OFFICER PERFORMANCE REPORT (Lt thru Col)					
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before		T			
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-940	3. GRADE 1st Lt	4. DAFSC 13S2C	5. REASON FOR REPO	ORT 6. PAS CODE FWGSFDV4	
7. ORGANIZATION. COMMAND. LOCATION. AND COMPONENT	150 20	8. PERIOD OF REI		9. NO. DAYS SUPV.	
321st Missile Squadron (AFGSC), Francis E. Warren A	FB WY (AD)	16 Sep 2011	тнки 15 Sep 2012	124	
II. JOB DESCRIPTION (Limit text to 4 lines)	,			10. SRID	
DUTY TITLE ICBM Deputy Combat Crew Commander				GS090	
- While on alert at an LCC, second in command of					
- Accountable to the President, SECDEF & CDRUS					
- When ordered, initiates retargeting actions and pro-	1 0		O 1		
- Assists crew CC in supervising daily activities of	9 ops, security a		OFS NOT ME	· · · · · · · · · · · · · · · · · · ·	
III. PERFORMANCE FACTORS	0	MEET	STANDARDS STAND	DARDS EXEMPTION	
Job Knowledge, Leadership Skills, Professional Qualities, Organizational Decisions, Communication Skills, and Physical Fitness (see reverse if m.	Skills, Judgment and harked Does Not Meet Si	tandards)		X	
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)					
- Dedicated officer; 100% WS/codes, 97% EWO ts	•	•	•		
- Critical to sq's perfect code change; aced wg's tou	• .		*	•	
- Oversaw 3 RS/RV swaps & missile installs; resto			•		
- Swiftly identified 3 degraded alert ICBMs/remov					
- Quick thinker; directed emergency actions for inju					
- Highly skilled & motivated officer critical to squa	· · · · · · · · · · · · · · · · · · ·			nPDE is a must!	
Last performance feedback was accomplished on: 24 Jul 2012 (I	AW AFI 36-2406) (If not	accomplished, state	the reason)		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE			DATE	
JORDAN M. FISCHER, Capt, USAF	ICBM Combat C	Crew Command	ler	25 Sep 2012	
321st Missile Squadron (AFGSC)	SSN SIGN	NATURE		'	
Francis E. Warren AFB WY	9100	FISCH	HER.JORDAN.M.1292	2834183	
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lin	nes) CON	ICUR	NON-CONCUR		
- #2/8 DMCCCs; aced grueling initial eval with Q1	rtgvital to sq's	s '11 Phillips A	Awd nomination,	#1/3 missile sqs	
- Expertly retargeted 3 ICBMs; held war plan tgts a	t riskkey to wg	s's '11 Omaĥa '	Γrophy, #1/3 MW	s in STRATCOM	
- Perfectly configured LCC for IG inspectioncontr	ibuted to sq/gp/v	vg "Excellent"	rtgs during 1st A	FGSC ICBM CUI	
- Superb ofcr/ldr, bested 75 crews as OG's MCC of	1st Qtr '12; qua	lify for SCP, t	hen instr/eval dut	tyabsolutely PDE	
NAME, GRADE, BR OF SVC. ORGN, COMMAND & LOCATION	DUTY TITLE			DATE	
JAMES L. WHITE, Capt, USAF	ICBM Combat C	Crew Flight Cor	nmander	26 Sep 2012	
321st Missile Squadron (AFGSC) Francis E. Warren AFB WY		NATURE		646494	
Francis E. Warren AFB W I	1867	VVIII	ΓΕ.JAMES.LEE.1186	010134	
VI. REVIEWER (If required, limit text to 4 lines)	CON	ICUR	NON-CONCUR		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE			DATE	
CHRISTOPHER A. COFFELT, Colonel, USAF	Commander			9 Oct 2012	
90th Missile Wing (AFGSC) Francis E. Warren AFB WY	SSN SIGN	NATURE COFFELT	CHRISTOPHER.A.1	1154128090	
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR	FUNCTIONAL E		AIR FORCE ADVISO		
(Indicate applicable review by marking the appropriate box) NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE	L		DATE	
	SSN SIGN	NATURE		L	
VIII RATEF'S ACKNOWI EDGMENT					
VIII. RATEE'S ACKNOWLEDGMENT I understand my signature does not constitute agreement or Yes No	SIGNATURE			DATE	
Lunderstand my signature does not constitute agreement or		ON.BENNETT.R.	1240622724	DATE 10 Oct 2012	

RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does N	Not Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS
non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle	
subordinates. Has respect and confidence of subordinates. Fair		
personal responsibility. Is fair and objective.	on, integrity, honesty, and officership. Adheres to Air Force standards. Accepts	
 Organizational Skills. Plans, coordinates, schedules and equitably and effectively. Anticipates and solves problems. 	uses resources effectively. Meets suspenses. Schedules work for self and other	ers
5. Judgment and Decisions. Makes timely and accurate dec	isions. Emphasizes logic in decision making. Retains composure in stressful pational health requirements. Acts to take advantage of opportunities.	
