

# NCOERs

**NCO EVALUATION REPORT**

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)  
SEE PRIVACY ACT STATEMENT  
IN AR 623-3.

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) BALES, ROBERT		b. SSN [REDACTED]	c. RANK SSG ( )	d. DATE OF RANK 20080401	e. PMOSC 11B3OB4
f.1. UNIT B Co, 2d BN, 3d IN REGT, JBLM, WA, 98433	ORG. FORSCOM	STATION	ZIP CODE OR APO	MAJOR COMMAND	f.2. STATUS CODE 02
g. REASON FOR SUBMISSION Annual		h. PERIOD COVERED FROM: 20101001 THRU: 20110930	i. RATED MONTHS 11	j. NON-RATED CODES S	k. NO. OF ENCL
l. RATED NCO'S EMAIL ADDRESS ( gov or mil) robert.bales1@us.army.mil			m. UIC WJHHB0	n. CMD CODE FC	o. PSB CODE UA20

**PART II - AUTHENTICATION**

a. NAME OF RATER (Last, First, Middle Initial) ALLEN, TRAVIS R	SSN [REDACTED]	SIGNATURE ALLEN, TRAVIS ROBERT.12909436	DATE (YYYYMMDD) 20111025
RANK 2LT	PMOSC/BRANCH IN	ORGANIZATION B CO, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Platoon Leader
RATER'S AKO EMAIL ADDRESS ( gov. or mil) travis.robert.allen@us.army.mil		b. NAME OF SENIOR RATER (Last, First, Middle Initial) WOODS, MATTHEW E	SSN [REDACTED]
SIGNATURE WOODS, MATTHEW, EDWARD.1044170		DATE (YYYYMMDD) 20111027	RANK CPT
PMOSC/BRANCH IN	ORGANIZATION B CO, 2d BN, 3d IN REGT	DUTY ASSIGNMENT CO Commander	SENIOR RATER'S AKO EMAIL ADDRESS ( gov. or mil) matthew.e.woods@us.army.mil
c. NAME OF REVIEWER (Last, First, Middle Initial) HIGHFILL JOHN D	SSN [REDACTED]	SIGNATURE HIGHFILL, JOHN, DALE.11507684	DATE (YYYYMMDD) 20111122
RANK LTC	PMOSC/BRANCH IN	ORGANIZATION B CO, 2d BN, 3d IN REGT	DUTY ASSIGNMENT BN Commander
REVIEWER'S AKO EMAIL ADDRESS ( gov. or mil) john.highfill@us.army.mil		d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)	
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.		SIGNATURE BALES, ROBERT.1251917430	DATE (YYYYMMDD) 20111123

**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE PLATOON SERGEANT	b. DUTY MOSC 11B40
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Platoon Sergeant of a 43 man Rifle platoon in an Infantry Rifle Battalion of a Styker Brigade Combat Team (SBCT); capable of deploying worldwide within 96 hours of notification in support of U.S. policies and objectives; responsible for the individual and collective training and tactical employment of the platoon in full spectrum operations with an emphasis in urban operations, limited visibility, and precision operations; responsible for the accountability and maintenance of all assigned equipment in excess of \$11,000,000.	
d. AREAS OF SPECIAL EMPHASIS Squad Live Fire Exercise (LFX); Platoon Live Fire Exercise; Company Live Fire Exercise; Yakima Training Center (YTC); National Training Center (NTC) Rotation 08-10; Company Tactical Operations Standard Operating Procedures (TAC SOP).	
e. APPOINTED DUTIES Unit Movement NCO; Air Load NCO; Publications NCO.	
f. COUNSELING DATES	INITIAL 20101004
LATER 20110103	LATER 20110406
LATER 20110706	

**PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)**

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)		YES	NO
<p><b>V</b></p> <p><b>A</b></p> <p><b>L</b></p> <p><b>U</b></p> <p><b>E</b></p> <p><b>S</b></p> <p>Loyalty Duty Respect Selfless-Service</p> <p>Honor Integrity Personal Courage</p>	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	2. DUTY: Fulfills their obligations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	3. RESPECT/EO/EEO: Treats people as they should be treated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	5. HONOR: Lives up to all the Army values.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	6. INTEGRITY: Does what is right - legally and morally.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bullet comments o exhibited high standards of conduct; a model Soldier and extraordinary leader o always fully committed to ensuring that each and every Soldier is aware that they were a crucial part of the team o based all decisions on a strong moral compass, never wavering from what was right			

B004975



RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20110930 +																														
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b>																																	
Bullet comments are mandatory. Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."																																	
<b>b. COMPETENCE</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Duty proficiency; MOS competency</li> <li><input type="checkbox"/> Technical &amp; tactical; knowledge, skills, and abilities</li> <li><input type="checkbox"/> Sound judgment</li> <li><input type="checkbox"/> Seeking self-improvement; always learning</li> <li><input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> selected by the Company Commander as the tactical example for the Platoon LFX at the Yakima Training Center over three other more senior Platoon Sergeants</li> <li><input type="checkbox"/> executed an advanced marksmanship program that trained 78 soldiers to engage targets past 500 meters increasing the companies lethality prior to deployment</li> <li><input type="checkbox"/> consistently demonstrated superior technical and tactical knowledge; expert in all infantry tactics and mastered Stryker integration</li> </ul>																																
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>																																	
<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mental and physical toughness</li> <li><input type="checkbox"/> Endurance and stamina to go the distance</li> <li><input type="checkbox"/> Displaying confidence and enthusiasm; looks like a Soldier</li> </ul>	<table style="width: 100%; border: none;"> <tr> <td style="border: none;">APFT PASS</td> <td style="border: none;">20110627</td> <td style="border: none;">HEIGHT/WEIGHT</td> <td style="border: none;">69 / 205</td> <td style="border: none;">YES</td> </tr> </table> <ul style="list-style-type: none"> <li><input type="checkbox"/> scored a 296 on the APFT scoring above 90% in each event</li> <li><input type="checkbox"/> graduated Army Combatives Level I and II during this rated period</li> <li><input type="checkbox"/> exemplified the warrior ethos; combat proven leader whose toughness and courage has been infectious to all the Soldiers in his Platoon</li> </ul>			APFT PASS	20110627	HEIGHT/WEIGHT	69 / 205	YES																									
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<b>d. LEADERSHIP</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mission first</li> <li><input type="checkbox"/> Genuine concern for Soldiers</li> <li><input type="checkbox"/> Instilling the spirit to achieve and win</li> <li><input type="checkbox"/> Setting the example; Be, Know, Do</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> instilled the will to win motivating the Soldiers in his Platoon to place first in three of the four quarterly Platoon Competitions</li> <li><input type="checkbox"/> calmly executed multiple casualty evacuations at NTC under stressful conditions; his actions instilled confidence throughout the Company in preparation for combat</li> <li><input type="checkbox"/> inspired an aggressive, positive spirit in the platoon, successfully defended it from complacency and low morale throughout a year long grueling train up to deployment</li> </ul>																																
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<b>e. TRAINING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual and team</li> <li><input type="checkbox"/> Mission focused; performance oriented</li> <li><input type="checkbox"/> Teaching Soldiers how; common tasks, duty-related skills</li> <li><input type="checkbox"/> Sharing knowledge and experience to fight, survive and win</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> planned, resourced, and facilitated a Team LFX for the Company at Camp Rilea, Oregon resulting in 18 infantry teams being certified by the Company Commander</li> <li><input type="checkbox"/> acted as Lead Trainer and RSO for over 12 rifle ranges, 3 long range marksmanship ranges and multiple LFX's resulting in 140 Soldiers trained in the Company</li> <li><input type="checkbox"/> utilized his experience from three previous combat deployments to help establish a new Company TAC SOP in preparation for his forth combat deployment to Afghanistan</li> </ul>																																
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<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Care and maintenance of equipment/facilities</li> <li><input type="checkbox"/> Soldier and equipment safety</li> <li><input type="checkbox"/> Conservation of supplies and funds</li> <li><input type="checkbox"/> Encouraging Soldiers to learn and grow</li> <li><input type="checkbox"/> Responsible for good, bad, right &amp; wrong</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> maintained 100% accountability of over \$11,000,000 worth of Platoon equipment through three training deployments and a Platoon leadership change</li> <li><input type="checkbox"/> enforced all safety standards and procedures ensuring Soldiers used Personal Protective Gear resulting in zero injuries or safety incidents during 100 training events</li> <li><input type="checkbox"/> demanded the highest standards of property accountability, refusing to tolerate unnecessary damage or loss of equipment</li> </ul>																																
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>																																	
<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>																																	
<b>a. RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.  <table style="width: 100%; border: none;"> <tr> <td style="border: none;">AMONG THE BEST</td> <td style="border: none;">FULLY CAPABLE</td> <td style="border: none;">MARGINAL</td> </tr> <tr> <td style="border: none;"><input checked="" type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> </tr> </table>	AMONG THE BEST	FULLY CAPABLE	MARGINAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>e. SENIOR RATER BULLET COMMENTS</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> promote now to Sergeant First Class, the top Platoon Sergeant in the Company</li> <li><input type="checkbox"/> technically and tactically superior NCO; combat leadership is unparalleled; seeks work load greater than he is assigned</li> <li><input type="checkbox"/> unlimited potential; assign this outstanding NCO to senior positions that require greater responsibility</li> <li><input type="checkbox"/> send to SLC immediately; a future Command Sergeant Major</li> </ul>																										
AMONG THE BEST	FULLY CAPABLE	MARGINAL																															
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																															
<b>b. RATER.</b> List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.  Platoon Sergeant Sniper Instructor Recruiter																																	
<b>c. SENIOR RATER.</b> Overall performance  <table style="width: 100%; border: none;"> <tr> <td style="border: none;"><input checked="" type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> </tr> <tr> <td style="border: none; font-size: x-small;">1</td> <td style="border: none; font-size: x-small;">2</td> <td style="border: none; font-size: x-small;">3</td> <td style="border: none; font-size: x-small;">4</td> <td style="border: none; font-size: x-small;">5</td> </tr> <tr> <td style="border: none; font-size: x-small;">Successful</td> <td colspan="2" style="border: none; font-size: x-small;">Fair</td> <td colspan="2" style="border: none; font-size: x-small;">Poor</td> </tr> </table>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	Successful	Fair		Poor		<b>d. SENIOR RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.  <table style="width: 100%; border: none;"> <tr> <td style="border: none;"><input checked="" type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> <td style="border: none;"><input type="checkbox"/></td> </tr> <tr> <td style="border: none; font-size: x-small;">1</td> <td style="border: none; font-size: x-small;">2</td> <td style="border: none; font-size: x-small;">3</td> <td style="border: none; font-size: x-small;">4</td> <td style="border: none; font-size: x-small;">6</td> </tr> <tr> <td style="border: none; font-size: x-small;">Superior</td> <td colspan="2" style="border: none; font-size: x-small;">Fair</td> <td colspan="2" style="border: none; font-size: x-small;">Poor</td> </tr> </table>			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	6	Superior	Fair		Poor	
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Superior	Fair		Poor																														

