Review strategic plan: Review the County's strategic plan and identify priorities for the coming year. Work with department heads to ensure their objectives align with the County's strategic goals.

Days 31-60

During the next 30 days, I will focus on developing an action plan based on my assessments from the first 30 days. The 31-60 plan will involve setting priorities, identifying potential roadblocks, and developing a plan to address them. Here are some actions I will focus on:

- Prioritize initiatives: Based on my assessments, prioritize initiatives that will significantly impact the County. Develop an action plan for each initiative, including timelines, milestones, and key performance indicators.
- Develop a communication plan: Develop a plan to communicate with stakeholders, City staff, and the public about your initiatives, progress, and any changes to City operations.
- Identify potential roadblocks: Identify any potential roadblocks to implementing your initiatives, such as regulatory constraints, staffing shortages, or budget limitations. Then, develop plans to mitigate these roadblocks or identify alternative approaches.
- Develop a talent management plan: Assess the County's talent management practices and develop a plan to attract, retain, and develop top talent across all departments.
- Develop a technology plan: Assess the County's current technology infrastructure and identify opportunities to improve efficiency, reduce costs, and enhance service delivery.

Days 61-90

In the final 30 days of the plan, focus will be on implementing initiatives, tracking progress, and ensuring the City is on track to achieve its strategic goals. Here are some actions:

- **Implement initiatives:** Begin implementing your initiatives, ensuring all stakeholders are informed and engaged. Track progress against timelines and key performance indicators.
- **Evaluate progress:** Evaluate progress against your action plans and adjust as needed to ensure I can achieve the goals.
- **Conduct a budget review:** Conduct a mid-year budget review and adjust spending as needed to align with priorities and achieve cost savings.
- **Review talent management plan:** Review progress on the talent management plan and make adjustments as needed to ensure that the City is attracting, retaining, and developing top talent.
- **Monitor technology plan:** Monitor progress on the technology plan and adjust as needed to ensure that the City is using the appropriate technology to improve efficiency, reduce costs, and enhance service delivery.

Measuring success is essential to evaluating the plan's effectiveness and ensuring the City can achieve its strategic goals. Here are some examples I will use to measure key performance indicators (KPIs) for each stage of the 30-60-90 day plan:

First 30 Days

- Number of key stakeholders met with
- Percentage of staff members from all departments met with
- Number of budget and strategic plan documents reviewed
- Employee engagement survey results
- Number of action items identified to improve City operations and efficiency

Days 31-60

- Number of initiatives prioritized
- Number of action plans developed with timelines and milestones
- Percentage of employees that received training and development opportunities
- Number of technology upgrades implemented
- Number of potential roadblocks identified and mitigated

Days 61-90

- Percentage of initiatives implemented on time
- Progress toward achieving milestones for each initiative
- Budget review results, including cost savings and reallocation of funds
- Talent management plan implementation results, including retention rates and employee satisfaction scores
- Technology plan implementation results, including improved efficiency and service delivery metrics

During this process, I will continue reviewing progress against these KPIs to help you identify improvement areas, adjust your plans, and ensure that the City is on track to achieve its strategic goals. In addition, measuring success in these areas will help communicate achievements to stakeholders and build trust and support for future initiatives.

CB&A Background Checks

**Background Check Summary for
DON ALEX KING JR.**

Criminal Records Checks:

Nationwide Criminal Records Search	No Records Found
County Comanche County, OK	No Records Found
State Oklahoma	No Records Found

Civil Records Checks:

County Comanche County, OK	No Records Found
Federal Oklahoma	No Records Found

Motor Vehicle

Florida	No Records Found
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Credit

Excellent

Personal Bankruptcy

No Records Found

Sex Offender Registry

Not Listed

Education

Confirmed

Employment

Confirmed

Social Media

Nothing of Concern Found

**Background Check Summary for
DON ALEX KING JR.**

Under the Fair Credit Reporting Act, 15 U.S.C. 1681-1681Y, credit and bankruptcy information are very sensitive and should not be used in the consideration of hiring. The information is included for each candidate because we do not want you to be surprised if third parties raise what they consider to be a concern. Also, some states have limited the reporting to seven years, so any records older than that will not be available in those states. In addition, motor vehicle reports are limited to three to seven years, depending on the state.

**Background Check Summary for
DON ALEX KING JR.
Personal Disclosure**

Personal Disclosure Questionnaire

Name of Applicant: Don A. King Jr.

The following questions are designed so that we will be able to make full disclosure to our client concerning your background. Please answer them honestly. Cutting corners or misrepresenting your past will result in you being eliminated from all further searches conducted by this firm. We understand that frivolous charges are sometimes made and that charges do not mean you were guilty. We also understand that you may have been wronged and needed to seek compensation. The bottom line is that we want to be certain that our client is fully informed. If you have any questions, please contact us for clarification.

Please explain any yes answers on a separate sheet of paper.

1. Have you ever been charged or convicted of a felony?
Yes No
2. Have you ever been accused of or have been involved in a domestic violence or abuse incident?
Yes No
3. Have you ever declared bankruptcy or been an owner in a business that did so?
Yes No
4. Have you ever been the subject of a civil rights violation complaint that was investigated or resulted in a lawsuit?
Yes No
5. Have you ever been the subject of a sexual harassment complaint that was investigated or resulted in a lawsuit?
Yes No
6. Have you ever been charged with driving while intoxicated?
Yes No
7. Have you ever sued a current or former employer?
Yes No
8. Please list links to all your social media accounts (Facebook / Instagram / LinkedIn / Twitter, etc.) and your personal web page if you have one.
LinkedIn <https://www.linkedin.com/in/don-a-king-jr/> Facebook <https://m.facebook.com/profile.php?id=805127383&name=STSDirectNavUserDecorator>
9. Is there anything else in your background that, if made public, would cause you, our client or our firm embarrassment if it came to light through the press or any other mechanism?
Yes No
10. Please provide a list of any lawsuits in which you are or have been a party either as plaintiff or defendant.

Attested to: 
Signature of Applicant

Please email this form via PDF DOCUMENT to Monique@cb-asso.com or via fax to (561) 621-5965 **no later than 5:00 PM MST 08/07/2023.**

CB&A Reference Notes

Reference Notes
Don A. King, Jr.

James Linder – President, Tenax Aerospace, Madison, MS (910) 797-3280

Major General Linder has known Mr. King since 2015 when they served together in the Army in various capacities. In 2017, Major General Linder asked Mr. King to be his Chief of Staff when he worked with the NATO forces in Afghanistan. Mr. King's job performance was exemplary. He was selected for his attention to detail and his thoughtful and mature decisions.

Mr. King was part of the inner circle and interacted with the Major General daily. He could call Mr. King and assign him a problem knowing he would figure it out. They had a trusting relationship with ready access which allowed them to walk into each other's office if they had an issue or question.

Part of Mr. King's tasks as the Chief of Staff was to find the correct personnel to fill his command. He did an excellent job finding exemplary people. In general, his decisions were sound and based on the situations at hand.

Mr. King was innovative at managing the staff and getting people to do what needs to be accomplished. He was creative when responsible for initiating change. He was able to work with various personalities and maintain a high-performance level even in the chaos of war.

Mr. King was a leader who inspired people to do things they normally would not do. He drew attention to detail and helped them see the full picture. An example of his ability to solve problems occurred when they had another commander in combat who was trying to implement ill-advised policies and operations. Mr. King helped educate and inform this commander so he could make good decisions.

Mr. King was Garrison Commander for Fort Sill for two years. In those two years he was constantly dealing with the local community. His maturity and experience allowed him to enact suggestions made by others in a way which involved all people. He did this by attending community meetings, including city council meetings. Because of his involvement with the community, he was able to work with vendors and other companies to bring the right changes to Fort Sill in a timely manner.

Patience was not a strong virtue for him. However, Mr. King was very diplomatic and can work to push things forward without causing divisiveness. One of his best traits was working with multiple people with differing agendas and skill levels to bring them together. Though it may be a stressful environment, his combat training has taught him to work well under stress.

Because of Mr. King's top security clearance, investigations have been made and nothing embarrassing or compromising has been found. He would not only do well as a municipal Manager, but he would also knock it out of the park.

Reference Notes
Don A. King, Jr.

Words or phrases used to describe Don King:

- Mature,
- Thoughtful,
- Very considerate,
- Empathetic,
- Creative, and
- Disciplined.

Strengths: Looks broadly at problems, locates specific problems and knows how to fill a team.

Weaknesses: Works too hard and too long.

Lisa Bloom – City Attorney, Lawton, OK (580) 442-5261

Ms. Bloom met Mr. King in 2018 when he was appointed the Garrison Commander at Fort Sill. He did a good job as the commander and was a very energetic leader.

Because other attorneys under Ms. Bloom handled specific issues, he met with them more frequently. As such, she did not have a daily interface with him, though the interactions they did have were very dynamic. If an issue arose, because they were in the same building, he visited her office and discussed the matter with her.

Mr. King ran Fort Sill at a high-performance level. However, if he saw something needing to be changed, he would first determine what was necessary and what they wanted as the outcome prior to making the change. He was not the type of manager to sit behind the desk. He was out working with the community.

An example of Mr. King 's problem solving ability was a situation involving older homes that were used by families working on the base. Many of these homes had mold growing in them. He worked with the community and company responsible for the homes to get acceptable housing for his community. He was able to do this in a relatively timely manner. He did not patiently wait for upper levels to make decisions. He diplomatically pushed to resolve the issues as quickly as possible because he recognized the impact on the health of those living in the homes. While it was very challenging to address all the issues of those involved, he was successful.

Ms. Bloom believes Mr. King would make a great manager. As Garrison Commander, he overlapped the Lawton City Manager in many areas.

Reference Notes
Don A. King, Jr.

Words or phrases used to describe Don King:

- Dynamic,
- Outgoing,
- Customer service oriented,
- Problem solver,
- Personable, and
- Empathetic.

Strengths: Energy.

Weaknesses: None identified.

Chris Zerzavy – Audit Team, Fort Sill, OK (580) 442-4097

Mr. Zerzavy met Mr. King in 2019. Mr. Zerzavy was working in Human Resources and Mr. King was Fort Sill's Garrison Commander. Mr. King was outgoing and people oriented. He did what was needed to get the job done. He oversaw all operations of Fort Sill, with 11,000 personnel while maintaining a good work/life balance.

Mr. King made good decisions because he is a person of integrity. He was very innovative when needed, especially within the rigidity of the Army. He can be a change agent when necessary to change a process for a more feasible outcome. He always maintains a high-performance level in his organization. He worked with thousands of people and even when options were available that were outside of regulations to fix the problem, he never chose them. He operates within the rules and regulations.

Mr. King attended town hall meetings with all his staff as well as community meetings. He put the community first. He was not a supervisor who stayed behind his desk, he was out with the people learning what they need and determining how to provide the necessary resources. Several severe weather events affected their housing. The management for homes on the garrison was handled by a private firm. He held townhall meetings after hours to take care of the soldiers and lead the process to a successful conclusion.

Mr. King led in an extraordinary way and had great follow through once decisions were made. He did not want to be a roadblock, which is the case when everything has to go through one person, so he empowered his people to manage their responsibilities. He never became frustrated working with different groups who had varying priorities. He was tactful in pushing through the red tape to complete the task. He had integrity and knew how to navigate politics.

Reference Notes
Don A. King, Jr.

Mr. King was thoroughly vetted at the highest levels and has top level security clearance. Nothing embarrassing was found in his background. He would make a great manager because he has experience with emergency management and can navigate the political arena.

Words or phrases used to describe Don King:

- Outgoing,
- People oriented,
- Integrity,
- Positive,
- Energetic, and
- Leader in all aspects.

Strengths: Solid leadership, professional, and personable.

Weaknesses: None identified.

**Jennifer Waters – Executive Director, USO Oklahoma and Arkansas, Fort Sill, OK
(580) 442-2815**

Ms. Waters met Mr. King when he was assigned as Garrison Commander at Fort Sill in 2018. He accomplished a great deal because he was energetic, which benefited his community. He was accessible to the people around him. He was passionate about work. He knew the Army, his job and what was right for the community.