6. Communication Skills. Listens, speaks, and writes effective	ely.	
7. Physical Fitness. Maintains Air Force physical fitness stands	ards.	
X. REMARKS (use this section to spell out acronyms from the free	ont)	
System (RS); Reentry Vehicle (RV); Squadron	n (WS); Emergency War Order (EWO); Launch Facility n Command Post (SCP); Deputy Missile Combat Crew C lidated Unit Inspection (CUI); Missile Combat Crew (M	Commander
XI. REFERRAL REPORT (Complete only if report contains refer	rral comments or the overall standards block is marked as does not meet standa	urds)
I am referring this OPR to vou according to AFI 36-2406, para 3.9. I Specifically,	t contains comment(s)/rating(s) that make(s) the report a referral as defined in AF	1 36-2406. para. 3.9.
agreement with the ratings or comments on the report. Once signed comments to:	nerely acknowledges that a referral report has been rendered; it does not imply ac d. you are entitled to a copy of this memo. You may submit rebuttal comments. S	Send vour written
above. You may submit attachments (limit to 10 pages), but they melsewhere will remain attached to the report for file in your personne package prior to filing since these documents are already filed in you conduct, integrity, or motives of the evaluator unless you can fully su Center if you require any assistance in preparing your reply to the ref for other personnel related actions (e.g. assignments, promotions, e information on this subject. If you believe this report is inaccurate, ur	ar date below. If you need additional time, you may request an extension from the ust directly relate to the reason this report was referred. Pertinent attachments not el record. Copies of previous reports, etc. submitted as attachments will be remover records. Your rebuttal comments/attachments may not contain any reflection of obstantiate and document them. Contact the MPF career enhancement section, cerral report. It is important for you to be aware that receiving a referral report may etc.). You may consult your commander and/or MPF or Air Force Contact Center injust, or unfairly prejudicial to your career, you may apply for a review of the report on the becomes a matter of record as defined in AFI 36-2406, Attachment 1.	ot maintained red from your rebuttal on the character, or the AF Contact affect your eligibility if you desire more
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
	INSTRUCTIONS	
on completion of or enrollment in Developmental Education, advan endorsement levels, family activities, marital status, race, sex, ethni	INSTRUCTIONS potential based on that performance. Promotion recommendations are prohibite ced education, previous or anticipated promotion recommendations on AF Form ic origin, age, or religion. Evaluators enter only the last four numbers of SSN. id, how well he or she did it, and how the officer contributed to mission accomplish.	709, OPR
concise "bullet" format. Your comments in Section IV may include ra matter of record and provide follow-up feedback to let the ratee kn	recommendations for assignment. Provide a copy of the report to the ratee prior to now how their performance resulted in this final product.	o the report becoming
	ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the ration till disagree with the rater, mark "NON-CONCUR" and explain. You may include references to the ration of the r	
sign the form. If you disagree with previous evaluators, you may as	ngs and comments. If their evaluations are accurate, unbiased and uninflated, mak them to review their evaluations. You may not direct them to change their apprain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the	aisals. If you still
evaluation appeal through the Evaluation Reports Appeals Board IA	of this report. It does not constitute concurrence. If you disagree with the content W AFI 36-2401 (Correcting Officer and Enlisted Evaluation Reports), or through the Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Fig. 1.	he Air Force Board for
	PRIVACY ACT STATEMENT	
AUTHORITY: Title 10 United States Code, Section 8013 and Exec	utive Order 9397, 22 November 1943.	
PURPOSE: Information is needed for verification of the individual's	name and Social Security Number (SSN) as captured on the form at the time of	rating.
ROUTINE USES: May specifically be disclosed outside the DoD as		
DISCLOSURE: Disclosure is mandatory; SSN is used for positive in	dentification.	