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**NCO EVALUATION REPORT**

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IN AR 623-3.

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) BALES, ROBERT		b. SSN [REDACTED]	c. RANK SSG ( )	d. DATE OF RANK 20080401	e. PMOSC 11B3OB4
f.1. UNIT HHC, 2d BN, 3d IN REGT, JBLM, WA 98433	ORG. FORSCOM	STATION	ZIP CODE OR APO	MAJOR COMMAND	f.2. STATUS CODE 03
g. REASON FOR SUBMISSION Change of Rater		h. PERIOD COVERED		i. RATED MONTHS 11	j. NON-RATED CODES
FROM 20091101		THRU 20100930		k. NO. OF ENCL	
l. RATED NCO'S EMAIL ADDRESS robert.bales1@us.army.mil		m. UIC WJHHT0		n. CMD CODE FC	
				o. PSB CODE UA20	

**PART II - AUTHENTICATION**

a. NAME OF RATER (Last, First, Middle Initial) MUETZ, SCOTT		SSN [REDACTED]	SIGNATURE MUETZ, SCOTT, MATHEW, 11877897	DATE (YYYYMMDD) 20110105
RANK SFC	PMOSC/BRANCH 11C40	ORGANIZATION HHC, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Platoon Sergeant	RATER'S AKO EMAIL ADDRESS (gov. or mil) scott.muetz@us.army.mil
b. NAME OF SENIOR RATER (Last, First, Middle Initial) VANDERCOOK, PHILLIP		SSN [REDACTED]	SIGNATURE VANDERCOOK, PHILLIP, WAYNE, 109728	DATE (YYYYMMDD) 20110106
RANK 1LT	PMOSC/BRANCH IN	ORGANIZATION HHC, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Platoon Leader	SENIOR RATER'S AKO EMAIL ADDRESS (gov. or mil) phillip.vandercook@us.army.mil
c. NAME OF REVIEWER (Last, First, Middle Initial) PERRY, WINSTON A JR.		SSN [REDACTED]	SIGNATURE PERRY, WINSTON, ANTONIO, JR., 1007994	DATE (YYYYMMDD) 20110106
RANK CPT	PMOSC/BRANCH IN	ORGANIZATION HHC, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Company Cdr	REVIEWER'S AKO EMAIL ADDRESS (gov. or mil) winston.perryjr@us.army.mil

d.  CONCUR WITH RATER AND SENIOR RATER EVALUATIONS  NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

e. RATED NCO. I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.	SIGNATURE BALES, ROBERT, 1251917430	DATE (YYYYMMDD) 20110225
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**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE SNIPER SECTION LEADER	b. DUTY MOSC 11B3OB4
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Sniper Squad Leader in a Infantry Rifle Battalion of a Stryker Brigade Combat Team (SBCT); capable of deploying worldwide within 96 hours of notification in support of U.S. policies and objectives; responsible for deploying sniper teams and providing long range precision fire; responsible for the individual and collective training and professional development of 6 Soldiers; responsible for the accountability and maintenance of all assigned equipment in excess of \$2,000,000.	
d. AREAS OF SPECIAL EMPHASIS Platoon LFX, Operation Iraqi Freedom, Redeployment	
e. APPOINTED DUTIES Platoon Key Control Officer, Company Weight Control NCO	
f. COUNSELING DATES	INITIAL 20091110
	LATER 20100127
	LATER 20100429
	LATER 20100730

**PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)**

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)		YES	NO
<p><b>V</b></p> <p><b>A</b></p> <p><b>L</b></p> <p><b>U</b></p> <p><b>E</b></p> <p><b>S</b></p> <p>Loyalty Duty Respect Selfless-Service</p> <p>Honor Integrity Personal Courage</p>	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	2. DUTY: Fulfills their obligations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	3. RESPECT/EO/EEO: Treats people as they should be treated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	5. HONOR: Lives up to all the Army values.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	6. INTEGRITY: Does what is right - legally and morally.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bullet comments o exceptional NCO who truly embodied the warrior ethos; unquestionable personal courage o unquestionable selfless-service; completely dedicated to the welfare of his subordinates o highly motivated and hard working NCO whose efforts are reflected in his outstanding performance			

B004968



RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20100930
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b> <small>BULLET COMMENTS ARE MANDATORY. SUBSTITUTIVE BULLET COMMENTS ARE REQUIRED TO "EXCELLENCE" OR "NEEDS IMPROVEMENT"</small>			
<b>b. COMPETENCE</b> <ul style="list-style-type: none"> <li>o Duty proficiency; MOS competency</li> <li>o Technical &amp; tactical; knowledge, skills, and abilities</li> <li>o Sound judgment</li> <li>o Seeking self-improvement; always learning</li> <li>o Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul>		<ul style="list-style-type: none"> <li>o served as Platoon Sergeant for two months executing 12 raids throughout Baghdad resulting in the capture of 3 High Value Targets (HVT) during OIF</li> <li>o displayed cool and collected judgment through 12 enemy engagements, always deploying his sniper teams expertly</li> <li>o quickly responded to and conducted swift and efficient CASEVAC on seven Soldiers in his Battalion saving the lives of two who were critically wounded</li> </ul>	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> <ul style="list-style-type: none"> <li>o Mental and physical toughness</li> <li>o Endurance and stamina to go the distance</li> <li>o Displaying confidence and enthusiasm; looks like a Soldier</li> </ul>		APFT PASS 20100512 HEIGHT/WEIGHT 68 / 172 YES <ul style="list-style-type: none"> <li>o consistently scored above 290 on the APFT maintaining the APFT Badge</li> <li>o displayed tremendous mental and physical stamina during continuous combat operations in Baghdad and through extreme weather conditions</li> <li>o extremely self-confident NCO who instilled the desire to succeed in his Soldiers</li> </ul>	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>d. LEADERSHIP</b> <ul style="list-style-type: none"> <li>o Mission first</li> <li>o Genuine concern for Soldiers</li> <li>o Instilling the spirit to achieve and win</li> <li>o Setting the example; Be, Know, Do</li> </ul>		<ul style="list-style-type: none"> <li>o proved essential during all raids providing detailed intelligence that ensured 100% mission success by the platoon</li> <li>o met every difficult situation with confidence and absolute determination to see his Soldiers and the mission succeed</li> <li>o led his squad from the front at all times, placing himself in danger before his Soldiers on the streets of Baghdad, Iraq</li> </ul>	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>e. TRAINING</b> <ul style="list-style-type: none"> <li>o Individual and team</li> <li>o Mission focused; performance oriented</li> <li>o Teaching Soldiers how; common tasks, duty-related skills</li> <li>o Sharing knowledge and experience to fight, survive and win</li> </ul>		<ul style="list-style-type: none"> <li>o constantly teaching his Soldiers sniper skills and technical knowledge; sought out by all snipers in the Battalion for his advice and expertise</li> <li>o resourced and conducted cross training and ranges with Special Forces units despite the rigorous operational tempo of combat keeping his team sharp and proficient</li> <li>o always balanced principles in doctrine with new TTPs ensuring realistic and relevant training was conducted</li> </ul>	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> <ul style="list-style-type: none"> <li>o Care and maintenance of equipment/facilities</li> <li>o Soldier and equipment safety</li> <li>o Conservation of supplies and funds</li> <li>o Encouraging Soldiers to learn and grow</li> <li>o Responsible for good, bad, right &amp; wrong</li> </ul>		<ul style="list-style-type: none"> <li>o maintained 100% accountability of all Squad equipment valued at over \$2,000,000 during OIF, RIP/TOA, and redeployment to home station</li> <li>o drove well over 8,000 miles in combat with zero accidents or incidents</li> <li>o his constant focus on safety resulted in no casualties during ten months of rigorous combat operations and redeployment to home station</li> </ul>	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>			
<b>a. RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.		<b>e. SENIOR RATER BULLET COMMENTS</b> <ul style="list-style-type: none"> <li>o promote now to Sergeant First Class, one of the top Staff Sergeants in the Company</li> <li>o technically and tactically superior; combat leadership is unparalleled; seeks work load greater than what he is assigned</li> <li>o unlimited potential; assign this outstanding NCO to positions requiring superior confidence and maturity</li> <li>o select for attendance to ALC now; a future Command Sergeant Major</li> </ul>	
<b>AMONG THE BEST</b> <input checked="" type="checkbox"/> <b>FULLY CAPABLE</b> <input type="checkbox"/> <b>MARGINAL</b> <input type="checkbox"/>			
<b>b. RATER.</b> List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. Squad Leader Platoon Sergeant Sniper Instructor			
<b>c. SENIOR RATER.</b> Overall performance		<b>d. SENIOR RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.	
<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Successful Fair Poor		<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Superior Fair Poor	