Whenever Ms. Waters needed his assistance, Mr. King was there to help her. He never let a stumbling block stop his progress when he was trying to accomplish a goal. He made excellent decisions. He was an innovative, change agent and resolved many issues. One example was his ability to lead Fort Sill through the covid pandemic in 2020. His concern was always the safety of the military personnel, and he addressed the issues without any difficulties.

Mr. King was the liaison between the Army and the community. He attended city council meetings and school board meetings. He, by nature, wanted the community to be served and made sure it was. He was very aware of how the government works and can expertly navigate through the process, avoiding any potholes. He was very competent at working with management who had differing agendas at times. He learned each of their goals to understand what they wanted and then worked towards a compromise to meet the community's needs.

Mr. King has top security clearance and was vetted thoroughly. Nothing was found in his background or he would not hold the security clearance that he does.

Reference Notes
Don A. King, Jr.

Mr. King would be an excellent manager. He has experience working in civic arenas, disaster management and with city councils. Ms. Waters would absolutely hire him if he applied for a position with her organization.

Words or phrases used to describe Don King:

- Smart,
- Energetic,
- Driven,
- Personable,
- Family oriented, and
- Critical thinker.

Strengths: Quick thinker, personable, likes to do things the correct way, does not use short cuts, cares about people he works with, family oriented, and good endurance.

Weaknesses: He remains outwardly calm at all times, so while he has emotion during positive and negative experiences, you do not see it. Some would have liked being able to see his excitement in positive times.

James Clifford – City Manager, North Augusta, SC (703) 888-8475

Mr. Clifford has known Mr. King since 2018 when Mr. Clifford took command of Fort Gordon. They worked in many of the same installations and attended conferences together.

Mr. King would make an exceptional municipal manager. His performance at Fort Sill showed why he was put into such a high position. He was a great team player, open to ideas and sharing ideas. He made good decisions in general.

Mr. King only spoke to Mr. Clifford about issues relating to both Fort Sill and Fort Gordon. They were peers and not in a supervisor – subordinate relationship. However, Mr. Clifford witnessed Mr. King’s ability to be a leader and take the Army’s vision to the surrounding areas.

During Mr. King’s time as the Garrison commander, he had to address a housing crisis. The houses on the installation were managed by a private entity and they had many issues, including mold. He worked with the private entity, lawyers and the media to resolve the issues.

Mr. King was out in the community working with people to resolve problems. He represented Fort Sill the way a city manager or even a mayor would represent their city. His customer was his command and he fought for his people. He also maintained organization. He accomplished tasks in a timely manner because the garrison depended on him.

Reference Notes
Don A. King, Jr.

Special forces trained Mr. King to work hard and command stress rather than letting it command him. He was able to work proficiently with many differing commanders who had different priorities. He learned to find out what the commanders really wanted and tried to compromise for the best outcome.

Mr. King has not been involved with any controversy. If he had, he would not have been able to achieve and maintain a top security clearance.

Words or phrases used to describe Don King:

- Character,
- Integrity,
- Action oriented,
- High performer,
- Good teammate, and
- Technically competent.

Strengths: Integrity, organized, how to move organizations forward, motivates others, and most importantly - demonstrates character.

Weaknesses: Economic development, and finances from tax rules.

Andy Snodgrass – Former Deputy City Manager, Fort Sill, OK (254) 913-1149

Mr. Snodgrass has known Mr. King since 2018. Mr. Snodgrass was the Deputy Commander at Fort Sill. Mr. King did an extraordinary job as Garrison Commander. He was very smart and quick on his feet.

Mr. Snodgrass met with Mr. King frequently to discuss garrison business. He was pleasant, outgoing and willing to listen. He made excellent decisions for the garrison. He works at a higher level than most people. Because of his special forces training, he has a background enabling him to solve most problems easily. He was innovative and can be a change agent when needed.

Mr. King had a chance to flex his customer service and problem-solving skills during his time at the garrison. The housing for the fort was maintained by a private entity. Several problems existed with the houses, including mold. He sought to remove the mold and improve the housing. He worked with the private entity, community, lawyers and the media. All key leaders were gathered to discuss the best way to rectify the situation.

Mr. King was someone who regularly met with community leaders. He worked in tandem with them on projects affecting both Lawton and Fort Sill. He was relied on to fix problems in a timely manner. When government stalled, he sensitively pushed projects forward to bring them

Reference Notes
Don A. King, Jr.

to their conclusion. Because of his training, working for different leaders with varying agendas was a natural fit for him.

Due to Mr. King's top-secret clearance, nothing in his background is controversial. He was upstanding and honored in his position in Fort Sill.

In Mr. King's experience as Garrison Commander, he also had involvements with the Native American Nation. He became very adept at meeting their needs.

Words or phrases used to describe Don King:

- Quick,
- Intelligent,
- Loyal,
- Hardworking,
- Respectful, and
- Problem solver.

Strengths: Ability to quickly identify a problem and used collaboration to reach solutions.

Weaknesses: He was so smart, he could breeze right past everyone around him.

Cecil Marson – City Manager, Bluefield, WV (571) 365-5707

Mr. Marson knows Mr. King from working with him in special forces for the Army from 1999 to 2000. Mr. King had a stellar Army career. They interacted through their Army positions and in social capacities.

Mr. Marson did not witness how Mr. King was at hiring people. However, he made good decisions all around. He maintained a very high-performance community. He was also innovative in the way he approached various projects. He keeps everyone informed and was a very transparent leader. He takes a team approach to leadership and works with his people.

While at Fort Sill, he worked on a privatized housing project with a funding problem. He was able to course correct the project and acquire the funding they needed. During this time, he regularly met with his staff and community representatives.

Mr. King was very resilient when working with government schedules. He knew how to navigate the pathways and tactfully push along projects that were stalled. He also works well with different leaders. He had advantages of working with different leaders when he was the Chief of Staff for the NATO combined command in Afghanistan.

Reference Notes
Don A. King, Jr.

Mr. King could not have had the opportunities he had in the Army if he had anything controversial in his background. He successfully passed a top security investigation.

Because of Mr. King's experience as the Garrison Commander of Fort Sill, he has the experience and knowledge to make a great municipal manager.

Words or phrases used to describe Don King:

- Dedicated,
- Loyal,
- Trustworthy,
- Persistent,
- Courageous, and
- Smart.

Strengths: Leadership, and discipline.

Weaknesses: He could use a bit more patience.

Fred McKinney – Deputy Provost Marshall, Fort Sill, OK (808) 927-3578

Mr. McKinney has known Mr. King since 2018, when they served together at Fort Sill. He was an outstanding leader in a very challenging role.

Mr. King always interacted with people in a professional manner. He was an inspirational leader. He took a high-performance organization and made it better through innovation. When needed, he pushed for change in a diplomatic manner. He worked within government timelines and encouraged his people to be innovators.

Mr. King made sure relevant information was passed through the levels of management. He kept his people notified of all projects in which they were involved. He was not one to sit behind a desk, he was out with his team. He leads out front because of his special forces training.

A memorandum existed which had the garrison providing the city with dispatch services in a city building. Due to the lack of oversight, it was rife with people taking advantage. Mr. King communicated the issues with council members and evaluated the memorandum. He decided to terminate the agreement which allowed them to bring the dispatch back to the base, and meant they were no longer financially responsible for the city.

Mr. King was always out in the community, regularly attending community meetings. He was customer service oriented and a problem solver. When faced with a challenging situation, he brought the right people together so they could talk through the problem and find a solution.

Reference Notes
Don A. King, Jr.

Mr. King was not one to sit around when projects were due. He worked with his team to ensure they met the deadline. While working with the government, he learned how to make the wheels go smoother and quicker with gentle persuasion. Because of his experience as the Chief of Staff for the NATO Combined Command, he learned to work with many leaders. He learned how to expertly work with each personality.

Investigations for top secret clearance were performed on him. Mr. King would not have passed the scrutiny of such an investigation if anything controversial was in his past. Because of Mr. King's experience in the Army, he would make an excellent municipal manager.

Words or phrases used to describe Don King:

- Motivated,
- Energetic,
- Persuasive,
- Dynamic,
- Passionate, and
- Fair.

Strengths: Communication, and ability to get to the heart of the matter.

Weaknesses: Tells it like it is.

Randy Butler – Former Director of Public Works, Fort Sill, OK (580) 606-0159

Mr. Butler has known Mr. King since 2020, where he did an excellent job discharging his duty as Garrison Commander. He kept his team apprised of happenings through weekly briefings, phone calls, digitally and personally. His team was always kept informed of what needed to be accomplished. Within his area of authority, he made excellent decisions. He gathered information from all sources to make a sound decision.

Mr. King was a change agent. When changes were needed, he investigated to find the appropriate path to move forward. However, he always maintained a high-performing level. He was someone who encouraged community involvement in decisions and brought them along for the solution. He inspired people to get tasks done to achieve the vision of the organization.

An example of Mr. King's problem solving and his ability to work with those over him was an incident involving the Commanding General. The Commanding General was looking for improvements to buildings that were not really a priority for the garrison command. The changes would have been nice to have but not necessary because the buildings were not in danger of failing without the changes. Mr. King arranged to have the Plans, Analysis and Integration

Reference Notes
Don A. King, Jr.

Office (PAIO) and Mobilization make a presentation to the Commanding General to explain why those particular buildings were not a priority, and what the garrison's priorities were.

Mr. King was very open to opinions, even seeking them out when facing challenging situations. He trusted his staff and listened to them. He was frequently out in the community. He sat on the community council and other boards for the community. He was also customer service oriented. If he were on a team with five people who had differing opinions from him, he found it a challenge to meet their needs. He likes challenges and strives to find common ground to reach a consensus.

Mr. Butler knows of no controversial things in Mr. King's background that would impair his ability to do his job. He would be a superb municipal manager because he could interface well with the public, and he listens to differing opinions. He also did well at articulating why a decision was made when it affected the community.

Words or phrases used to describe Don King:

- Aggressive,
- Trustworthy,
- Communicates well,
- Open to new ideas,
- Respectful of people's views, and
- Loyal.

Strengths: Honest, straightforward, dependable, has follow-through, worked with people, and listened to people before decision making.

Weaknesses: Behind closed doors, he does have a bit of a temper, and at times can be directive with people.

Prepared by: Annette Rosenlund
Colin Baenziger & Associates

CB&A Internet Research

Internet – Newspaper Archives Searches
Don A. King Jr.
(Articles are in reverse chronological order)

Fort Sill Tribune
July 30, 2020

Fort Sill welcomes new garrison commander

Author: Mitch Meader

Col. **Don King's** final act as Fort Sill Garrison Commander was to make sure someone sang "The Green Berets" at his change of command ceremony Monday.

At an awards presentation prior to the ceremony, Maj. Gen. Kenneth Kamper, commanding general of the Fires Center of Excellence and Fort Sill, presented **King's** wife Rika with a Public Service Commendation Medal and the Order of the Red Legacy for her volunteerism and her watchful eye that made sure things ran smoothly. Among other things, she was the Patriot Spouses Club adviser for a year and active in Growing Spouses Army Strong, the Fort Sill USO Center and the Kindness Society. **King** himself was awarded the Legion of Merit for exceptionally meritorious service.

King said after the ceremony that he and his wife are "over the moon" about his next assignment as chief of staff for Special Operations Command – Europe in Stuttgart, Germany. While he has deployed before, this will be the first overseas duty station he's had in an Army career of nearly 35 years. He will take over on Aug. 21, and said he looks forward to getting out there with his family and getting back to the operational force. One of their sons, Dakota, is a first lieutenant in the 101st Airborne Division and their other son, Tyler, is currently living in Spain.

"My last two years here as garrison commander has been phenomenal," **King** said. "It went much faster than I thought it would. I think the best part of this, the highlight of my time here, was the relationships not only with the organizations on the installation but the Lawton community ... "I will tell you from day one the people that we met in Lawton made the difference. They were friendly, they were kind, and we're going to be sad to leave here because of the community itself, because of how much they do reach out to service members here and really look after them," **King** said.

The one thing that saddens him is that two mainstays of the garrison team, secretary Bev Hopkins and deputy garrison commander Audie Snodgrass, are retiring. "I'm grateful that they stayed on with me for this year because a lot of the team members that I had have a lot of experience," **King** said.