OFFICER PERFORMANCE REPORT (Lt thru Col)						
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before		1)	14 DAFOC	F DEACON FOR DE	DODT	LC DAC CODE
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-9	3. GRADE 468 1st]	Lt	4. DAFSC K13N2	5. REASON FOR RECRO		6. PAS CODE FWGSFHCM
7. ORGANIZATION. COMMAND. LOCATION. AND COMPONENT			8. PERIOD OF RE	PORT	9. N	IO. DAYS SUPV.
90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY			16 Sep 2012	THRU 31 Jul 2013		243
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ICBM Instructor Deputy Combat Crew Cor	nmander				10.	SRID GS090
- Select instructor; conducts launch control center		edures	s trainer and	classroom traini	ng	
- Develops training materials that maintain profici	-				_	staff officers
- Accountable to the President, SECDEF & CDRU	•		•			
- Monitors 100 additional ICBMs, directs 14 miss	sile combat cr	ews a	nd oversees	\$3.3B in weapor	n syst	tem assets
III. PERFORMANCE FACTORS				OES NOT M STANDARDS STAI	IEETS NDARDS	FITNESS S EXEMPTION
Job Knowledge, Leadership Skills, Professional Qualities, Organization Decisions, Communication Skills, and Physical Fitness (see reverse if	al Skills, Judgment	and			X	
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)	marked Does Not N	neer Star	idards)			
- Brilliant instr; crushed duty reserved for top 15%	6 of 196 MCC	'Ms1	led sa to OG'	s Chevenne Tro	nhv r	om. #1/5 sas
- Ops ace; dominated HHQ eval with 3rd consec				•		
- OG metrics guru; tracked 123 key data setslifte			~ ~			
- Prep'd gp crews with 72 sim hrsvaulted 12/12						
- Leadership & keen ops savvy crucial to 90 MW						
- High-octane ldr/ofcr/nuc oper; perfect mentor fo						
Last performance feedback was accomplished on: 23 May 2013						
		•	•	,		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE				1	DATE
ANDREW A. FOX, Capt, USAF	Chief, ICBN	M Trai	ning Requiren	nents		7 Nov 2013
90th Operations Support Squadron (AFGSC)	SSN	SIGNA		V ANDDEW A 4000	47077	F
Francis E. Warren AFB WY	4702	1		X.ANDREW.A.1062		
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4		CONC		NON-CONCUP		
- #2/16 deputy instrs; stellar 99.7% avg on 33 EW	O/codes/WS	exam	sled sect to	90 OSS Tm of	Qtr a	wd, 4th qtr '12
- Gave 288 hrs of expert sim trngvital to sq's '12						
- Sage trng raised gp proficiencyaided "best EW				-		-
- Solid-gold nuc ldr/ofcr with amazing diligence;	selected for ea	arly u _l	pgraderetur	n to instr/eval sl	nop	PDE a must!
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	·	VC: ICDM	C		DATE
STEVEN T. SANDERS, Maj, USAF 90th Operations Support Squadron (AFGSC)	-		·	Current Operation	.18	7 Nov 2013
Francis E. Warren AFB WY	2181	SIGNA		RS.STEVEN.TODD.	10620	38248
VI. REVIEWER (If required, limit text to 4 lines)	X	CONC	UR	NON-CONCU	R	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE					DATE
TRACEY L. HAYES, Colonel, USAF	Commande	r				2 Dec 2013
90th Missile Wing (AFGSC)	SSN	SIGNA	TURE			
Francis E. Warren AFB WY	6647		HAY	'ES.TRACEY.L.107	461792	28
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	FUNCTIO	NAL EXA	AMINER	AIR FORCE ADVI	SOR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE					DATE
	SSN	SIGNA	TURE		L	
			-			
VIII. RATEE'S ACKNOWLEDGMENT						
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was	o SIGNATURE				ר	DATE
accomplished during the reporting period and upon receipt of this report.	JO	HNSO	N.BENNETT.R.	1240633724	6	5 Dec 2013

RATEE NAME: JOHNSON, BENNETT R.					
IX. PERFORMANCE FACTORS (If Section III is marked Does	Not Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS			
1. Job Knowledge. Has knowledge required to perform duties non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle				
Leadership Skills. Sets and enforces standards. Works we subordinates. Has respect and confidence of subordinates. Fair	Il with others. Fosters teamwork. Displays initiative. Self-confident. Motivates and consistent in evaluation of subordinates.				
3. Professional Qualities. Exhibits loyalty, discipline, dedicati	ion, integrity, honesty, and officership. Adheres to Air Force standards. Accepts				
personal responsibility. Is fair and objective. 4. Organizational Skills. Plans, coordinates, schedules and	uses resources effectively. Meets suspenses. Schedules work for self and other	ers			
equitably and effectively. Anticipates and solves problems.	isions. Emphasizes logic in decision making. Retains composure in stressful				
· · · · · · · · · · · · · · · · · · ·	pational health requirements. Acts to take advantage of opportunities.				