B004969



**NCO EVALUATION REPORT**

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)  
SEE PRIVACY ACT STATEMENT  
IN AR 623-3.

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) BALES, ROBERT		b. SSN [REDACTED]	c. RANK SSG ( )	d. DATE OF RANK 20080401	e. PMOSC 11B3OB4
f.1. UNIT HHC, 2d BN, 3d IN REGT, FOB NORMANDY APO AE 09362	ORG. FORSCOM	STATION	ZIP CODE OR APO	MAJOR COMMAND	f.2. STATUS CODE 03
g. REASON FOR SUBMISSION Change of Rater		h. PERIOD COVERED		i. RATED MONTHS 7	j. NON-RATED CODES S
FROM 20090201		THRU 20091031		k. NO. OF ENCL	
l. RATED NCO'S EMAIL ADDRESS robert.bales1@us.army.mil		m. UIC WJHHTO		n. CMD CODE FC	
				o. PSB CODE UA20	

**PART II - AUTHENTICATION**

a. NAME OF RATER (Last, First, Middle Initial) BEAZLEY, LUTHUR A. IV		SSN [REDACTED]	SIGNATURE BEAZLEY LUTHUR ABNER IV 1298375	DATE (YYYYMMDD) 20091229
RANK CPT	PMOSC/BRANCH IN	ORGANIZATION HHC, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Platoon Leader	RATER'S AKO EMAIL ADDRESS (.gov. or .mil) luthur.beazley@us.army.mil
b. NAME OF SENIOR RATER (Last, First, Middle Initial) BELL, RICHARD R.		SSN [REDACTED]	SIGNATURE BELL RICHARD RYAN 11292842	DATE (YYYYMMDD) 20100102
RANK CPT	PMOSC/BRANCH IN	ORGANIZATION HHC, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Company Cdr	SENIOR RATER'S AKO EMAIL ADDRESS (.gov. or .mil) richard.r.bell@us.army.mil
c. NAME OF REVIEWER (Last, First, Middle Initial) ROCKE, ADAM L.		SSN [REDACTED]	SIGNATURE ROCKE ADAM LEE 10702633	DATE (YYYYMMDD) 20100102
RANK LTC	PMOSC/BRANCH IN	ORGANIZATION HQ, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Battalion Cdr	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil) adam.rocke@us.army.mil
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)				
e. RATED NCO. I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.			SIGNATURE BALES.ROBERT.1251917430	DATE (YYYYMMDD) 20100103

**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE SNIPER SECTION LEADER	b. DUTY MOSC 11B3OB4
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Battalion Sniper Section Leader in an Stryker Brigade Combat Team (SBCT) forward deployed and conducting full spectrum operations in support of Operation Iraqi Freedom; responsible for 2 three man teams and a Reconnaissance Variant Stryker Vehicle in engaged in full spectrum operations with an emphasis on Urban Operations, limited visibility and precision operations; responsible for the accountability and maintenance of all assigned equipment valued in excess of \$4,000,000; responsible for the welfare, morale, and conduct of the section's Soldiers and the well-being of their families.	
d. AREAS OF SPECIAL EMPHASIS Squad LFX, Platoon LFX, BDE FTX, MRX, Operation Iraqi Freedom	
e. APPOINTED DUTIES Platoon Key Control Officer, Assistant Company Weight Control NCO	
f. COUNSELING DATES	INITIAL 20090209
	LATER 20090629
	LATER 20090918
	LATER

**PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)**

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)		YES	NO
<p><b>V</b></p> <p><b>A</b></p> <p><b>L</b></p> <p><b>U</b></p> <p><b>E</b></p> <p><b>S</b></p> <p>Loyalty Duty Respect Selfless-Service</p> <p>Honor Integrity Personal Courage</p>	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	2. DUTY: Fulfills their obligations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	3. RESPECT/EO/EEO: Treats people as they should be treated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	5. HONOR: Lives up to all the Army values.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	6. INTEGRITY: Does what is right - legally and morally.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bullet comments			
o unquestionably committed to the unit's mission			
o integrity beyond reproach; could be counted on to always do the right thing			
o worked tirelessly to serve the company; always placed the needs of Soldiers before himself			

B004964



RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20091031 +
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b>			
BULLET COMMENTS ARE MANDATORY SUBSTANTIVE BULLET COMMENTS ARE REQUIRED TO "EXCELLENCE" OR "NEEDS IMPROVEMENT"			
<p><b>b. COMPETENCE</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Duty proficiency; MOS competency</li> <li><input type="checkbox"/> Technical &amp; tactical; knowledge, skills, and abilities</li> <li><input type="checkbox"/> Sound judgment</li> <li><input type="checkbox"/> Seeking self-improvement; always learning</li> <li><input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul> <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/></p>	<p><input type="checkbox"/> superbly held the position of Platoon Sergeant for 45 days during combat operations while deployed in support of Operation Iraqi Freedom</p> <p><input type="checkbox"/> continuously sought out by peers and the Battalion CSM in all matters concerning Sniper and Counter-sniper operations</p> <p><input type="checkbox"/> navigated over 15,000 miles as the commander of the platoon's lead vehicle reaching every objective on time</p>		
<p><b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mental and physical toughness</li> <li><input type="checkbox"/> Endurance and stamina to go the distance</li> <li><input type="checkbox"/> Displaying confidence and enthusiasm; looks like a Soldier</li> </ul> <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/></p>	<p>APFT PASS 20090702 HEIGHT/WEIGHT 68 / 170 YES</p> <p><input type="checkbox"/> scored 298 on APFT, maintaining the Army Physical Fitness Badge</p> <p><input type="checkbox"/> his toughness and stamina set the example for NCO's and Soldiers during physical training</p> <p><input type="checkbox"/> physical and mental toughness enabled him to excel during months of combat</p>		
<p><b>d. LEADERSHIP</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mission first</li> <li><input type="checkbox"/> Genuine concern for Soldiers</li> <li><input type="checkbox"/> Instilling the spirit to achieve and win</li> <li><input type="checkbox"/> Setting the example; Be, Know, Do</li> </ul> <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/></p>	<p><input type="checkbox"/> expertly led his squad on over 75 combat patrols and 17 combined operations with the Iraqi Security Forces while operating in MND-N</p> <p><input type="checkbox"/> drawing on experience from two previous deployment, performed leadership duties in a decisive and positive manner, resulting in 100% completion of each mission</p> <p><input type="checkbox"/> regularly sought out for creating solutions to discipline problems by peers and leaders from other maneuver elements within the Battalion</p>		
<p><b>e. TRAINING</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual and team</li> <li><input type="checkbox"/> Mission focused; performance oriented</li> <li><input type="checkbox"/> Teaching Soldiers how; common tasks, duty-related skills</li> <li><input type="checkbox"/> Sharing knowledge and experience to fight, survive and win</li> </ul> <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/></p>	<p><input type="checkbox"/> led all members of the Battalion Sniper Section to qualify expert on all Stryker Brigade Combat Team MTOE weapons systems</p> <p><input type="checkbox"/> flawlessly trained the Sniper Section in Sniper and Counter-Sniper tactics while maintaining all critical infantry skills within the section</p> <p><input type="checkbox"/> planned, resourced and executed five Battalion Sniper Live Fire Exercises while deployed to OIF</p>		
<p><b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Care and maintenance of equipment/facilities</li> <li><input type="checkbox"/> Soldier and equipment safety</li> <li><input type="checkbox"/> Conservation of supplies and funds</li> <li><input type="checkbox"/> Encouraging Soldiers to learn and grow</li> <li><input type="checkbox"/> Responsible for good, bad, right &amp; wrong</li> </ul> <p>EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/></p>	<p><input type="checkbox"/> maintained 100% accountability of all equipment valued in excess of \$4,000,000 throughout deployments to Yakima Training Center, NTC and Operation Iraqi Freedom</p> <p><input type="checkbox"/> demanded the highest standards of maintenance of all squad equipment; squad vehicle never missed a mission in training or combat</p> <p><input type="checkbox"/> constantly counseled junior leaders to ensure they continued to grow and learn, ensuring their constant improvement and qualification for future leadership positions</p>		
<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>			
<p><b>a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b></p> <p>AMONG THE BEST <input checked="" type="checkbox"/> FULLY CAPABLE <input type="checkbox"/> MARGINAL <input type="checkbox"/></p>	<p><b>e. SENIOR RATER BULLET COMMENTS</b></p> <p><input type="checkbox"/> promote immediately to Sergeant First Class; he has shown on numerous occasions he is ready to take on a greater amount of responsibility</p> <p><input type="checkbox"/> select now to attend ANCOC or following his current combat deployment; he will make an outstanding Platoon Sergeant in an MTOE unit</p>		
<p><b>b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.</b></p> <p>Squad Leader _____</p> <p>Platoon Sergeant _____</p> <p>Sniper Instructor _____</p>	<p><input type="checkbox"/> outstanding performance in garrison and combat; always projects a warrior focus; the best squad leader I senior rate</p> <p><input type="checkbox"/> absolutely unlimited potential; select now for the most challenging assignments that the Army can offer this outstanding NCO</p>		
<p><b>c. SENIOR RATER. Overall performance</b></p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>1 2 3 4 5 Successful Fair Poor</p>	<p><b>d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b></p> <p><input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>1 2 3 4 5 Superior Fair Poor</p>		