He noted that the garrison team has one of the toughest missions on the installation and that's to make sure everything runs smoothly. "My best memories will be with the garrison team and everything we were able to do, especially during a very tense time in our country, especially with COVID. We did everything we could to make our time here on Fort Sill enjoyable, even through the COVID environment. We really tried hard," he said.

The new Fort Sill Garrison Commander, Col. Rhett Taylor, is a field artilleryman by trade. He

Internet – Newspaper Archives Searches
Don A. King Jr.
(Articles are in reverse chronological order)

enlisted in the Indiana National Guard in 1991 and earned his commission in 1997 through the Reserve Officers Training Corps. Taylor's first duty station was Vilseck and Bamberg, Germany, serving in 1st Battalion, 6th Field Artillery, 1st Infantry Division, as a company fire support officer, platoon fire direction officer in Kosovo, platoon leader and battalion logistics from 1998 to 2001.

He returned to Fort Sill in 2001 for the Captains Career Course and was then assigned to Headquarters, 214th Field Artillery Brigade here. As the brigade fire control officer he deployed with them in support of the initial invasion of Iraq during Operation Iraqi Freedom in 2003. Upon his return he commanded B Battery, 1st Battalion, 14th Field Artillery from 2003 to 2005. He came back to Fort Sill about a year ago to serve as operations officer for the Fires Center of Excellence and Fort Sill. **King** said that job was good training for the garrison command, as he and Taylor worked together on the same projects. "He got to see a lot of what I was doing and got to be a part of it," **King** said. "He's a great supporter, so it was nice to have him here pre-positioned. It gave him a good bird's-eye view of what the garrison does, but it also gave him a great opportunity to see what was important to the installation and what he should focus on."

Taylor said what he's most looking forward to as garrison commander is "the people." "In my previous job I worked closely with the garrison. They're just great people, and I'm excited to be part of that team and the Lawton-Fort Sill community," he said.

Asked what he brings to the table as the city manager of Fort Sill, Taylor cited the skills to build a team, the ability to stay calm under pressure and his sense of humor. "It's not always how you sell the problem, it's how you deal with the problem. I think the personality has a lot to do with that," he said.

Taylor and his wife, Amy, have two daughters, Natalie, a senior studying recreational therapy at Central Michigan University, and Lauren, a freshman at Indiana University/Purdue University at Indianapolis. Filling in for the 77th Army Band while its members are on annual leave was the 395th U.S. Army Reserve Band based in Mustang.

Internet – Newspaper Archives Searches
Don A. King Jr.
(Articles are in reverse chronological order)

The Lawton Constitution (OK)
June 24, 2020

New PXtra geared toward AIT soldiers, recruiting effort

Author: Mitch Meador

Fort Sill service members, military families and retirees cheered Tuesday's soft opening of the newly refurbished PXtra at Building 1712 Macomb Road.

Cutting the ribbon to the newly renovated facility were Fort Sill Garrison Commander Col. **Don King Jr.**; Garrison Command Sgt. Maj. Russell Blackwell; Don Walter Jr., general manager of the Fort Sill Exchange system; Mary Campbell, Military Clothing store facility manager, and Sgt. Vivian Sargeant, Qdoba manager.

Walter said the PXtra will complement the Fort Sill Post Exchange (PX) at the opposite end of the parking lot. The \$8.7 million in renovations to the 35-year-old building took a year to complete.

The 50,000-square-foot Army & Air Force Exchange Service (AAFES) facility is now a one-stop center for the Operational Camouflage Pattern uniforms (OCPs) used in the Army, the Air Force and the Marine Corps. It combines the Military Clothing store with Stripes Alteration and laundry and dry cleaning services, all under one roof.

For the added convenience of Advanced Individual Training soldiers who buy their uniforms and accessories here, there's a Qdoba Mexican Eats where they can grab a healthy meal and a three-chair barbershop where they can get their hair cut. Due to the COVID-19 pandemic the barbershop and eatery will be operating at 50 percent of capacity. All stores and services will follow recommended health guidelines, which currently include wearing face masks, hand sanitizing and social distancing.

Additionally, the facility contains administrative offices and warehouse space. The relocated Military Clothing store is 4,000 square feet larger than the previous facility, and the alterations shop is more than 50 percent larger. Sometime in 2021, the PXtra is scheduled to welcome a four-chair, civilian-run dental office; a durable medical equipment store, and a Sarku Japanese restaurant. Walter said Building 1712 hadn't been utilized for several years and had not received any substantial upgrades since 1996. AAFES didn't want to see it go to waste, so they decided to put it back into use. The old military clothing store has been vacated and AAFES will be turning it back over to the installation. "This is for the Fort Sill community. We wanted to add more healthy-choice initiatives to the selection that we have as far as varieties of eateries," Walter said. "The Exchange is committed to supporting the readiness and resiliency of the Fort Sill military community, especially our AIT soldiers, by expanding these services and making them more easily accessible," he continued. "The Exchange (staff) is excited to continue expanding the offerings in the future as well."

Internet – Newspaper Archives Searches
Don A. King Jr.
(Articles are in reverse chronological order)

Walter said Fort Sill contributed about \$3.8 million toward bringing the building up to code. This included replacing the roof, upgrading the fire alarm system, repairing electrical components and more. AAFES funded the remaining \$4.9 million.

Blackwell said the investment in the PXtra was a part of modernizing Fort Sill and the Army, "and really just improving the overall performance in the services that we're able to offer here at Fort Sill." "We had to completely gut the inside of this building and rebuild it in order to get to where it's at now. This actually used to be a toy store," Blackwell said. The sergeant major said he thinks it will have a great impact on the population that utilizes the PX and the PXtra.

"No. 1, it give them more choices. No. 2, it gives them better facilities. And No. 3, it supports the future of the Army, with the new Army Hiring Days initiative where we're trying to get 10,000 new soldiers between now and the beginning of July. Operating state-of-the-art facilities like this really goes a long way in being able to provide that," Blackwell said.

Customer purchases make a big difference for soldiers and their families, as 100 percent of earnings are invested in the military community through support for on-base and quality-of-life programs as well as capital improvements like the renovated shopping center, Walter said. In 2019, shopping the Fort Sill Exchange generated nearly \$940,000 for quality-of-life programs in the community.

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Don A. King Jr.
(Articles are in reverse chronological order)

The Lawton Constitution (OK)
April 10, 2020

Sill extends Stand Down thru April 21

Author: Staff Writer

Fort Sill Commanding General Kenneth Kamper has decided to extend the Health and Safety Stand Down through April 21. The stand down allows Fort Sill to continue to evaluate preventative measures to slow the spread of COVID-19 on Fort Sill and the Lawton Fort Sill community.

At the April 7 virtual town hall Kamper said the stand down mostly translates to the suspension of "95 percent" of advanced individual training (AIT) on post to address issues like overcrowding in the AIT dining facility.

Fort Sill, in accordance with the Centers for Disease Control and Prevention (CDC), recommends wearing cloth face coverings in public settings where social distancing measures may be difficult to maintain. Facial coverings for soldiers must be neutral in color, non-offensive and made from safe materials. Post leadership discourages the use of old Army Combat Uniforms (ACU) to make facial coverings due to the chemicals in the fabric. Costume masks are prohibited.

The Fort Sill Commissary and Post Exchange (PX) will require all patrons to wear facial coverings while in the facility. "Your protective actions are critical to our effort to control and flatten the curve — thank you for all your support during this critical time," Fort Sill Garrison Commander Col. **Don King** advised.

All Fort Sill service members and Department of the Army civilians will remain under General Order No. 1. Fort Sill continues to encourage everyone to adhere to the principles of social distancing and good personal hygiene. According to Thursday's news release from the Fort Sill Public Affairs Office, "We continue to minimize our workforce through telework and limiting unnecessary movement to only essential travel. The top priority on Fort Sill continues to be the health and safety of the entire Lawton Fort Sill community."

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The Lawton Constitution (OK)
March 19, 2020

Fort Sill restricts travel for its personnel

Author: Mitch Meador

With few exceptions Fort Sill's response to the COVID-19 outbreak closely mirrors that of its counterparts downtown. One key exception is a travel restriction intended to stop spread of the virus. From March 16 through May 11 all soldiers and Department of Army civilians assigned to Fort Sill will stop movement and remain within 60 miles of Fort Sill or a local residence. Only local leave and passes will be approved. Some exceptions will be made for people who live slightly outside a 60-mile radius of post. Those who are currently on temporary duty (TDY) assignments are advised to seek guidance from their chain of command. Generally they will remain on a TDY status wherever they may be until that mission is complete and then return to Fort Sill.

All permanent changes of station (PCS moves) are on hold until May 11. Those who have already departed Fort Sill for a new duty station will continue their movement within the U.S. Those who have not departed Fort Sill will stay here. Fort Sill will continue with operational training. It will continue its mission of providing combat basic, field artillery and air defense artillery training to Army soldiers, in the field as well as in the classrooms and simulator labs.

Graduation ceremonies are now live-streamed on Facebook for the benefit of families and friends who have been asked to stay away in order to halt the deadly strain of coronavirus. "Army graduations are really memorable experiences, and we know the pride that family members have and their loved ones have in supporting those graduations, so we're going to offer that virtually, and when COVID-19 dies down we'll start doing them live again," Maj. Gen. Kenneth Kamper, commanding general of the Fires Center of Excellence and Fort Sill, told news outlets in a conference call Wednesday.

"This job is inherently risky. Safety, however, is an integral part to everything we do. We can never mitigate every hazard, but we can sure try," Kamper said. "The trainees come from all walks of life and from all parts of the country and even the world, and because of this we provide a unique contribution to national security. We need to continue to provide this unique contribution by staying resilient together and following the appropriate procedures to ensure the community is safe and minimize the spread of COVID-19," the CG said.

Fort Sill had no confirmed cases of the disease as of Wednesday. The post has done testing on individuals and is in synch with the state of Oklahoma as far as testing is concerned, Kamper said. If anyone here does test positive for COVID-19 Fort Sill will follow CDC guidelines.

Fort Sill Garrison Commander Col. **Don King** said the post has increased cleanliness at high-traffic areas like the Visitor Control Center on Sheridan Road and the Fort Sill Welcome Center in Building 4700 on Mow-Way Road. Several hundred people visit these buildings each day.

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King said cleaning crews go over the Visitor Center three times a day. Fort Sill is participating in a test of a self-scanning automated entry system at the gates. **King** said this reduces the risk of ID cards getting contaminated when they're passed back and forth. However, it's back to using live gate guards to scan cards whenever the equipment malfunctions. When that happens, said **King**, the gate guards have been instructed to use gloves but not to touch the ID card. They keep a good distance from the motorist, and at least some of them wear face masks. "We've been very proactive in getting after that," the garrison commander.

The Commissary and the PX have reduced hours of operation in order to monitor closeness and length of proximity. They are also looking at rationing critical sanitary and cleaning items to ensure they are available to all, **King** said. The food courts have gone largely to take-out, although the Main Exchange does have a small area where people can eat on the premises. It normally seats 100, but that has been cut to 50 in order to follow the Centers for Disease Control and Prevention (CDC) directives for maintaining social distance, **King** said. Religious services continue to be held, but social distance is enforced there as well, he added.

Currently Sill's fitness centers, child development centers and dining facilities remain open. As of today, though, the fitness centers are only open to Department of Defense cardholders. The indoor pool at Rinehart Fitness Center is closed. Anything to do with Child and Youth Services or Army Community Services is by appointment only. "We are very particular and we are being very diligent on the cleanliness of these facilities because we've got a lot of patrons who go there and we've got children that we care for," the garrison commander said.

Fitness centers are cleaned three times a day, and a cleaning solution is provided for patrons to clean up after themselves. Most of the classes at the child development centers are small groups, so they meet CDC guidelines. Staffers clean up behind the groups as they move from one play station to another and then do another cleanup in the evening to ensure a sterile area.

Fort Sill Family and Morale, Welfare and Recreation (MWR) is limiting some of its activities. For a list of events that have been canceled or postponed, go to the "Fort Sill Family and MWR" Facebook page, **King** said. Other updates can be found at the official Fort Sill Facebook page, "US Army Fort Sill" as well as "Fort Sill Army Community Services" and the Corvias page, "Residents At Fort Sill."