B004965



<b>NCO EVALUATION REPORT</b>						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3			
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						+			
<b>PART I - ADMINISTRATIVE DATA</b>									
a. NAME (Last, First, Middle Initial) BALES, ROBERT			b. SSN [REDACTED]		c. RANK SSG ( )	d. DATE OF RANK 20080401	e. PMOSC 11B3OB4		
f.1. UNIT HHC, 2d BN, 3d IN REGT, FORT LEWIS, WA 98433			ORG. STATION ZIP CODE OR APO, MAJOR COMMAND FORSCOM		f.2. STATUS CODE 02	g. REASON FOR SUBMISSION Annual			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		m. UIC	n. CMD CODE	o. PSB CODE
FROM	THRU	12			robert.bales1@us.army.mil		WJHHTO	FC	UA20
YEAR MONTH DAY	YEAR MONTH DAY								
20080201	20090131								
<b>PART II - AUTHENTICATION</b>									
a. NAME OF RATER (Last, First, Middle Initial) BUTLER, BRIAN H.			SSN [REDACTED]		SIGNATURE BUTLER BRIAN HOWARD.1166585		DATE (YYYYMMDD) 20090212		
RANK SFC	PMOSC/BRANCH 11B40	ORGANIZATION HHC, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Platoon Sergeant		RATER'S AKO EMAIL ADDRESS (.gov. or .mil) brian.howard.butler@us.army.mil			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) BEAZLEY, LUTHUR A. IV			SSN [REDACTED]		SIGNATURE BEAZLEY LUTHUR ARNER.IV.1266575		DATE (YYYYMMDD) 20090212		
RANK 1LT	PMOSC/BRANCH IN	ORGANIZATION HHC, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Platoon Leader		SENIOR RATER'S AKO EMAIL ADDRESS (.gov. or .mil) luthur.beazley@us.army.mil			
c. NAME OF REVIEWER (Last, First, Middle Initial) FURSMAN, JONATHAN M.			SSN [REDACTED]		SIGNATURE FURSMAN JONATHAN MICHAEL.1090892		DATE (YYYYMMDD) 20090212		
RANK CPT	PMOSC/BRANCH IN	ORGANIZATION HHC, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Company Cdr		REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil) jonathan.fursman@us.army.mil			
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS								<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)	
e. RATED NCO. I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I am aware of the appeals process of AR 623-3.					SIGNATURE BALES.ROBERT.1251917430		DATE (YYYYMMDD) 20090212		
<b>PART III - DUTY DESCRIPTION (Rater)</b>									
a. PRINCIPAL DUTY TITLE SNIPER SQUAD LEADER				b. DUTY MOSC 11B30					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Sniper Squad Leader in an Infantry Rifle Battalion of a Stryker Brigade Combat Team (SBCT) capable of deploying worldwide within 96 hours of notification in support of U.S. policies and objectives; responsible for deploying sniper teams and provide long range precision fire; responsible for the individual and collective training and professional development of six Soldiers; responsible for the accountability and maintenance of all assigned equipment valued in excess of \$2,500,000.									
d. AREAS OF SPECIAL EMPHASIS Squad STX; Platoon LFX; Army International Sniper Competition; Expert Infantryman's Badge; Squad Designated Marksman Course.									
e. APPOINTED DUTIES									
f. COUNSELING DATES		INITIAL	LATER	LATER	LATER				
		20080204	20080502	20080806	20081104				
<b>PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)</b>									
a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)							YES	NO	
<b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>	Loyalty Duty Respect Selfless-Service    Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.					X		
		2. DUTY: Fulfills their obligations.					X		
		3. RESPECT/EO/EEO: Treats people as they should be treated.					X		
		4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.					X		
		5. HONOR: Lives up to all the Army values.					X		
		6. INTEGRITY: Does what is right - legally and morally.					X		
		7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).					X		
Bullet comments									
o exemplifies the Army ethic of honesty in word and deed									
o focused on mission accomplishment and showed extraordinary commitment to duty									
o unquestionable loyalty; dedicated and caring leader									

B004952



RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20090131 +
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b>			
<b>b. COMPETENCE</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Duty proficiency; MOS competency</li> <li><input type="checkbox"/> Technical &amp; tactical; knowledge, skills, and abilities</li> <li><input type="checkbox"/> Sound judgment</li> <li><input type="checkbox"/> Seeking self-improvement; always learning</li> <li><input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul>		<input type="checkbox"/> earned the Expert Infantryman's Badge without a single no go  <input type="checkbox"/> specially selected by the Battalion Commander to organize and teach a three week Battalion Squad Designated Marksman course resulting in 27 trained SDMs in the unit  <input type="checkbox"/> graduated the U.S. Army Basic Sniper Course	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mental and physical toughness</li> <li><input type="checkbox"/> Endurance and stamina to go the distance</li> <li><input type="checkbox"/> Displaying confidence and enthusiasm; looks like a Soldier</li> </ul>		APFT PASS 20081119	HEIGHT/WEIGHT 69 / 205 YES
<ul style="list-style-type: none"> <li><input type="checkbox"/> scored a 297 on the APFT</li> <li><input type="checkbox"/> physical endurance and mental toughness enabled him to excel</li> <li><input type="checkbox"/> constant professional, motivated everyone around him through his confidence and enthusiasm</li> </ul>			
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>d. LEADERSHIP</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mission first</li> <li><input type="checkbox"/> Genuine concern for Soldiers</li> <li><input type="checkbox"/> Instilling the spirit to achieve and win</li> <li><input type="checkbox"/> Setting the example; Be, Know, Do</li> </ul>		<input type="checkbox"/> coached the Brigade Marksmanship Team to a first place finish in a Fort Lewis post competition out performing two sister Brigades and two Special Forces teams  <input type="checkbox"/> led two sniper teams to the U.S. Army International Sniper Competition at Fort Benning resulting in both teams finishing in the top 15 out of 27 international teams  <input type="checkbox"/> consistently led his Soldiers to accomplish the mission and achieve high standards through his lead from the front attitude and effective counseling	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>e. TRAINING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual and team</li> <li><input type="checkbox"/> Mission focused; performance oriented</li> <li><input type="checkbox"/> Teaching Soldiers how; common tasks, duty-related skills</li> <li><input type="checkbox"/> Sharing knowledge and experience to fight, survive and win</li> </ul>		<input type="checkbox"/> coordinated for and graduated the Tactical Tracking Operations Course resulting in four Soldiers in the platoon trained on combat tracking  <input type="checkbox"/> coached and mentored ten Soldiers in the Battalion to graduate the U.S. Army Basic Sniper Course with a 100% pass rate  <input type="checkbox"/> always found new and challenging ways to train and improve his sniper team's skills and capabilities	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Care and maintenance of equipment/facilities</li> <li><input type="checkbox"/> Soldier and equipment safety</li> <li><input type="checkbox"/> Conservation of supplies and funds</li> <li><input type="checkbox"/> Encouraging Soldiers to learn and grow</li> <li><input type="checkbox"/> Responsible for good, bad, right &amp; wrong</li> </ul>		<input type="checkbox"/> maintenance of his Squad equipment is always priority resulting in 100% fully mission capable sniper teams at all times  <input type="checkbox"/> emphasized safety in all aspects of training, highly evident through zero injuries or damage to personnel or equipment  <input type="checkbox"/> maintained 100% accountability of all squad equipment worth in excess of \$2,500,000	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>			
<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>			
<b>a. RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.		<b>e. SENIOR RATER BULLET COMMENTS</b> <input type="checkbox"/> promote now; this NCO will excel as a Platoon Sergeant  <input type="checkbox"/> unlimited potential; continue to assign to positions of increased responsibility  <input type="checkbox"/> send to ANCOC immediately  <input type="checkbox"/> consistently exceeded expectations; the top Staff Sergeant in the platoon	
<b>AMONG THE BEST</b> <input checked="" type="checkbox"/> <b>FULLY CAPABLE</b> <input type="checkbox"/> <b>MARGINAL</b> <input type="checkbox"/>			
<b>b. RATER.</b> List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. Sniper Squad Leader Platoon Sergeant CMTC Observer / Controller			
<b>c. SENIOR RATER.</b> Overall performance		<b>d. SENIOR RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.	
<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Successful Fair Poor		<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Superior Fair Poor	

B004953



<b>NCO EVALUATION REPORT</b>					FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3		
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.					+		
<b>PART I - ADMINISTRATIVE DATA</b>							
a. NAME (Last, First, Middle Initial) BALES, ROBERT			b. SSN [REDACTED]	c. RANK SGT ( )	d. DATE OF RANK 20060201	e. PMOSC 11B20	
f.1. UNIT ORG. STATION ZIP CODE OR APO. MAJOR COMMAND C CO, 2d BN, 3d Infantry Regiment, Fort Lewis, WA 98433 FORSCOM				f.2. STATUS CODE 02	g. REASON FOR SUBMISSION Annual		
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (gov or mil) robert.bales@us.army.mil	m. UIC WJHHC0	
FROM	THRU					n. CMD CODE FC	
YEAR MONTH DAY	YEAR MONTH DAY					o. PSB CODE UA20	
20070201	20080131	12					
<b>PART II - AUTHENTICATION</b>							
a. NAME OF RATER (Last, First, Middle Initial) GONZALEZCRUZ, JORGE E.			SSN [REDACTED]	SIGNATURE GONZALEZCRUZ, JORGE ENRIQUE 1169249	DATE (YYYYMMDD) 20080512		
RANK SFC	PMOSC/BRANCH 11B40	ORGANIZATION C CO, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Platoon Sergeant	RATER'S AKO EMAIL ADDRESS (gov. or mil) jorge.gonzalezcruz@us.army.mil			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) BEAZLEY, LUTHER A. IV			SSN [REDACTED]	SIGNATURE BEAZLEY, LUTHER ABNER IV 1266575	DATE (YYYYMMDD) 20080512		
RANK 1LT	PMOSC/BRANCH IN	ORGANIZATION C CO, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Platoon Leader	SENIOR RATER'S AKO EMAIL ADDRESS (gov. or mil) luthur.beazley@us.army.mil			
c. NAME OF REVIEWER (Last, First, Middle Initial) HALLOWS, CHRISTOPHER J.C			SSN [REDACTED]	SIGNATURE HALLOWS, CHRISTOPHER J, CEN CHATFIELD, ICI 1262	DATE (YYYYMMDD) 20080513		
RANK CPT	PMOSC/BRANCH IN	ORGANIZATION C CO, 2d BN, 3d IN REGT	DUTY ASSIGNMENT Company Commander	REVIEWER'S AKO EMAIL ADDRESS (gov. or mil) christopher.hallows@us.army.mil			
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)							
e. RATED NCO. I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.				SIGNATURE BALES, ROBERT. 1251917430	DATE (YYYYMMDD) 20080520		
<b>PART III - DUTY DESCRIPTION (Rater)</b>							
a. PRINCIPAL DUTY TITLE Team Leader			b. DUTY MOSC 11B20				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Team Leader in an Infantry Rifle Battalion of a Stryker Brigade Combat Team (SBCT) capable of deploying worldwide within 96 hours of notification in support of U.S policies and objectives; responsible for the training and tactical employment of a four man team in full spectrum operations with an emphasis on Urban Operations, limited visibility and precision operations; responsible for a four man team and their health, welfare, morale, discipline and professional development; responsible for the accountability and maintenance of all assigned equipment in excess of \$250,000.							
d. AREAS OF SPECIAL EMPHASIS Operation Iraqi Freedom (OIF).							
e. APPOINTED DUTIES							
f. COUNSELING DATES		INITIAL 20070228	LATER 20070531	LATER 20070831	LATER 20071130		
<b>PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)</b>							
a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)						YES	NO
<b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>	Loyalty Duty Respect Selfless-Service		1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
			2. DUTY: Fulfills their obligations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
			3. RESPECT/EO/EEO: Treats people as they should be treated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
			4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
			5. HONOR: Lives up to all the Army values.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
			6. INTEGRITY: Does what is right - legally and morally.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
			7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral)	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Honor Integrity Personal Courage		Bullet comments o continuously puts the mission first, along with the welfare of his soldiers and his unit o accomplished all task in extreme combat conditions always leading from the front o demonstrated 100% commitment to the unit, the Army, and his Soldiers					