King said the garrison will continue to provide all soldiers, DA civilians and their families information as conditions continue to change. The post is not locked down, although that is within Fort Sill's range of options, Kamper said. For now at least, visitors are welcome. Telework is encouraged for DA civilians, and those who don't feel well are encouraged to stay home. Kamper estimated that Fort Sill currently has about 20 soldiers and 10 family members who are under 14-day self-quarantines as recommended by the CDC.

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The Lawton Constitution (OK)
December 10, 2019

Fort Sill kicks off Toys for Kids program

Author: Mitch Meador

The Fort Sill Conference Center resounded with the 77th Army Band's renditions of "Frosty the Snowman" and "Santa Claus Is Coming to Town" Monday as community leaders joined to cut the ribbon to the Fort Sill Toys for Kids store.

Darryle Jones, the new director of Fort Sill Family and Morale, Welfare and Recreation (MWR), and Garrison Commander Col. **Don King** say the family-friendly program has been a big effort on the part of MWR and the Fort Sill Garrison for the past 11 years. "First and foremost, I want to thank everybody who took the time to put this together because this is one of the most important things we can do for our families and for our soldiers on the installation," **King** said.

The program is designed for families who may need some extra help during the Christmas holidays, he noted. Shane Dunlevy, MWR's chief of community recreation, said it is run by donations and sponsors from across the Lawton-Fort Sill community. "With their generosity we've been able to go out and purchase toys, whether it be online or in person. It's all brand-new stuff that we've got on the shelves, and we're just hoping that we can help out as many as possible," he said.

Dunlevy said Toys for Kids is still accepting donations. New toys may be dropped off at the Fort Sill Conference Center, the building due east from Key Gate East, any weekday between now and Friday.

One military spouse attended the ribbon-cutting with all five of her sons and was among the first customers to go shopping at the store. Robin Burns is the wife of Spc. Karsten Burns, who's currently at school to become a sergeant. She said she wasn't able to make it to Toys for Kids last year because she was expecting twins. Case and Heath are now 11 months old, and she was pushing them in a baby carriage built for two. Her other three sons are Bren, 7; Jack, 5, and Kash, 3, and they were walking alongside their mother. "We're keeping the Army going here," she joked.

Bren knows what he wants for Christmas: Jurassic World toys. In monkey see, monkey do fashion, Jack said he wants dinosaur toys and Kash wants a T-Rex. When asked if the tree is already up at their house, all three said yes and they helped. Now they just need to get something to go under it, and they planned on helping with that, too.

Robin said the family found out about Toys for Kids through her husband's unit. She said she's excited to go to it this year. "It'll be nice to go pick out some things they want. We've got a couple of things that we think they need, but it'll be nice to pick out some other things," she said.

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Spc. Andrew Noble, a tuba player with the 77th Army Band, said his wife is in the hospital right now, so he brought their two younger sons to the store. Andrew Jr., 3, wants either a PAW Patrol toy or a Buzz Lightyear toy. Easton, 2, would like either a choo-choo train or a Baby Shark toy. The Nobles have two more sons at Freedom Elementary School, Brenden, 10, and Colby, 8. The specialist said they gave him a wish list about a month ago, and so he and his wife have tried to get everything on the list. "Especially for soldiers with big families and soldiers with little ones, they can't always get everything on that wish list for kids. This helps those families make dreams come true for the little ones. And that's what it's really all about, is the little ones," Noble said. "This program really helped us last year, and so my wife sent me down with the little ones this year," added Noble, who's getting ready to perform in the 77th Army Band's "Holiday Classics" concert at 7 p.m. Wednesday in the McMahan Memorial Auditorium, 801 NW Ferris Ave.

As for Toys for Kids, Jones said individuals who are seeking toys will submit requests through their command group, and their command group will submit the request to MWR's point of contact. "It's all in part due to the team we've got. We've got a phenomenal group of employees and soldiers that support the MWR mission here," Jones said, making particular mention of Better Opportunities for Single Soldiers (BOSS) for its assistance in making Toys for Kids happen.

Dunlevy said the program traditionally helps out about 150 to 175 children each year. Its focus is primarily on soldiers who are at pay grades E-4 and below, but MWR will work with E-5s and above on a case-by-case basis, depending on their financial situations. The latter will need to make an appointment with Army Community Service's financial readiness people. The number to call is 442-2025.

Families who are accepted for the program can select up to three gifts per child, which is an increase over years past.

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The Lawton Constitution
October 23, 2019

Freedom students celebrate Red Ribbon Week

Author: Mitch Meador

The gymnasium of Freedom Elementary School was a sea of red for the 38th annual Red Ribbon Week Celebration Tuesday.

Students proclaimed the drug-free message in songs, posters and essays. Lawton Mayor Stan Booker issued a formal proclamation of the Red Ribbon Campaign signed by both himself and Fort Sill Garrison Commander Col. **Don King**.

2019-2020 Freedom Student Council President Alayna Bickley led the way. "Each year during Red Ribbon Week the Army Substance Abuse Prevention program supports our school as we join together to award students for their creative posters and essays highlighting the drug-free logo of the year," she said. "For the past 27 years, the Army Substance Abuse Program has recognized the importance of drug prevention and awareness for the children of Fort Sill and Lawton communities. They are committed to a drug-free community and to encouragement of all students at Freedom to be drug-free. The perfect time to celebrate is during Red Ribbon Week."

Isabella Jones, vice president of Freedom Student Council, shared the reasons behind Red Ribbon Week: "A hero emerged in 1985 as he was fighting the battle to keep drugs out of the United States. He was killed while fighting on the front lines in Mexico, and his friends and fellow agents pushed hard to make a national campaign in his honor. Enrique 'Kiki' Camarena is now recognized during Red Ribbon Week for his efforts and sacrifice. "In 1988 the Army joined the Red Ribbon Campaign, which is celebrated across the world from Oct. 21 through Oct. 31 annually. So in a tradition of keeping Kiki's spirit alive, we will hear a song from Freedom third graders – all 167 of them – singing 'Drug-Free Me,'" she said.

Allison Monroe, student council secretary, and Sonya Okamura, treasurer, revealed the logo of this year's Red Ribbon Week Celebration: "Send a Message. Stay Drug Free." It will be displayed at the school throughout the campaign.

The mayor said, "Lawton is privileged to join with Fort Sill in the fight against drug use by our children, while offering them a supportive community that cares deeply about their rights to grow up drug-free."

Booker said Lawton will continue the fight against drugs with its Moonlight Walk and Open Streets events that it has periodically. He encouraged the audience to join the city in a year-round effort to keep the message alive: Stay Drug Free. Booker said Camarena's death has come to represent the belief that one person can make a difference. Congress established the Red Ribbon Campaign in 1988 to promote this belief and encourage a drug-free lifestyle and involvement in drug prevention efforts.

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"I just want to take this opportunity to pass along that this is an important week," the garrison commander [Col. **Don King**] said. "Many of you have put red ribbons all over the installation ... Thank you guys for doing that, because it is a great remembrance of what we're doing and what we're trying to do for this week, so that we do have a better understanding of drug awareness and how we can get after that."

As part of the program certificates of achievement were presented to the following winners:

Kindergarten poster: Bristol Trimpey
1st grade poster: Miles Murdock
2nd grade poster: Eliamlis Irizgarry-Rosado
3rd grade poster: Trey Waldrum
4th grade poster: Gabrielle Shepherd
5th grade poster: Susanne Branham
3rd grade essay: Hailey Garcia
4th grade poetic essay: Marcus Soliz

The essay winners read their essays, and the third graders wrapped up the event with more songs: "I Have a Voice," "Yes or No" and "Be Drug Free."

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Lawton Constitution, The (OK)
October 11, 2019

Front Page

Author/Byline: Mitch Meador

Pictures speak louder than words, and that's what Maj. Gen. Wilson Shoffner used Thursday to show that the partnership between Fort Sill and the civilian community that surrounds it is alive and well.

In his annual "State of Fort Sill" address to the Lawton Fort Sill Chamber of Commerce, the commanding general of the Fires Center of Excellence (FCoE) and Fort Sill made his point by pulling together photos of Lawton Mayor Stan Booker at the launcher button of a Multiple Launch Rocket System (MLRS), Lawton BancFirst President Mark Brace rappelling down Treadwell Tower during a Leadership Oklahoma trip to Fort Sill, 1,050 Sill soldiers participating in the Lawton Rangers Rodeo and the Fort Sill Artillery Half Section competing in a national cavalry competition at El Reno.

Mark Scott of Arvest Bank, incoming chairman of the chamber board, introduced the speaker as "a native Lawtonian, raised here in our community. Who better to advocate for the relationship and the importance of the relationship between Lawton and Fort Sill than a native Lawtonian? And we're certainly proud to have him."

Shoffner recognized by name the many uniformed leaders in the audience who were there to interface with civilian leaders. He then opened his remarks with the two cross-functional teams (CFTs). Both are associated with artillery. The Army's No. 1 modernization priority, long-range precision fires, has to do with field artillery (FA), while its No. 5 priority, air and missile defense, is all about the air defense artillery (ADA) branch. The two CFTs are collocated on Fort Sill.

To give listeners an idea of how important they are, Brig. Gen. Brian Gibson, director of the air and missile defense CFT, communicates directly with the Secretary of the Army and the Chief of Staff of the Army. "That's pretty powerful," said Shoffner. "I don't do that. I have to go through multiple levels of the chain of command." Later, he mentioned that when the new systems the CFTs are developing come out, this is where soldiers will come to train on them.

In the other direction from post headquarters is the Capabilities Development and Integration Directorate (CDID) in Knox Hall, where the folks work on force modernization. Down the hill from Knox Hall is Snow Hall, where the FA and ADA commandants oversee the instruction of enlisted personnel, NCOs and officers at the FCoE. "We're all interrelated. And I like to think of that as the main campus on Fort Sill. We're all in walking distance, and we all work very, very closely together," Shoffner said. He pointed out that soldiers assigned to the CFTs and CDID wear the shoulder patch of Army Futures Command. That's the new four-star headquarters that the Army established on the University of Texas at Austin campus.

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While the CFTs and CDID are developing technology and new systems, Shoffner and the two FCoE commandants are responsible for taking care of the soldiers who will man those new systems. The soldiers have to have barracks, a place to train, instructors, course material and more. "I'm responsible for setting the requirement, and then the commandants – (Brig.) Gen. (Stephen) Smith, Col. (Mark) Holler – they deliver. And so they're constantly working with everybody on Fort Sill to figure out how to resource all of those and how to ensure that, as we bring a new capability into the force, that we've thought about all those little details that we have to worry about," Shoffner said.

Shoffner confirmed he's from Lawton, and his family on both sides is from Oklahoma. On his father's side, the Shoffners actually lived in Indian Territory before Oklahoma was a state. They came from north Texas and lived in Indian Territory for about 15 years before they moved back south. "In fact, we just had our Shoffner family reunion down in Ryan, Okla., just a few days ago, and I was there reading in some of the family history ... a passage in there that talked about my great-grandparents when they were living in Cloud Chief," he said.

This was in the area just north of Mountain View. The passage told of his great-grandparents traveling back to see family in Henrietta, Texas, by way of the old Chisholm Trail (today's U.S. 81), and they stopped overnight before crossing the Red River. His mother's side, the Beauchamps, moved to Lawton in 1925 and have had close ties with the city ever since. When Shoffner's father, whom everybody called "Dutch," was in the Army, Lawton-Fort Sill "was the place we always came back home to," the general recalled. "Whenever I could see Mount Scott on the horizon I knew I was coming home," he said.

Repeating a story he shared at Lawton's birthday celebration, Shoffner said the two teachers who made the biggest impression on him were an English teacher and a history teacher at Lawton's Central Junior High. He credited their influence with his success in getting accepted into graduate school and the U.S. Military Academy. "I have a tremendous amount of respect and gratitude for the level of excellence that I experienced with Lawton Public Schools 'way back in 1978, '79 and '80," Shoffner said.

As he did at last year's "State of Fort Sill" luncheon, the general said he needs the help of community leaders on Army recruiting, because neither the Army nor the state of Oklahoma did very well in this regard in 2018. Shoffner also called for their help in getting the word out on fun things to do in the local area, because when he asks soldiers if they've found fun things to do while they're stationed at Fort Sill, they typically reply that they went to Oklahoma City or Dallas-Fort Worth.