B004950



RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20080131 +																														
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b>																																	
BULLET COMMENTS ARE MANDATORY SUBSTANTIVE BULLET COMMENTS ARE REQUIRED TO "EXCELLENCE" OR "NEEDS IMPROVEMENT"																																	
<b>b. COMPETENCE</b> <ul style="list-style-type: none"> <li>o Duty proficiency; MOS competency</li> <li>o Technical &amp; tactical; knowledge, skills, and abilities</li> <li>o Sound judgment</li> <li>o Seeking self-improvement; always learning</li> <li>o Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b>EXCELLENCE</b> <small>(Exceeds std)</small></td> <td style="text-align: center;"><b>SUCCESS</b> <small>(Meets std)</small></td> <td style="text-align: center;"><b>NEEDS IMPROVEMENT</b> <small>(Some)</small></td> <td style="text-align: center;"><b>(Much)</b></td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>o successfully completed over 150 missions during 15 month tour in Iraq</li> <li>o highly dependable, immediately called up his teams status during 10 IED attacks 2 RPG attacks and several small arms engagements</li> <li>o showed great composure and competence after reacting to a deep buried IED and complex attack clearing the surrounding area allowing recovery assets to clear the site</li> </ul>																								
<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>																														
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<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> <ul style="list-style-type: none"> <li>o Mental and physical toughness</li> <li>o Endurance and stamina to go the distance</li> <li>o Displaying confidence and enthusiasm; looks like a Soldier</li> </ul> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b>EXCELLENCE</b> <small>(Exceeds std)</small></td> <td style="text-align: center;"><b>SUCCESS</b> <small>(Meets std)</small></td> <td style="text-align: center;"><b>NEEDS IMPROVEMENT</b> <small>(Some)</small></td> <td style="text-align: center;"><b>(Much)</b></td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<table style="width: 100%; border: none;"> <tr> <td>APFT</td> <td>PASS</td> <td>20071114</td> <td>HEIGHT/WEIGHT</td> <td>69 / 220</td> <td>YES</td> </tr> </table> <ul style="list-style-type: none"> <li>o scored a 296 on APFT; an example of physical fitness in the platoon</li> <li>o physical and mental toughness allowed him to endure the tough environment of Iraq</li> <li>o always enforced uniform standards in accordance with AR 670-1; never hesitated to make the on the spot correction</li> </ul>			APFT	PASS	20071114	HEIGHT/WEIGHT	69 / 220	YES																
<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>																														
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APFT	PASS	20071114	HEIGHT/WEIGHT	69 / 220	YES																												
<b>d. LEADERSHIP</b> <ul style="list-style-type: none"> <li>o Mission first</li> <li>o Genuine concern for Soldiers</li> <li>o Instilling the spirit to achieve and win</li> <li>o Setting the example; Be, Know, Do</li> </ul> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b>EXCELLENCE</b> <small>(Exceeds std)</small></td> <td style="text-align: center;"><b>SUCCESS</b> <small>(Meets std)</small></td> <td style="text-align: center;"><b>NEEDS IMPROVEMENT</b> <small>(Some)</small></td> <td style="text-align: center;"><b>(Much)</b></td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>o continually volunteered for the toughest missions in the Baghdad, Iraq neighborhood including clearing 12 deep buried IED sites</li> <li>o superb leadership abilities were essential to the success of the squad and platoon during 100% of missions during Operation Iraqi Freedom</li> <li>o throughout all aspects of Iraq deployment was a source of information for all Soldiers to draw from</li> </ul>																								
<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>																														
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																														
<b>e. TRAINING</b> <ul style="list-style-type: none"> <li>o Individual and team</li> <li>o Mission focused; performance oriented</li> <li>o Teaching Soldiers how; common tasks, duty-related skills</li> <li>o Sharing knowledge and experience to fight, survive and win</li> </ul> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b>EXCELLENCE</b> <small>(Exceeds std)</small></td> <td style="text-align: center;"><b>SUCCESS</b> <small>(Meets std)</small></td> <td style="text-align: center;"><b>NEEDS IMPROVEMENT</b> <small>(Some)</small></td> <td style="text-align: center;"><b>(Much)</b></td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>o always demonstrated the patience and ability to articulate clearly to all Soldiers, facilitating the understanding of their individual task</li> <li>o drilled his team consistently on Battle Drill 6, and other mission-critical tasks related to OIF operations</li> <li>o displayed genuine concern for his Soldiers by continually upholding standards and retraining whenever necessary</li> </ul>																								
<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>																														
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																														
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> <ul style="list-style-type: none"> <li>o Care and maintenance of equipment/facilities</li> <li>o Soldier and equipment safety</li> <li>o Conservation of supplies and funds</li> <li>o Encouraging Soldiers to learn and grow</li> <li>o Responsible for good, bad, right &amp; wrong</li> </ul> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b>EXCELLENCE</b> <small>(Exceeds std)</small></td> <td style="text-align: center;"><b>SUCCESS</b> <small>(Meets std)</small></td> <td style="text-align: center;"><b>NEEDS IMPROVEMENT</b> <small>(Some)</small></td> <td style="text-align: center;"><b>(Much)</b></td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> <li>o maintained 100% accountability of all assigned equipment valued in excess of \$250,000 while performing combat operations in Iraq</li> <li>o attention to detail and relentless safety standards resulted in no accidents or injuries while operating in a high OPTEMPO combat environment</li> <li>o educated his team on the difference between American and Iraqi culture, giving them a better understanding on how to deal with the Iraqi populace</li> </ul>																								
<b>EXCELLENCE</b> <small>(Exceeds std)</small>	<b>SUCCESS</b> <small>(Meets std)</small>	<b>NEEDS IMPROVEMENT</b> <small>(Some)</small>	<b>(Much)</b>																														
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<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>																																	
<b>a. RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.  <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;">AMONG THE BEST</td> <td style="text-align: center;">FULLY CAPABLE</td> <td style="text-align: center;">MARGINAL</td> </tr> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	AMONG THE BEST	FULLY CAPABLE	MARGINAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>e. SENIOR RATER BULLET COMMENTS</b> <ul style="list-style-type: none"> <li>o promote now; clearly demonstrated skills above his current rank and duty position; ready now to be a squad leader</li> <li>o unquestionable performance during combat; technical and tactical abilities are without equal</li> </ul>																										
AMONG THE BEST	FULLY CAPABLE	MARGINAL																															
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																															
<b>b. RATER.</b> List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.  Squad Leader  Drill Sergeant  NCOES Instructor	<ul style="list-style-type: none"> <li>o unlimited potential; select for the most challenging assignments the Army can offer this outstanding NCO</li> <li>o send to BNCOC immediately; a future Platoon Sergeant</li> </ul>																																
<b>c. SENIOR RATER.</b> Overall performance  <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> </tr> <tr> <td style="text-align: center;">Successful</td> <td colspan="2" style="text-align: center;">Fair</td> <td colspan="2" style="text-align: center;">Poor</td> </tr> </table>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	Successful	Fair		Poor		<b>d. SENIOR RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.  <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><input checked="" type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> </tr> <tr> <td style="text-align: center;">Superior</td> <td colspan="2" style="text-align: center;">Fair</td> <td colspan="2" style="text-align: center;">Poor</td> </tr> </table>			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	2	3	4	5	Superior	Fair		Poor	
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Superior	Fair		Poor																														

B004951



<b>NCO EVALUATION REPORT</b>						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.		
+ For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						+		
<b>PART I - ADMINISTRATIVE DATA</b>								
a. NAME (Last, First, Middle Initial) BALES, ROBERT			b. SSN [REDACTED]	c. RANK SGT ( )	d. DATE OF RANK 20060201	e. PMOSC 11B20		
f.1. UNIT C CO, 2d BN, 3d IN REGT, BAGHDAD, IRAQ, APO AE 09322 FORSCOM		ORG. STATION C CO, 2d BN, 3d IN REGT, BAGHDAD, IRAQ, APO AE 09322 FORSCOM		ZIP CODE OR APO, MAJOR COMMAND APO AE 09322 FORSCOM		f.2. STATUS CODE 02 Annual		
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		m. UIC	
FROM	THRU						n. CMD CODE	
YEAR MONTH DAY 20060201	YEAR MONTH DAY 20070131	12			robert.bales@us.army.mil		WJHHC0	
							o. PSB CODE FC UA20	
<b>PART II - AUTHENTICATION</b>								
a. NAME OF RATER (Last, First, Middle Initial) FARRIS, TIMOTHY			b. SSN [REDACTED]	SIGNATURE <i>Tim Farris</i>		DATE (YYYYMMDD) 20070202		
RANK SSG		PMOSC/BRANCH 11B30		ORGANIZATION C CO, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Squad Leader		
						RATER'S AKO EMAIL ADDRESS (.gov. or .mil) timothy.farris@us.army.mil		
b. NAME OF SENIOR RATER (Last, First, Middle Initial) MARTIN, SHAWN S.			b. SSN [REDACTED]	SIGNATURE <i>Shawn S. Martin</i>		DATE (YYYYMMDD) 20070202		
RANK SFC		PMOSC/BRANCH 11B40		ORGANIZATION C CO, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Platoon Sergeant		
						SENIOR RATER'S AKO EMAIL ADDRESS (.gov. or .mil) shawn.s.martin@us.army.mil		
c. NAME OF REVIEWER (Last, First, Middle Initial) ALEXANDER, CHRISTOPHER M.			b. SSN [REDACTED]	SIGNATURE <i>Christopher M Alexander</i>		DATE (YYYYMMDD) 20070202		
RANK ILT		PMOSC/BRANCH IN		ORGANIZATION C CO, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Platoon Leader		
						REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil) chris.alexander@us.army.mil		
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)								
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I am aware of the appeals process of AR 623-3.				SIGNATURE <i>Robert Bales</i>		DATE (YYYYMMDD) 20070202		
<b>PART III - DUTY DESCRIPTION (Rater)</b>								
a. PRINCIPAL DUTY TITLE TEAM LEADER				b. DUTY MOSC 11B20				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Team Leader in a Stryker Brigade Combat Team (SBCT) conducting full spectrum combat operations in support of Operation Iraqi Freedom; responsible for the training and tactical employment of a four man team in full spectrum combat operations with an emphasis on Urban Operations, limited visibility and precision operations; responsible for the accountability and maintenance of all assigned equipment worth in excess of \$250,000; responsible for the welfare, morale, and conduct of the team's Soldiers in a combat environment and the well-being of their families.								
d. AREAS OF SPECIAL EMPHASIS National Training Center rotation 06-04; Operation Iraqi Freedom.								
e. APPOINTED DUTIES								
f. COUNSELING DATES								
INITIAL		LATER		LATER		LATER		
20060222		20060521		20060820		20061119		
<b>PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)</b>								
a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)								
V A L U E S	Loyalty Duty Respect Selfless-Service  Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.					X	
		2. DUTY: Fulfills their obligations.					X	
		3. RESPECT/EO/EEO: Treats people as they should be treated.					X	
		4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.					X	
		5. HONOR: Lives up to all the Army values.					X	
		6. INTEGRITY: Does what is right - legally and morally.					X	
		7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).					X	
		Bullet comments						
o demonstrated 100% commitment to the unit, the Army, and his Soldiers								
o accomplished every task and obligation to the fullest								
o maintained high standards of conduct on and off duty								