He also put in a word for the role Lawton-Fort Sill Regional Airport plays in getting units overseas. He recently saw a C-17 there offloading High Mobility Artillery Rocket System (HIMARS) launchers. The airport has a photo taken several years ago showing six or seven C-17s parked on the ramp with no effect on commercial aircraft operations, he noted. Rail is another way to get soldiers into the fight, and Garrison Commander Col. **Don King** and his team are working hard to modernize rail facilities on post, Shoffner said.

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Lawton Mayor Stan Booker, the first to speak at the luncheon, touted the new "I love Lawton" pins. Shoffner, who followed him at the podium, said, "Mr. Mayor, I may not be wearing my 'I love Lawton' pin on my uniform, but I've got it in my pocket."

Booker recounted a recent chat he had with three Fort Sill soldiers from different parts of the country – California, Florida and El Paso, Texas – who all said they've bought into the Lawton experience and they plan on making Lawton their home. "That's what we need to strive for in our community, is that all of these individuals that come to Fort Sill through their service to our country, would love us so much that they want to make us our home," Booker said.

He praised Ella Foley, wife of FCoE Command Sgt. Maj. John Foley, for being an ambassador for the City of Lawton and asked the crowd to give her a round of applause. "The relationship between Lawton and Fort Sill is truly amazing and to me very important and of my highest priority that we continue to develop it, and work better together, because we are better together," the mayor said.

Booker concluded by echoing the words of Gov. Kevin Stitt on Wednesday, the same words used by U.S. Sen. Jim Inhofe at an earlier appearance: "The time is now. The time is now for us to act, to support and to help build business that will support Fort Sill. And we have to be ready for those opportunities that revolve around that connection."

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The Lawton Constitution (OK)
May 18, 2019

'Freedom's Thunder' rumbles through Fort Sill

Author: Mitch Meador

The March 23 death of a Fort Sill soldier on White Sands Missile Range, N.M., served as a cautionary tale at a safety briefing Friday that preceded the 14th annual "Freedom's Thunder" Motorcycle Safety Rally. Although he wasn't mentioned by name during the briefing, news reports identify him as Sgt. Ronald James (R.J.) VanZant, 24, a native of Bartlesville who grew up in Hominy and Yukon. After graduating from Hominy High School with the Class of 2013 he worked in the oilfields before enlisting in the Army on April 7, 2014.

He attended Basic Combat Training while assigned to B Battery, 1st Battalion, 40th Field Artillery, and Advanced Individual Training while assigned to B Battery, 3rd Battalion, 6th Air Defense Artillery (ADA). He was awarded the military occupational specialty of 14E, Patriot fire control enhanced operator/ maintainer.

On Nov. 18, 2014, VanZant was assigned to Headquarters and Headquarters Battery, 4th Battalion, 3rd ADA as a Battalion Readiness Center clerk. In that capacity he deployed to Kuwait in support of Operation Spartan Shield and was directly responsible for four Patriot firing batteries' maintenance and readiness. On July 20, 2017, VanZant was assigned to 3-6th Air and Missile Defense (AMD) Test Detachment at White Sands Missile Range. There he participated in testing and evaluations of future AMD systems.

Less than two months ago, he became a statistic while riding a motorcycle he had bought March 4. He had gone through the Basic Rider Course on Feb. 12. John Cordes, safety officer for the Fires Center of Excellence, attributed the cause of his fatal motorcycle accident to a combination of excessive speed and misjudging the distance he needed to pass a vehicle. "He clipped the rear corner panel of the vehicle, and it sent him into the wired barriers, like we have here on I-44. He hit that, he bounced off it, went across both lanes of the highway, where he hit this small fence, which ejected him off the motorcycle. His motorcycle followed him, and they both came in contact with the frontage road that was on the other side of the highway. And that was it," Cordes said. VanZant leaves behind a wife, two children, his parents and grandparents, and numerous other family members. Cordes said that Army-wide, 13 motorcycle accidents have been entered into the data system since the beginning of fiscal year 2019.

Fort Sill Garrison Commander Col. **Don King** said that where he comes from, and that includes past units, "everybody owns a bike. So we spend a lot of time on our motorcycle safety training. We've got a lot of guys out on the road. We've got a lot of guys, it's their first time riding bikes, so they're underskilled and haven't had the courses yet. Or, they think they're better than their bikes, so they try to do things it's not designed to do."

King said one of his big concerns as a commander is making sure the riders have a good

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leadership program and that they maintain personal responsibility for staying safe. Cordes said vests have been eliminated from the list of personal protective equipment (PPE) that riders on post are required to wear. They still need to wear a helmet, eye protection and sturdy footwear.

Kevin Enlow with the Fires Center of Excellence Safety Office said the purpose of the "Freedom's Thunder" Motorcycle Safety Rally is "to help get our motorcycle riders back in the riding techniques before this busy season of riding." The safety briefing is mandatory, the demonstration ride voluntary. The ride itself includes a skill event at Fort Sill's Motorcycle Safety Foundation Course to show riders what "right looks like." "They're going to be doing a five-cone slalom," Enlow said.

A total of 164 attended the briefing. Seven groups consisting of 19 riders and one mentor each – about 140 in all – went on Friday's ride. Bike maintenance is all done by the units' motorcycle mentors before service members show up for the briefing. The 40-mile route was projected to take an hour and a half or less to complete.

Sgt. Montez Irving, an activated reservist with B Company, 2nd Battalion, 379th Regiment, 95th Adjutant General (Reception) Battalion was first to show up for the ride. By day he works in his battalion's personnel section, receiving the newest of the new recruits. "This is my first motorcycle safety brief-slashride. I'm excited. I'm now the mentor in my unit. So now I have to brief the other soldiers who ride," Irving said. In his 3½ years of riding motorcycles he's gone on many group rides before, but on this one he'll be learning the proper protocol for overall safety. What got him interested in this pursuit? "Just the freeness of the wind and the bike. I go state to state. The farthest is Mississippi, which is 9½ hours on a motorcycle. With Harleys, you have to stop every two hours for gas," he said.

He was on a Harley Ultra Classic, but said he usually takes his Yamaha sports bike when he goes through the Wichita Mountains Wildlife Refuge because of the curves. Staff Sgt. Kenneth Howell is a drill sergeant with D Battery, 1-40 FA, who's between cycles and got the morning off to go on the ride. He said he had to go back to class after it was over. His ride was a 2016 KTM RC390, an Austrian concept built in India by Bajaj. This was his first time to take it out on a ride this big. "I've done smaller stuff, but nothing quite this big," said Howell, adding that he's on this one because "it promotes esprit de corps and it promotes safety within the Army, as far as motorcycle awareness."

Howell is a battalion mentor for 1st of the 40th. He said he believes the ride helps everybody who's on it. "We've got some riders who have never ridden in larger groups. It promotes how to do it, teaches, and irons out the things in a controlled environment as we prepare to do something cross country," Howell said.

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US Army
April 15, 2019

Fort Sill pilots 'Be Strong' health food truck

Author: Mitch Meador

Food trucks have long been the purveyor of a thousand guilty pleasures -- hot dogs, corn dogs, and funnel cakes, to name but a few. In an effort to support Fort Sill's healthy eating options for Soldiers and Department of Army civilians, Col. **Don King Jr.**, Fort Sill Garrison commander, in conjunction with the Directorate of Family and Morale, Welfare and Recreation, worked through Installation Management Command G9 (IMCOM) to create a one-of-a-kind healthy food option truck which provides low calorie meals at very reasonable prices.

IMCOM's Central Kitchen No. 1 made its first appearance here April 8, on the east side of the McNair Hall parking lot. This was a demonstration day for a select few, before it moved to a new location in front of Snow Hall.

"Be Strong," proclaimed a large banner fluttering in the breeze, "Powered by Healthy Army Communities." Yes, folks, the day of the health food truck has arrived. "This is our first Army truck for 'Be Strong,' serving Healthy Army Communities," explained Uttam Barua, branch chief for the food and beverages division of IMCOM's FMWR programs. "We have about 15 items on the menu. All are freshly made, pretty much the freshest you can get. Our Army has a standard now that 25 percent of our menus need to be healthier," he said.

While Barua doesn't have an exact number, he estimates that more than 60 percent of the new food truck's menu consists of healthier fare.

Examples include the California Veggie Flatbread, the Southwest Black Bean Quinoa Bowl, the Roasted Marinated Portobello Burger, and the Avocado and White Bean Wrap. "We're excited to be here, and we appreciate Fort Sill supporting us," Barua said.

"We are very excited to be launching the first Healthy Army Communities 'Be Strong' truck," agreed Kate Deyermond, business operations chief for Fort Sill FMWR.

Lt. Col. Damon Wells, director of the Commander's Planning Group, was the first customer, and he said this is the first healthy food truck he has ever seen. His choice? The Tuscan Chicken Flatbread (tomato sauce, grilled chicken, artichokes, red onions, tomatoes, fresh basil, and low-fat mozzarella cheese). It weighed in at 490 calories. "It was delicious. I loved it. It had artichokes on it, which you rarely find at a food truck or elsewhere. It was good," he said.

Fort Sill is the pilot program for this healthier alternative to the traditional "roach coach," although some of its menu offerings can be found at other FMWR operations.

Deyermond said Be Strong "is part of our holistic approach to feeding all of the military on Fort Sill. We're looking to change some of the options around to be healthier choices and under 500

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calories and healthy, fresh options across the board." The reason why Fort Sill is the launching pad for this bold new approach is that former Brenda Spencer-Ragland, FMWR director, started looking into healthier eating choices two years ago. Barua said she was very much involved, so that makes this a "legacy pilot program."

Starting April 9, the "Be Strong" truck moved to the front of Snow Hall. Deyermond called that "a really good location for this whole complex. So, everybody in the vicinity of McNair, Knox, and Snow halls, as well as the surrounding community, can visit the food truck."

As the program expands, FMWR will be able to do all sorts of different things with its new business enterprise, she predicted. "Like go out to LETRA (Lake Elmer Thomas Recreation Area) to support the lunch crowd there on the weekends, as well as different unit things, like if there's a unit run or some sort of party or celebration that they want to have us come out for, we can look into those options as well," Deyermond said. How long will the new truck be here? Barua has a ready answer for that: "As long as Fort Sill wants it."

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Don A. King Jr.
(Articles are in reverse chronological order)

The Lawton Constitution (OK)
March 6, 2019

2018 EXCELLENCE IN EDUCATION AWARD

Author: Edward Muñiz

Each year, Fort Sill recognizes an administrator, educator and support staff personnel who continuously impact Military Children's lives with the Team Sill Oklahoma Pride Excellence in Education Award.

Five out of the seven nominations were from LPS-three of which won the awards. These award-winners exemplify leadership, show initiative, exceed expectations and serve military children and their families, as well as the district.

Congratulations to Outstanding Administrator Barbara Ellis, LPS Assistant Superintendent; Outstanding Educator Laura Hatch, Crosby Park teacher; and Outstanding Support Personnel James Clemons, LPS licensed professional counselor. Staff were presented their awards at the Feb. 4 Board of Education meeting by COL **Don King**.

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(Articles are in reverse chronological order)

The Lawton Constitution (OK)
January 27, 2019

Fort Sill unveils Trusted Traveler program

Author: Mitch Meador

Fort Sill Garrison Commander Col. **Don King** expressed confidence Friday that a new program to make access to post quicker and easier will yield positive results. Effective Feb. 1, the post will institute a Trusted Traveler Program to expedite access to the installation for Department of Defense (DoD) card holders and authorized guests.

"We're starting a test pilot. It will go for about six months," **King** said. "For us it's important because it makes the post more accessible to our soldiers, family members, DoD civilians and the community of Lawton." Officials also hope to address traffic issues and reduce the time it takes to get through the gates, he said.

The new policy will be in effect from 5 a.m. to 10 p.m. seven days a week. After 10 p.m. and before 5 a.m. there will be 100 percent ID checks at the gates. "Trusted travelers" will be allowed to sponsor and escort up to 14 individuals onto post aboard a single, non-commercial vehicle. It will not be necessary for them to go to the Visitor Control Center to get permission first.

Trusted Traveler has already been introduced at other military installations around the country, the garrison confirmed. Fort Riley, Kan., has it, but Fort Sill's version will differ in one respect. Here, military dependents aged 16 and over qualify to serve as sponsors for visitors along with service members, their spouses, retired uniformed service members and their spouses, and DoD employees with a Common Access Card.

King said military dependents of driving age were included because the post has high school students who go back and forth for their activities, and this makes the post more accessible for them and their friends who are working on projects together. Eligible ID card holders riding in the vehicle as a passenger can also sponsor visitors. Those who cannot sponsor visitors include contractors whose DoD ID card has a green stripe and those who use other passes, such as installation passes or U.S. Department of Veterans Affairs passes, to get on post.

King sees this as a good opportunity to let the community see what Fort Sill has. By its very nature, being a training grounds for the Army as a whole, Fort Sill is a good recruiting tool – "especially (for) the young men and women who are looking at their future and what they want to do." "I know there are going to be some concerns about security, but the best thing about this installation is we have a great number of resources out here to protect our community and our resources out here. So, really no issue, as far as we're concerned, with protecting our community, just on the installation itself," **King** said.

He confirmed that the Trusted Traveler program went through an extensive vetting process before Maj. Gen. Wilson A. Shoffner, commanding general of the Fires Center of Excellence

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and Fort Sill, signed the policy order. "We looked at many options, weighed many options, and I think basically what it came down to is providing the installation a solution that would allow easier and better access to the installation for our service members and for the community, but also a program that would allow us to maintain at least a certain level of security and safety for Fort Sill itself," the garrison commander [**King**] said.

Trusted travelers will not need to get their guest list pre-approved before they come on post, **King** said. "The individual who has the ID card that's sponsoring or escorting the individuals onto the installation will be the ones responsible for vetting (guests) as they come onto our post," he explained.

Certain rules must be followed:

The trusted traveler's guests can go to any non-restricted area when accompanied by their sponsor. They cannot go into restricted areas, either with or without their sponsor, nor can they go to any location on post unescorted by their sponsor.

King said they will be welcome at the Main Post Exchange and various Fort Sill Family and Morale, Welfare and Recreation (MWR) facilities, to include the Fort Sill Golf Course, Twin Oaks Bowling Center, the Patriot Club and Lake Elmer Thomas Recreation Area (LETRA).

Trusted travelers cannot vouch for individuals with foreign passports or identification cards. These individuals must instead be cleared according to procedures set forth in Army Regulation 190-13, paragraph 8-2.

Trusted travelers are responsible for the actions of all occupants in their vehicle and for meeting all local security requirements for escort as established by Army regulations and requirements of the installation commander. In addition, trusted travelers are responsible for making sure the garrison commander has not barred their guests from the installation.

The installation commander, at his discretion, may suspend the Trusted Traveler Program based on local threat or may revoke individual trusted traveler privileges. The program is not authorized for contractors, even those who have been issued a DoD ID; visitor card holders; volunteers; family care providers; tow truck drivers, or taxis/shuttles/Uber/Lyft drivers with a DoD ID card conducting those duties for commercial purposes.

The Trusted Traveler Program will be suspended whenever the post has to go to Force Protection Condition Charlie or Delta for security reasons. This is a pilot program and will be reevaluated by the Fort Sill commander after six months.

MWR officials have expressed optimism about the change. "I think it will help relieve the perception that the post is difficult to access," said Shane Dunlevy, community recreation officer for MWR. He pointed out that the installation was never closed under the access policy implemented in 2015.

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Under the new gate policy, guests of the trusted traveler will not be required to have a DoD ID card, so that should reduce the perception that it's hard for folks to get on post, he noted. "So, from a programming standpoint, that helps us, as far as being able to do a little bit better job of scheduling sports tournaments, (such as) a softball tournament or a basketball tournament or other events," Dunlevy said.

The new policy could provide an opportunity for MWR to get back into events like the Body vs. Earth triathlon "or work with other entities to help us to put those events on and get folks on the installation and show off what we have here and what's available for folks to use on the installation," he added.

Meanwhile, MWR activities that depend on non-appropriated funds to keep them going will likely benefit from the program. These include the golf course, the bowling alley, the Patriot Club and LETRA. "It definitely has the potential to help them out, as far as rounds played, participation, that type of stuff," Dunlevy said.

Kate Deyermond, business operations chief for MWR, is confident the new program will bring in more revenue for MWR. "Yes, absolutely," she said. "If post access increases, more participants can access our facilities ... This would also give broader access for a larger population to utilize the recycling program." More revenue "would allow us to continue our programs that Fort Sill soldiers, families, retirees and civilians use on the installation," she said. That money could be used "to renovate facilities as well as capitalize and do sustainment renovations on all of our MWR activities, so that we could provide additional services or be able to renovate and update our facilities when needed."

Army & Air Force Exchange Service (AAFES) was more cautious in its response. Julie Mitchell, senior public relations manager for the AAFES Executive Group, supplied this cautionary note: "Guidelines on who is authorized to use Exchange operations are prescribed by Army Regulation 215-8 / Air Force Instruction 34-211 (I) and the Armed Services Exchange Regulations, Department of Defense Instruction 1330.21. Active-duty service members, their families, and military retirees have full Exchange privileges.

"Travelers coming to Fort Sill with a Soldier or other authorized shopper would need to be authorized customers themselves to shop with us. However, anyone can dine in the food court or pick up grab-and-go fare from the Express." As for whether increased revenues might lead to an expansion of services or new product lines, she said, "The Exchange monitors product and customer demand and makes adjustments accordingly."

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(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

CONGRESSIONAL RECORD — SENATE

S8057

January 2, 2019

It is also important to recognize the positive impact and connectivity of the Lawton-Fort Sill relationship. The connection between the community and the military installation is what makes Fort Sill so unique and successful. The community members and representatives are equally responsible for the rich history and successes of Fort Sill. Based on exemplary community support and vision, Fort Sill has actually benefited from five rounds of Base Realignment and Closure. Through these five rounds, the mission and importance of Fort Sill has increased. This highlights the fact that Fort Sill is more than just a military installation, for 150 years Fort Sill has been a part of the community.

As Fort Sill turns 150, the senior leadership at the installation represent the long history of high-caliber military personnel who have set foot at Fort Sill. I would like to recognize the following personnel:... Fort Sill garrison commander COL **Don A. King, Jr.**.....

On behalf of Congress and the United States of America, I want to congratulate Fort Sill on 150 successful years and thank the men and women who have served their nation while assigned to Fort Sill for their continued commitment, sacrifice, and contributions to this great Nation.

[CB&A Note: To view the article in its entirety, please follow the link below.]

<https://www.congress.gov/116/crec/2019/01/02/CREC-2019-01-02-pt1-PgS8057.pdf>

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Don A. King Jr.
(Articles are in reverse chronological order)

Fort Sill Tribune
December 13, 2018

Fort Sill thanks community sponsors with appreciation social

Author: Staff Writer

Fort Sill Family and Morale, Welfare and Recreation (FMWR) and post leaders thanked the businesses and agencies that supported the installation during 2018 at the Annual Sponsor Appreciation ceremony Dec. 11 at the Patriot Club. Numerous brigade and battalion commanders, and command sergeants major also joined in the recognition.

Logan Ralston, FMWR commercial sponsorship and advertising account executive, gave a heartfelt thank-you to the sponsors for their generosity and the foundation of support they provided to Soldiers, their families, and DA civilians, acknowledging the impact they made on the installation was priceless. A symbolic, oversized check for almost \$414,000 -- the amount represented by the donations and in-kind gifts, was on display in the ballroom.

Lisa Jansen-Rees, acting FMWR director, expressed her gratitude. "I am so incredibly grateful for everything that the sponsors do for us on a regular basis," she said. This enhances FMWR as it supports the community.

Speaker Col. **Don King Jr.**, Fort Sill Garrison commander, thanked the sponsors and described them as a groups of people who are committed to giving through selfless contributions, and who are an integral part of Team Sill. "Through that we are able to increase the quality of life that we share ... able to increase the quality of life in the surrounding area," **King** said. "I am pretty humbled by your efforts and how you support us."

He noted that MWR and community sponsors hosted the Toys for Kids event earlier in the day. During the ceremony, **King** and Joe Gallagher, Fires Center of Excellence and Fort Sill deputy commanding general, presented a certificate of appreciation to each sponsor organization. Sponsors were recognized at the bronze, silver, gold, platinum, and patriot levels.

Townsquare Media Lawton was recognized as the top sponsor donating almost \$42,000. Kathy Garrett, and Joanne Taylor, Townsquare account manager, and director of sales, respectively, accepted the certificate.

Garrett said they support virtually every MWR event, as well as numerous community activities in Lawton, such as Arts for All, and the International Festival. "We love to be part of the community," Garrett said. She said Townsquare Media has been a Fort Sill partner for the 18 years that she has been there, and even before that.

Honoree David Giles, BestBuilt Fencing owner, said his donations include crews and materials to put up temporary fencing for concerts at Polo Field. "Anytime Brenda or Logan (Ralston) would call, we'd get out there," he said, referring to Brenda Spencer-Ragland, former MWR

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director. He added that he was going to put up his certificate with the others that he's been receiving since 2012.

Brandy Doyle, Trail of Fear business manager, said she enjoys being a community partner. "It's fun. I enjoy talking to the Soldiers and families at every event," she said. "We are a big believer in that if we support our community, our community will support us."

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(Articles are in reverse chronological order)

The Lawton Constitution (OK)
November 14, 2018

Council OKs economic development package

Author: Kim McConnell

The City Council unanimously agreed Tuesday to approve a \$250,000 incentive package for a manufacturing business looking at expanding into Lawton, along with an agreement that allows Hotel-Motel Tax money to fund the package.

The actions center on a request from Henniges Automotive, an international manufacturing company whose Frederick-based plant of 305 employees makes seals (such as those for doors and windows) for vehicles. Lawton officials say the company is discussing plans to expand into Lawton, using an empty building at 3516 S. 11th (the former Surplus City) as a temporary site while also looking plans for a permanent - and larger - site in the airport industrial park.

Tuesday's action by the City Council confirms a unanimous recommendation made by the Lawton Industrial Development Authority: offer Henniges \$250,000 to help cover the estimated \$455,000 cost of updating the building's electrical supply and fire suppression system. The incentive is allowed under the council's industrial economic development incentive policy, and the council can fund it through the Economic Development Fund created with Hotel-Motel Tax.

However, expenditures from that fund require approval from the council and the Lawton Fort Sill Chamber of Commerce, via a joint resolution. In addition, the city cannot transfer the funds until it develops an agreement to strictly account for the use of the money, city officials said. The proposed agreement would specify that funds will be used for authorized purposes only, with Henniges committed to maintaining its operations with 150 new jobs in Lawton for a minimum of five years.

City Attorney Frank Jensen said the agreement is being drafted and should be ready by week's end. Tuesday's action by the council authorizes Mayor Fred Fitch to sign the agreement without it returning to the council.

City officials said Henniges' plans more than meet the public benefit specified by the incentive policy. They said Henniges would make \$8 million to \$10 million worth of improvements to the building at 3516 S. 11th to make it suitable for a seal finishing facility. According to the council agenda commentary, "upon completing the required improvements, Henniges Automotive will begin operations, which will include 150 new jobs with an annual payroll of \$5.5 million." An analysis shows the project would have "substantial public benefit," with an effect of \$25 million in annual personal income available to area residents within five years.

Brad Cooksey, president of the Lawton Economic Development Corporation (LEDC), said while Lawton officials are thrilled to make the request that is necessary to winning the plant, it is "not a

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done deal" despite what the council may have read or heard. "We're still in negotiations with them," he said.

Fitch said the public funds would not be spent if the deal does not go through. City officials have said plans for Lawton will have no effect on the 305 employees who work in Frederick's 300,000-squarefoot facility to manufacture seals and belts for a variety of automobiles, to include the 2019 Chevy Silverado pickup. Fitch said manufacturing would continue in Frederick; the Lawton facility would do finishing work.

Cooksey said the South 11th Street facility is intended as a temporary location (officials have said two to three years), while economic development officials explore a permanent location. Cooksey said officials have tentatively identified property that LEDC owns southeast of the Lawton-Fort Sill Regional Airport's runway for that permanent site, something that LEDC would build.