B004946



RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20070131 +
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b> <i>Bullet comments are mandatory. Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."</i>			
<b>b. COMPETENCE</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Duty proficiency; MOS competency</li> <li><input type="checkbox"/> Technical &amp; tactical; knowledge, skills, and abilities</li> <li><input type="checkbox"/> Sound judgment</li> <li><input type="checkbox"/> Seeking self-improvement; always learning</li> <li><input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> applied prior combat experience to help the Platoon successfully complete over 150 combat patrols in Operation Iraqi Freedom</li> <li><input type="checkbox"/> consistently reported enemy activity and his Soldiers' status through two RPG fire and seven different IED attacks while placing accurate fire on the enemy</li> <li><input type="checkbox"/> focused on target discrimination and weapon status along with muzzle awareness resulting in zero ROE violations and 100% mission success</li> </ul>	
<b>EXCELLENCE</b> <b>SUCCESS</b> <b>NEEDS IMPROVEMENT</b> <i>(Exceeds std)</i> <i>(Meets std)</i> <i>(Some)</i> <i>(Much)</i> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mental and physical toughness</li> <li><input type="checkbox"/> Endurance and stamina to go the distance</li> <li><input type="checkbox"/> Displaying confidence and enthusiasm; looks like a soldier</li> </ul>	
<b>EXCELLENCE</b> <b>SUCCESS</b> <b>NEEDS IMPROVEMENT</b> <i>(Exceeds std)</i> <i>(Meets std)</i> <i>(Some)</i> <i>(Much)</i> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		APFT PASS                      20061128                      HEIGHT/WEIGHT 69 / 215 YES <ul style="list-style-type: none"> <li><input type="checkbox"/> scored a 296 on APFT; superb physical fitness</li> <li><input type="checkbox"/> maintained proper wear and appearance of military uniforms in accordance with AR 670-1 and never hesitated to make the on-the-spot correction</li> <li><input type="checkbox"/> leads from the front; always sets the standard for other Soldiers to follow</li> </ul>	
<b>d. LEADERSHIP</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mission first</li> <li><input type="checkbox"/> Genuine concern for soldiers</li> <li><input type="checkbox"/> Instilling the spirit to achieve and win</li> <li><input type="checkbox"/> Setting the example; Be, Know, Do</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> continually volunteered for the most dangerous missions, including searching 14 possible VBIEDs in flash TCPs in Tier 1 IED sites</li> <li><input type="checkbox"/> leadership was of extreme benefit to the company when his team reacted on targets during Operation Lion Hunt, resulting in the capture of two mid-level AIF personnel</li> <li><input type="checkbox"/> consistently sought-out by peers and superiors for his expertise in Urban Operations; ability to teach Soldiers CQB allowed for 100% mission accomplishment by his team</li> </ul>	
<b>EXCELLENCE</b> <b>SUCCESS</b> <b>NEEDS IMPROVEMENT</b> <i>(Exceeds std)</i> <i>(Meets std)</i> <i>(Some)</i> <i>(Much)</i> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<b>e. TRAINING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual and team</li> <li><input type="checkbox"/> Mission focused; performance oriented</li> <li><input type="checkbox"/> Teaching soldiers how; common tasks, duty-related skills</li> <li><input type="checkbox"/> Sharing knowledge and experience to fight, survive and win</li> </ul>	
<b>EXCELLENCE</b> <b>SUCCESS</b> <b>NEEDS IMPROVEMENT</b> <i>(Exceeds std)</i> <i>(Meets std)</i> <i>(Some)</i> <i>(Much)</i> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<ul style="list-style-type: none"> <li><input type="checkbox"/> enforced at least one hour of PT every day as well as dozens combative's training sessions regardless of OPTEMPO, leading his team to an APFT average of 290</li> <li><input type="checkbox"/> drilled team repeatedly on flash TCPs, Battle Drill 6, counter-IED techniques, and other mission-critical tasks related to OIF operations</li> <li><input type="checkbox"/> trained his Soldiers using prior combat experience to prepare them for a tough fight in urban terrain making them fully capable of closing with and destroying the enemy</li> </ul>	
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Care and maintenance of equipment/facilities</li> <li><input type="checkbox"/> Soldier and equipment safety</li> <li><input type="checkbox"/> Conservation of supplies and funds</li> <li><input type="checkbox"/> Encouraging soldiers to learn and grow</li> <li><input type="checkbox"/> Responsible for good, bad, right &amp; wrong</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> maintained 100% accountability of all assigned equipment valued in excess of \$250,000 while performing combat operations</li> <li><input type="checkbox"/> educated his Soldiers on the changing missions in Mosul, keeping them updated on the human terrain of local nationals, Iraqi Army, and Iraqi Police in the AO</li> <li><input type="checkbox"/> accepted and learned from successes and failures; enthusiastically took responsibility for any actions of his fire team or himself</li> </ul>	
<b>EXCELLENCE</b> <b>SUCCESS</b> <b>NEEDS IMPROVEMENT</b> <i>(Exceeds std)</i> <i>(Meets std)</i> <i>(Some)</i> <i>(Much)</i> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>	
<b>a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b>  AMONG THE BEST                      FULLY CAPABLE                      MARGINAL <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<b>e. SENIOR RATER BULLET COMMENTS</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> promote now; ready now to assume duties as a Squad Leader in any unit</li> <li><input type="checkbox"/> outstanding performance; always projects a warrior focus; personal actions during combat environment were an extreme asset to the platoon and Soldiers</li> <li><input type="checkbox"/> unlimited potential; select for the most challenging assignments that the Army can offer this outstanding NCO</li> <li><input type="checkbox"/> send to BNCOC now; a future Platoon Sergeant</li> </ul>	
<b>b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.</b> Team Leader _____ Squad Leader _____ Drill Sergeant _____		<b>c. SENIOR RATER. Overall performance</b> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1    2    3    4    5 Successful    Fair    Poor	
<b>d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1    2    3    4    5 Superior    Fair    Poor		+	

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+ <b>NCO EVALUATION REPORT</b> +						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.			
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.									
<b>PART I - ADMINISTRATIVE DATA</b>									
a. NAME (Last, First, Middle Initial) BALES, ROBERT			b. SSN [REDACTED]		c. RANK SGT ( )	d. DATE OF RANK 20060201	e. PMOSC 11B20		
f.1. UNIT ORG. STATION ZIP CODE OR APO, MAJOR COMMAND C CO, 2d BN, 3d IN REGT, BAGHDAD, IRAQ, APO AE 09322 FORSCOM				f.2. STATUS CODE 02	g. REASON FOR SUBMISSION Annual				
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		m. UIC	n. CMD CODE	o. PSB CODE
FROM	THRU	12			robert.bales@us.army.mil		WJHHC0	FC	UA20
YEAR MONTH DAY	YEAR MONTH DAY								
20060201	20070131								
<b>PART II - AUTHENTICATION</b>									
a. NAME OF RATER (Last, First, Middle Initial) FARRIS, TIMOTHY			SSN [REDACTED]		SIGNATURE <i>Tim Farris</i>	DATE (YYYYMMDD) 20070202			
RANK SSG	PMOSC/BRANCH 11B30	ORGANIZATION C CO, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Squad Leader	RATER'S AKO EMAIL ADDRESS (.gov. or .mil) timothy.farris@us.army.mil				
b. NAME OF SENIOR RATER (Last, First, Middle Initial) MARTIN, SHAWN S.			SSN [REDACTED]		SIGNATURE <i>Shawn S. Martin</i>	DATE (YYYYMMDD) 20070202			
RANK SFC	PMOSC/BRANCH 11B40	ORGANIZATION C CO, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Platoon Sergeant	SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil) shawn.s.martin@us.army.mil				
c. NAME OF REVIEWER (Last, First, Middle Initial) ALEXANDER, CHRISTOPHER M.			SSN [REDACTED]		SIGNATURE <i>Christopher M Alexander</i>	DATE (YYYYMMDD) 20070202			
RANK ILT	PMOSC/BRANCH IN	ORGANIZATION C CO, 2d BN, 3d IN REGT		DUTY ASSIGNMENT Platoon Leader	REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil) chris.alexander@us.army.mil				
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)									
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.					SIGNATURE <i>Robert Bales</i>	DATE (YYYYMMDD) 20070202			
<b>PART III - DUTY DESCRIPTION (Rater)</b>									
a. PRINCIPAL DUTY TITLE TEAM LEADER				b. DUTY MOSC 11B20					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Team Leader in a Stryker Brigade Combat Team (SBCT) conducting full spectrum combat operations in support of Operation Iraqi Freedom; responsible for the training and tactical employment of a four man team in full spectrum combat operations with an emphasis on Urban Operations, limited visibility and precision operations; responsible for the accountability and maintenance of all assigned equipment worth in excess of \$250,000; responsible for the welfare, morale, and conduct of the team's Soldiers in a combat environment and the well-being of their families.									
d. AREAS OF SPECIAL EMPHASIS National Training Center rotation 06-04; Operation Iraqi Freedom.									
e. APPOINTED DUTIES									
f. COUNSELING DATES		INITIAL	LATER	LATER	LATER				
		20060222	20060521	20060820	20061119				
<b>PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)</b>									
a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)							YES	NO	
<b>V A L U E S</b>  Loyalty Duty Respect Selfless-Service  Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other soldiers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	2. DUTY: Fulfills their obligations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	3. RESPECT/EO/EEO: Treats people as they should be treated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	5. HONOR: Lives up to all the Army values.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	6. INTEGRITY: Does what is right - legally and morally.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
Bullet comments									
	o demonstrated 100% commitment to the unit, the Army, and his Soldiers								
	o accomplished every task and obligation to the fullest								
	o maintained high standards of conduct on and off duty								