That proposal raised concerns for Col. **Don King Jr.**, Fort Sill's garrison commander and the post's liaison to the City Council. **King** said he is concerned about the potential impact the plan might have with plans that Army officials still are exploring for three military-related projects - including a "hot" pad - adjacent to the airport's runway. While a decision has not been made, "those projects still are being developed," **King** said.

King said he is concerned about the Henniges project conflicting with the military projects, but Cooksey said the permanent facility still is in the discussion stages, adding any talks are preliminary.

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Don A. King Jr.
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The Lawton Constitution (OK)
July 25, 2018

King new Fort Sill garrison commander

Author: Mitch Meadow

Fort Sill has a new garrison commander, Col. **Don A. King Jr.**, after Col. Samuel W. Curtis handed over the guidon at a change of command ceremony Tuesday. Host for the ceremony was Vincent Grewatz, director of Installation Management Command-Training, who presented Curtis with the Legion of Merit for exceptionally meritorious service from July 8, 2016, to July 24, 2018. Joe Gallagher, deputy to the commanding general, presented Anne Curtis with the Commander's Award for Public Service in recognition of her volunteer work and being a team member, and the Alice Grierson Award for Excellence in recognition of her selfless service to the community. Instead of having troops in formation as at other changes of command, four vehicles were displayed on the Old Post Quadrangle to symbolize the workings of the Fort Sill Garrison: a fire truck, a mobile command post, a front-end loader and a grader. "Today we recognize the achievements of Col. Sam Curtis and his wife, Anne, and we welcome an incoming commander, Col. **Don King** and his wife, Rika. We have plenty to say about the character and contributions of these two outstanding, leading families," Grewatz said.

Grewatz expressed appreciation to Gallagher and Fort Sill Commanding Gen. Wilson Shoffner for their strong support of the garrison so that the Army "can be ready and lethal in future conflict." "Thank you for what you do for our warriors, for our families, for our soldiers, for the entire region that supports us in ensuring readiness for our army today," Grewatz said. "To the members of the garrison team: you guys are awesome. Thank you for what you do each and every day," he added. IMCOM has asked a lot of the garrison team as the Army shifts to a growth posture and elements here are realigned with the new Futures Command, and in every instance the team has delivered, said the speaker.

"You've also strengthened the partnerships we have with the local community," Grewatz said. "And of course that amazing success begins with the leadership of Col. Sam Curtis and his wife Anne and the family, and the way that they've shaped and delivered to this community, been a central part of the community in everything that it does ... "And so together with the support of his battle buddy, Command Sgt. Maj. (Jonathan S.) Lutgens, I know that Sam has continuously challenged the garrison and all of the partners on this installation to meet the needs of the soldiers and the families, the Fires Center and the region, in order to deliver the readiness" that is IMCOM's reason for being, Grewatz said.

Grewatz praised Curtis for the installation's improved ability to mobilize and deploy the Forces Command brigades amid the growing interrelationships of mission partners, Fort Sill's piloting of Army access control policy that will shape policy changes to be put in place in the next 30 to 60 days, and the execution of a personnel reduction affecting the garrison team. He noted that with compassion and commitment to the workforce, Curtis and the leadership team in the garrison ensured a deliberate, smooth transition to a lower level of resources while posturing for

Internet – Newspaper Archives Searches **Don A. King Jr.** *(Articles are in reverse chronological order)*

future missions. "Anne is dedicated to the soldiers in this community. She's a part of every activity that shapes the services we deliver to soldiers and families," Grewatz said. In his farewell remarks, Curtis told the installation directors whose behind-the-scenes work often goes unnoticed, "It is a true honor to have served and worked beside each of you here." He also praised the civilian workforce for giving him and the installation their full support. He ended by thanking his wife for saying "yes" one more time and their three boys for always being open to new adventures. The incoming garrison commander is a native of Arcadia, Fla., who enlisted in the U.S. Army in 1986. His first assignment was in the 2nd Battalion, 75th Ranger Regiment. While there, he attended Ranger School and deployed to Operation Just Cause in Panama. In 1991 he attended the Special Forces Qualification Course and graduated as a Special Forces medic. He was then assigned to Company C, 2nd Battalion, 10th Special Forces Group (Airborne).

In 1995 **King** was commissioned as an Infantry second lieutenant through Officer Candidate School. He was then assigned to the 3rd Battalion, 75th Ranger Regiment. He served as a Ranger platoon leader before completing the Special Forces Detachment Officer's Qualification Course and was then assigned to the 3rd Special Forces Group (Airborne) in 2001. He commanded three Operational Detachment-Alphas and deployed twice in support of Operation Enduring Freedom. He was then assigned to the U.S. Army Special Operations Command as executive officer to the deputy commanding general of Combined Forces Special Operations Component Command and the commanding general of a joint interagency task force.

From 2006-2008 **King** commanded Company C, 3rd Battalion, 7th Special Forces (Airborne). In 2008 he was assigned to 2nd Battalion, 1st Special Warfare Training Group (Airborne) as the advanced skills battalion operations officer.

From 2009-2011 he commanded Special Forces Assessment and Selection. In 2011 **King** served as director of human dynamics for the Special Warfare Education Group (Airborne).

From 2012-2014 **King** commanded the U.S. Army Marksmanship Unit, deploying portions of his command to conduct marksmanship training for the Afghan National Army. Following this command, he served as the executive officer to the commanding general of the United States John F. Kennedy Special Warfare Center and School.

Most recently he served in Afghanistan as the chief of staff for the NATO Special Operations Component Command Afghanistan and the Special Operations Joint Task Force Afghanistan. **King** holds a bachelor of science from Troy State and master's degrees from Webster University and the Army War College. He and his wife have two sons, Tyler and Dakota.

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Don A. King Jr.
(Articles are in reverse chronological order)

[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

<https://www.govinfo.gov/content/pkg/CREC-2015-09-16/html/CREC-2015-09-16-pt1-PgS6766-2.htm>
September 16, 2015

Congressional Record Volume 161, Number 133

Senate

Pages S6766-S6771

From the Congressional Record Online through the Government Publishing Office

www.gpo.gov

IN THE ARMY

**THE FOLLOWING NAMED OFFICERS FOR APPOINTMENT TO THE GRADE
INDICATED IN THE UNITED STATES ARMY UNDER TITLE 10, U.S.C.,
SECTION 624:**

To be colonel

DON A. KING, JR.

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(Articles are in reverse chronological order)

US Army
February 12, 2014

Marksmanship unit develops skilled weapons, shooters

Author: Aniesa Holmes

Since 1956, the U.S. Army Marksmanship Unit has upheld its mission to create quality weapons and train Soldiers to become experts at using those weapons in competitive and combat environments, said Lt. Col. **Don King**, the AMU commander.

King said the unit's unique skill and precision is seen on national and international levels through competing in the summer Olympics and hosting its own annual marksmanship competitions. "(Through these competitions), we are able to send out a strategic message to the Army and to our nation to better connect them to who we are what we do," he said. "In support of our Soldier athlete, we modify and adjust weapons so that they can succeed in competitions."

King said the competitions are also used to provide better weapons for the Army. AMU researches and designs its own small arms and ammunition. A team of gunsmiths, machinists, range technicians and ammunition loaders develop rifles, pistols and sniper systems at the Custom Firearms Shop. "What we develop usually finds its way through the Army system," **King** said. "The small arms rifles and sniper rifles you see today are developed from the marksmanship unit throughout the years."

As weapons advance, Soldiers advance through squad designation marksmanship and close quarter combat courses taught at Fort Benning. The unit also supports the Drill Sergeant School at Fort Jackson, S.C., and units overseas to reach Army marksman standards. "You have to be able to help someone shoot the weapons systems to be effective," **King** said. "What a great location for us to be here at Fort Benning and the Maneuver Center of Excellence to support Infantry, Armor and Cavalry Soldiers."

Teamwork is a crucial part of the AMU, said Sgt. 1st Class Kyle Ward. Assigned to the unit for 17 years, Ward said his experiences have made him a better Soldier and allowed him to pass his skills to others. "There is a sense of satisfaction we get through our mission accomplishment, whether it's being successful as individuals or teammates on the firing line or teaching other Soldiers and other people this special skill set that we have," he said. "There's a tremendous amount of pride to help another Soldier become better at his job."

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<https://www.outdoorhub.com/pr/2013/10/24/scholastic-pistol-program-part-6th-annual-us-army-marksmanship-unit-junior-clinic/>
October 24, 2013

Scholastic Pistol Program to Be Part of the 6th Annual US Army Marksmanship Unit Junior Clinic

Author: Unknown

The Scholastic Pistol Program (SPP) has been asked to assist with an introductory class of the 6th Annual U.S. Army Marksmanship Unit (USAMU) Action Shooting Junior Clinic. The event will be held Oct. 25-27 at the team's Krilling Range complex at Fort Benning, GA. Members of the USAMU will teach students techniques such as accuracy, transitions, and other action shooting technics. In addition attendees will cycle through SPP as part of the clinic. Students will eat, sleep and breathe action pistol shooting over the course of three days with a small teacher-to-student ratio. This year's guest instructor is Team GLOCK Captain and former USAMU member KC Eusebio. In addition to Eusebio, fellow Team GLOCK member Tori Nonaka and Ed Fitzgerald, GLOCK SPP liaison and Scholastic Shooting Sports Foundation (SSSF) Board of Trustee member will on hand for the clinic. "Junior programs like SPP are what keep the Action Shooting Sports alive and growing," said SSG Lee Dimaculangan, USAMU. "I won't be surprised if a future USAMU member was associated with SPP during their youth."

"This is our second event with the USAMU this year and is a great follow-up to our Collegiate Nationals which was held during the Army Strong Collegiate Shooting Championships in March," said Scott Moore, Director, SPP. "I can't think of a better place to bring the SPP athletes than the "Home of Champions", LTC **Don A. King Jr.** and his staff are great host and instructors."

SPP is supported, in part, by founding partners GLOCK, Smith & Wesson and Action Target. Additional partners include Atlanta Arms & Ammunition, Browning, NextLevel Training, PACT Timers, Pro Ears, Remington Arms, Rudy Project, Tactical Solutions and Winchester Ammunition among others.

The Scholastic Shooting Sports Foundation (SSSF) is responsible for all aspects of the Scholastic Clay Target Program (SCTP) and Scholastic Pistol Program (SPP) across the United States, including participant registration, coaches, state coordinators, state and national championships, promotion, communications, websites, public relations and growth strategies The Scholastic Shooting Sports Foundation exists to raise funding and other resources for Youth Development Programs in the shooting sports industry. SCTP and SPP are youth development programs, originally developed by the National Shooting Sports Foundation (NSSF), where adult coaches and volunteers model sportsmanship, responsibility, honesty, ethics, integrity, and teamwork while using shooting sports programs to teach these and other positive life skills to the athletes.

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Don A. King Jr.
(Articles are in reverse chronological order)

US Army
April 5, 2013

Army Marksmanship Unit Soldiers finally get their own patch

Author: Michael Molinaro

Soldiers from the U.S. Army Marksmanship Unit held one of the shortest yet most significant ceremonies in the unit's 57-year history, donning new Shoulder Sleeve Insignias April 2, at the unit's Ceremony Hill on post.

While it took decades to get to this day, it took all of ten seconds for the Soldiers to remove the Army Star patch they had been wearing and replace it with the unit's new shield-shaped Shoulder Sleeve Insignia, or SSI, the first patch they can all their own.

"For the first time in our unit's history, we have our very own shoulder sleeve insignia that we can call our own," said Lt. Col. **Don King Jr.**, commander, U.S. Army Marksmanship Unit, or USAMU. "No matter what command we get assigned to from this day until the end of time, this patch is ours and ours alone."

Similar to Soldiers moving from one unit to another over the course of an Army career, the unit's members have transitioned from one patch to another five times since 1956. Upon creation of the unit it fell under the Continental Army Command, or CONARC, wearing the famed patch of the former Army Ground Forces. In 1973, CONARC was divided into two commands: Forces Command, known as FORSCOM, and Training and Doctrine Command, or TRADOC. The USAMU fell under FORSCOM and donned the patch selected during World War I by General John J. Pershing. In 1995, the USAMU was transferred from TRADOC to the Community Family Support Center, wearing the stylized triangle patch of the CFSC.

The USAMU was once again on the move in 1999, transitioning from CFSC to U.S. Army Recruiting Command, making USARECs Liberty Bell SSI the fourth patch worn by unit members. In 2002, the unit was transferred to the U.S. Army Accessions Support Brigade and began wearing the Army Star patch after it was authorized in 2006.

Last year, the Army G-1 and The Institute of Heraldry approved the unit to develop and design an SSI as an exception to policy. Unit personnel came up with designs and concepts, sent them to the Institute of Heraldry, and then the final version was approved Oct. 24. The new patch has many small details that describe the unique missions of the historic unit.

The crossbow is a weapon of historical significance consisting of a bow mounted on a stock and contains the base elements of marksmanship today: reusable mechanical weapon, projectile and marksman. The golden yellow color represents the excellence and award-winning performance in competition. The direction of the arrows pointing outward symbolizes the combat readiness of the unit and their ability to go anywhere to assist. The convergence of all three weapons at the

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center of the device signifies precision and accuracy. Teal blue is the designation color of the unit.

"We can never take this patch for granted," said Staff Sgt. Josh Richmond. "So many Soldiers have come before us here and done great things but never had the chance to wear the USAMU patch. Between all of the Soldiers we have trained, the deployments, the championships and medals we have won -- we have won 24 Olympic medals, more than some countries have ever won -- it feels just as great to have a patch that also distinguishes this great unit. By wearing it it ensures that we uphold the standard of excellence that has been set here."

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<https://www.outdoorhub.com/news/2013/03/17/kentucky-wildcats-take-1st-place-at-2013-scholastic-pistol-program-collegiate-national-championships/>
March 17, 2013

Kentucky Wildcats Take 1st Place at 2013 Scholastic Pistol Program Collegiate National
Author: Unknown

This past weekend, March 16, the Scholastic Pistol Program (SPP) held its inaugural Collegiate National Championships at FT Benning, GA. This event was hosted by the United States Army Marksmanship Unit (USAMU) and saw eleven squads vying for titles in both the Varsity (centerfire) and Junior Varsity (rimfire) divisions.

Newcomer, University of Kentucky, took first place honors in the Varsity Division outshooting powerhouse Vermont by a score of 205.48 to 229.57. Texas A&M Corps of Cadets Squad 1 (234.83) outpaced Florida State (289.88) to take 3rd place. In the Junior Varsity Division, Vermont Squad 2 shot their way to 1st place with a score of 236.74, followed by Texas A&M Corps of Cadets Squad 2 (292.53) in 2nd and the Florida Gators (323.23) in 3rd place. “After a long drive down from Lexington we looked a little rusty during our practice session. I was nervous going into today’s match,” said Brandon Ironmonger, UK coach, “but we came out strong and shaved nearly 20 seconds off of our last match time. I am extremely proud of how they handled the pressure of shooting against some of the best college teams in the country.”

In addition to 1st, 2nd, 3rd place medals the winners also will receive special certificates signed by LTC **Don A. King, Jr.**, Commander, USAMU. “The USAMU has always been a destination for the best shooters in our country. In keeping with this rich tradition we were pleased to host the SPP Collegiate National Championships,” said LTC. **King**. “It was our honor to host these athletes and I look forward to having them return to the Home of Champions.”

Working the stages for the match were Safety Officers from International Defensive Pistol Association (IDPA) and staffers from the GLOCK Sport Shooting Foundation (GSSF) representing SPP’s growing relationships with the action shooting community. Overseeing the USAMU Krilling Range and hosting the teams were soldiers from the USAMU Action Shooting Team, including SFC William Pace, SGT Lee Dimaculangan and SGT Josh Turner. “The USAMU Action shooting team was proud to host the Scholastic Pistol Program. There is no better place in my opinion to host this event and it allows us to connect with America’s youth and its programs,” said SFC William T. Pace, Action Shooting Team, USAMU.

SPP is supported, in part, by founding partners GLOCK, Smith & Wesson and Action Target. Additional partners include Atlanta Arms & Ammunition, PACT Timers, Tactical Solutions and Winchester Ammunition among others.

SPP is organized based on age, Junior Division (ages 12-16), Senior Division (ages 17-20) and Collegiate Division (no age limit, must be full time student). SPP is based on production

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centerfire and rimfire handguns firing at steel plate targets and offers an introduction to a lifetime sport that family members can enjoy together.

For additional information on the new SPP program or to register your team, contact Director Scott Moore via e-mail at jsmoore357@yahoo.com.

The Scholastic Shooting Sports Foundation (SSSF) is responsible for all aspects of the Scholastic Clay Target Program (SCTP) and Scholastic Pistol Program (SPP) across the United States, including participant registration, coaches, state coordinators, state and national championships, promotion, communications, websites, public relations and growth strategies. The Scholastic Shooting Sports Foundation exists to raise funding and other resources for Youth Development Programs in the shooting sports industry.

SCTP and SPP are youth development programs, originally developed by the National Shooting Sports Foundation (NSSF), where adult coaches and volunteers model sportsmanship, responsibility, honesty, ethics, integrity, and teamwork while using shooting sports programs to teach these and other positive life skills to the athletes.

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The Fayetteville Observer (AR)
January 16, 2013

Marksmanship unit expands to include wounded warriors

Author: Mike Molinaro

The Army recently announced the expansion of the U.S. Army Marksmanship Unit to include 24 wounded warriors as members of its new Paralympic and Instructor sections. The U.S. Army Marksmanship Unit's, or USAMU's, Paralympic and Instructor sections will showcase the resiliency of wounded warriors. Recruiting for those positions is now underway and open to wounded warriors who are eligible to continue to serve on active duty.

The USAMU was established March 1, 1956, at the direction of President Dwight D. Eisenhower to raise the standards of marksmanship throughout the U.S. Army. Today, the U.S. Army Marksmanship Unit trains Soldiers worldwide, providing training built to support real-world missions like Operation Enduring Freedom in Afghanistan.

The USAMU "Home of Champions" at Fort Benning, Ga., is comprised of world-class shooters, marksmanship instructors and gunsmiths. Wounded warriors selected to join the USAMU will use the skills developed during their careers to train Soldiers and serve as Army ambassadors at marksmanship venues worldwide. The initiative emphasizes how much the Army values the experience of its Soldiers, especially the sacrifices of its veterans, said Col. Mark A. Rado., United States Army Accessions Brigade Command. "We see the experience these veterans have gained as something they can share with other Soldiers," Rado said. "These Soldiers truly showcase ability over disability and are the definition of what it means to be Army Strong."

Lt. Col. **Don King**, U.S. Army Marksmanship Unit commander and his team will review applicants to form the unit's new instructor and paralympic sections. Those selected will join the Army's elite marksmanship unit. "This ground-breaking, goal-setting, and future oriented program provides an opportunity to raise Army marksmanship proficiency," **King** said. "The expansion of the U.S. Army Marksmanship Unit to include Soldiers wounded in combat will allow them to represent the Army in international competition, tell their story of strength and resiliency while continuing to serve their nation."

Combat veteran and premier Army paralympic shooter Sgt. 1st Class Josh Olson, along with other world class shooters, will mentor selected Soldiers and help shape the new USAMU sections. Olson was the first active-duty Soldier wounded in combat to compete in the Paralympics, representing the U.S. at London in 2012. He lost his right leg after being attacked while on a patrol in Iraq in 2003.

Wounded warriors who apply for the new positions will be screened by USAMU leadership. There are specific requirements Soldiers must meet to be considered for one of the 24 slots. They must be classified as continue on active duty; have a minimum of three years retain ability; accept long-term assignment stabilization; and be an Operation Iraqi Freedom or Operation

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Enduring Freedom veteran. Additionally, to be eligible for the Paralympic section, Soldiers must meet International Paralympic Committee classification eligibility. Soldiers interested in becoming members of the instructor group must be Purple Heart recipients and have a combat arms military occupational specialty.

For more information regarding Paralympic classification, refer to www.paralympic.org/Classification/Introduction.

The positions require a strong desire to represent the United States in international shooting competitions, and up to six-hour days on the range in a competitive marksmanship environment, including many weekends, said **King**.

Membership in the instructor group will require the ability to remain on the firing range for up to eight hours a day and the motivation to enjoy training Soldiers; planning, resourcing and executing training or travel plans; and the knowledge to exemplify the “be, know and do” of marksmanship and its instruction.

Soldiers interested in joining the USAMU Instructor or Paralympics sections should contact the U.S. Army Marksmanship Unit at DSN 835-6702, commercial (706) 545-6702, email: USAMUComp@usarec.army.mil. Fax number is DSN 835-1048; commercial (706) 545-1048.

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US Army
June 20, 2012

U.S. Army Marksmanship Unit welcomes new commander

Author: Michael Molinaro

Soldiers, civilians, friends and family members of the U.S. Army Marksmanship Unit welcomed a new commander on Wednesday to the 'Home of Champions.'

Lt. Col. **Don King, Jr.** assumed command from Lt. Col. Daniel Hodne at the unit's Ceremony Hill located adjacent to Pool Range Complex. Hodne, who commanded the unit for three years, is headed to the U.S. Army War College in Carlisle, Pa.

"The mission of any battalion commander is a challenging one," said Col. Mark Rado, commander, Accessions Support Brigade, and the reviewing officer. "Apart from the high-profile events like the Olympics and national and international competitions where USAMU Soldiers represent this Army and this nation so well, there is the unit's real-world mission of supporting the warfighter. "I know that based on his great experience and his great background as a Soldier and as an officer that **Lt. Col. King** is the right guy at the right place to take this unit to new levels as we move forward,".

King becomes the 20th commander of the USAMU after his stint as the Director of Human Dynamics for the U.S. Army John F. Kennedy Special Warfare Center and School. The organization is responsible for assessment and selection of Special Operations Soldiers and multiple human performance programs that are designed to optimize the potential, performance, longevity and resilience of ARSOF Soldiers.

King enlisted into the Army in 1986 and was assigned to 2nd Battalion, 75th Ranger Regiment as an Infantryman. In 1991 he attended the Special Forces Qualification Course and graduated as a Special Forces Medic, and in 1995 **King** was commissioned a 2nd Lieutenant through the Officer Candidate School. In 2001 **King** completed the Special Forces Detachment Officer's Qualification Course and was assigned to 3rd Special Forces Group (Airborne).

King has served deployed numerous times in support of overseas contingency operations, including Operation Just Cause in Panama and multiple deployments to Iraq and Afghanistan. **King** deployed to Iraq in Support of Operation Iraqi Freedom as the executive officer to the deputy commanding general of Combined Forces Special Operations Component Command and the commanding general of a Joint Interagency Task Force.

"Over these last three years the unit has undergone its most significant transformation in the unit's 56 year history," **King** said. "That's impressive. This was due to the vision, leadership and hard work of every individual standing on the parade field today. "As I take command, I look forward to continuing this transformation and expanding the roles and capabilities of this great organization."

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Hodne led the makeover after taking the helm of the USAMU in April 2009. Under his leadership the unit achieved many momentous firsts and bests, consistently making Army history. His unit showcased the Army at unprecedented levels, raised marksmanship proficiency Army-wide and led the Army's precision small arms innovations. "As this unit's 19th commander, to have served with such a remarkable team of Soldiers, civilians and family members, is a life experience for which I will be forever grateful," Hodne said. "As I watch from afar, I know that this unit will always successfully execute its mission in a manner, and with a flair, and of a strength like no other."

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[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

Tampa Bay Times (FL)
August 8, 1998

MILITARY NEWS

Author: Unknown

Army 1st Lt. **Don A. King Jr.** has been decorated with the Army Commendation Medal. He is the son of Don A. King Sr., Tampa.

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[CB&A Note: Only the information relevant to **Don A. King, Jr.** is listed below.]

Tampa Bay Times (FL)
January 27, 1996

Military News
Author: Unknown

Army 2nd Lt. **Don A. King Jr.** has completed an infantry officer basic course at Fort Benning, Columbus, Ga. **King** is the son of Don A. and Terrianna J. King, Tampa. He is a 1985 graduate of DeSoto High School, Arcadia.

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