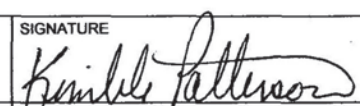
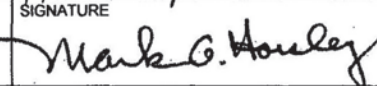
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RATED NCO'S NAME (Last, First, Middle Initial) + BALES, ROBERT		SSN [REDACTED]	THRU DATE 20070131 +
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b> <i>Bullet comments are mandatory. Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."</i>			
<b>b. COMPETENCE</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Duty proficiency; MOS competency</li> <li><input type="checkbox"/> Technical &amp; tactical; knowledge, skills, and abilities</li> <li><input type="checkbox"/> Sound judgment</li> <li><input type="checkbox"/> Seeking self-improvement; always learning</li> <li><input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> applied prior combat experience to help the Platoon successfully complete over 150 combat patrols in Operation Iraqi Freedom</li> <li><input type="checkbox"/> consistently reported enemy activity and his Soldiers' status through two RPG fire and seven different IED attacks while placing accurate fire on the enemy</li> <li><input type="checkbox"/> focused on target discrimination and weapon status along with muzzle awareness resulting in zero ROE violations and 100% mission success</li> </ul>	
<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>		APFT PASS                      20061128                      HEIGHT/WEIGHT 69 / 215 YES <ul style="list-style-type: none"> <li><input type="checkbox"/> scored a 296 on APFT; superb physical fitness</li> <li><input type="checkbox"/> maintained proper wear and appearance of military uniforms in accordance with AR 670-1 and never hesitated to make the on-the-spot correction</li> <li><input type="checkbox"/> leads from the front; always sets the standard for other Soldiers to follow</li> </ul>	
<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mental and physical toughness</li> <li><input type="checkbox"/> Endurance and stamina to go the distance</li> <li><input type="checkbox"/> Displaying confidence and enthusiasm; looks like a soldier</li> </ul>		<b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>	
<b>d. LEADERSHIP</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mission first</li> <li><input type="checkbox"/> Genuine concern for soldiers</li> <li><input type="checkbox"/> Instilling the spirit to achieve and win</li> <li><input type="checkbox"/> Setting the example; Be, Know, Do</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> continually volunteered for the most dangerous missions, including searching 14 possible VBIEDs in flash TCPs in Tier 1 IED sites</li> <li><input type="checkbox"/> leadership was of extreme benefit to the company when his team reacted on targets during Operation Lion Hunt, resulting in the capture of two mid-level AIF personnel</li> <li><input type="checkbox"/> consistently sought-out by peers and superiors for his expertise in Urban Operations; ability to teach Soldiers CQB allowed for 100% mission accomplishment by his team</li> </ul>	
<b>e. TRAINING</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual and team</li> <li><input type="checkbox"/> Mission focused; performance oriented</li> <li><input type="checkbox"/> Teaching soldiers how; common tasks, duty-related skills</li> <li><input type="checkbox"/> Sharing knowledge and experience to fight, survive and win</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> enforced at least one hour of PT every day as well as dozens combative's training sessions regardless of OPTEMPO, leading his team to an APFT average of 290</li> <li><input type="checkbox"/> drilled team repeatedly on flash TCPs, Battle Drill 6, counter-IED techniques, and other mission-critical tasks related to OIF operations</li> <li><input type="checkbox"/> trained his Soldiers using prior combat experience to prepare them for a tough fight in urban terrain making them fully capable of closing with and destroying the enemy</li> </ul>	
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> Care and maintenance of equipment/facilities</li> <li><input type="checkbox"/> Soldier and equipment safety</li> <li><input type="checkbox"/> Conservation of supplies and funds</li> <li><input type="checkbox"/> Encouraging soldiers to learn and grow</li> <li><input type="checkbox"/> Responsible for good, bad, right &amp; wrong</li> </ul>		<ul style="list-style-type: none"> <li><input type="checkbox"/> maintained 100% accountability of all assigned equipment valued in excess of \$250,000 while performing combat operations</li> <li><input type="checkbox"/> educated his Soldiers on the changing missions in Mosul, keeping them updated on the human terrain of local nationals, Iraqi Army, and Iraqi Police in the AO</li> <li><input type="checkbox"/> accepted and learned from successes and failures; enthusiastically took responsibility for any actions of his fire team or himself</li> </ul>	
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<b>a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b>  <b>AMONG THE BEST</b> <input checked="" type="checkbox"/> <b>FULLY CAPABLE</b> <input type="checkbox"/> <b>MARGINAL</b> <input type="checkbox"/>		<b>e. SENIOR RATER BULLET COMMENTS</b> <ul style="list-style-type: none"> <li><input type="checkbox"/> promote now; ready now to assume duties as a Squad Leader in any unit</li> <li><input type="checkbox"/> outstanding performance; always projects a warrior focus; personal actions during combat environment were an extreme asset to the platoon and Soldiers</li> <li><input type="checkbox"/> unlimited potential; select for the most challenging assignments that the Army can offer this outstanding NCO</li> <li><input type="checkbox"/> send to BNCOC now; a future Platoon Sergeant</li> </ul>	
<b>b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.</b> Team Leader _____ Squad Leader _____ Drill Sergeant _____		<b>c. SENIOR RATER. Overall performance</b> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1    2    3    4    5 Successful    Fair    Poor	
<b>d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1    2    3    4    5 Superior    Fair    Poor		+	

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SERVICE SCHOOL ACADEMIC EVALUATION REPORT				DATE (YYYYMMDD)	
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.				20101210	
1. LAST NAME - FIRST NAME - MIDDLE INITIAL BALES, ROBERT		2. SSN [REDACTED]	3. GRADE SSG	4. BR	5. SPECIALTY/MOSC 11B30
6. COURSE TITLE ADVANCED LEADER COURSE PHASE II, CLASS 702-11			7. NAME OF SCHOOL Henry Caro NCOA, Fort Benning, GA 31905		8. COMP RA
9. THIS IS A REFERRED REPORT, DO YOU WISH TO MAKE COMMENTS? <input type="checkbox"/> NO <input type="checkbox"/> YES <input type="checkbox"/> NO			10. DURATION OF COURSE (YYYYMMDD) From: 20101115 Thru: 20101210		
11. PERFORMANCE SUMMARY  *a. <input checked="" type="checkbox"/> EXCEEDED COURSE STANDARDS (Limited to 20% of class enrollment)  b. <input type="checkbox"/> ACHIEVED COURSE STANDARDS  *c. <input type="checkbox"/> MARGINALLY ACHIEVED COURSE STANDARDS  *d. <input type="checkbox"/> FAILED TO ACHIEVE COURSE STANDARDS  *Rating must be supported by comments in ITEM 14.			12. DEMONSTRATED ABILITIES  a. <b>WRITTEN COMMUNICATION</b> <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR  b. <b>ORAL COMMUNICATION</b> <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR  c. <b>LEADERSHIP SKILLS</b> <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR  d. <b>CONTRIBUTION TO GROUP WORK</b> <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR  e. <b>EVALUATION OF STUDENT'S RESEARCH ABILITY</b> <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR (SUPERIOR/UNSAT rating must be supported by comments in ITEM 14)		
13. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A (A "NO" response must be supported by comments in ITEM 14)					
14. COMMENTS (This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs.)  SSG Bales graduated in the top 20% academically and was placed on the Commandant's List. He displayed an unparalleled grasp of composition, grammar and communication in writing. SSG Bales communicated with superior credibility and confidence during all small group discussions. He demonstrated outstanding leadership traits above experience level. SSG Bales displayed an excellent working knowledge that proved to be an asset in the group's team building and development. He exhibited intelligence and memory retention necessary to score well on all examinations resulting in an academic average of 94%.					
15. AUTHENTICATION					
a. TYPED NAME, GRADE, BRANCH, AND TITLE OF RATER KIMBLE PATTERSON, SSG, USA SMALL GROUP LEADER			DATE (YYYYMMDD) 20101210	SIGNATURE 	
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER MARK A. HORSLEY, CSM, USA COMMANDANT			DATE (YYYYMMDD) 20101210	SIGNATURE 	
c. DATE (YYYYMMDD) 20101210		SIGNATURE OF RATED SOLDIER 