6. Communication Skills. Listens, speaks, and writes effective	ely.				
7. Physical Fitness. Maintains Air Force physical fitness stand	ards.				
X. REMARKS (use this section to spell out acronyms from the fr					
	erations Group (OG); Qualification Level 1 (Q1); Nucle ess Inspection (NORI); Emergency War Order (EWO); OSS)	•			
XI. REFERRAL REPORT (Complete only if report contains refe	rral comments or the overall standards block is marked as does not meet standar	rds)			
	It contains comment(s)/rating(s) that make(s) the report a referral as defined in AF				
Acknowledge receipt by signing and dating below. Your signature n agreement with the ratings or comments on the report. Once signed comments to:	nerely acknowledges that a referral report has been rendered; it does not imply act d. you are entitled to a copy of this memo. You may submit rebuttal comments. S	ceptance of or end vour written			
above. You may submit attachments (limit to 10 pages), but they melsewhere will remain attached to the report for file in your personne package prior to filing since these documents are already filed in you conduct, integrity, or motives of the evaluator unless you can fully suffer if you require any assistance in preparing your reply to the refor other personnel related actions (e.g. assignments, promotions, einformation on this subject. If you believe this report is inaccurate, un	ar date below. If you need additional time, you may request an extension from the ust directly relate to the reason this report was referred. Pertinent attachments no el record. Copies of previous reports, etc. submitted as attachments will be removeur records. Your rebuttal comments/attachments may not contain any reflection of ubstantiate and document them. Contact the MPF career enhancement section, or derral report. It is important for you to be aware that receiving a referral report may a tetc.). You may consult your commander and/or MPF or Air Force Contact Center if nijust, or unfairly prejudicial to your career, you may apply for a review of the report of the becomes a matter of record as defined in AFI 36-2406, Attachment 1.	ot maintained red from your rebuttal n the character, or the AF Contact affect your eligibility f you desire more			
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE			
	SIGNATURE				
SIGNATURE OF RATEE		DATE			
	INCTRUCTIONS				
on completion of or enrollment in Developmental Education, advarendorsement levels, family activities, marital status, race, sex, ethn	INSTRUCTIONS potential based on that performance. Promotion recommendations are prohibite iced education, previous or anticipated promotion recommendations on AF Form ic origin, age, or religion. Evaluators enter only the last four numbers of SSN.	709, OPR			
	id, how well he or she did it, and how the officer contributed to mission accomplish recommendations for assignment. Provide a copy of the report to the ratee prior to now how their performance resulted in this final product.				
ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.					
REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.					
evaluation appeal through the Evaluation Reports Appeals Board IA	of this report. It does not constitute concurrence. If you disagree with the content W AFI 36-2401 (Correcting Officer and Enlisted Evaluation Reports), or through th Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air F	he Air Force Board for			
	PRIVACY ACT STATEMENT				
AUTHORITY: Title 10 United States Code, Section 8013 and Exec					
	s name and Social Security Number (SSN) as captured on the form at the time of r	ating.			
ROUTINE USES: May specifically be disclosed outside the DoD as	, , , , , , , , , , , , , , , , , , , ,				
DISCLOSURE: Disclosure is mandatory; SSN is used for positive in	uonunvauvii.				

OFFICER	PERFORMAN	ICE REPOR	T (Lt th	ru Col)		
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before			0 1-	DE 4 0 0 1 5 0 D	DEBORT	La 240 0025
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-9468	3. GRADE Capt	4. DAFS		REASON FOR CR		6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND. LOCATION, AND COMPONENT	Cupt			OF REPORT		9. NO. DAYS SUPV.
321st Missile Squadron (AFGSC), F. E. Warren AFB V	VY		1 Aug 20)13 THRU 7	Jul 2014	341
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ICBM Combat Crew Commander						10. SRID GSN20
- Commands a combat-ready missile crew; respons	ible for crew	z's proficier	ncy and	nrofession	al develor	ment
 While on nuclear alert at an LCC, directly responses Accountable to the President, SECDEF & CDRUST Supervises daily activities of 9 operations, security 	sible for 10 I SSTRATCO	CBMs & ov M for launc	versight th action	of \$3.3B ins of 10 IC	in weapon BMs upon	system assets direction
III. PERFORMANCE FACTORS				ES NOT TANDARDS	MEETS STANDARDS	FITNESS EXEMPTION
Job Knowledge, Leadership Skills (to include Promoting a Healthy Organi Qualities, Organizational Skills, Judgment and Decisions, Communication (see reverse if marked Does Not Meet Standards) IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)					X	
- Dedicated operator; performed 61 flawless nuclea	ar alertscrit	rical to 201	3 Willia	ms Award	"best MV	V" in AFGSC
- Guided sq through 2 global NC3 events; confirmed - Expertly led targeting for 5 sorties; aligned vital non-birectly supported wing's largest charity outreach - Removed 3 degraded ICBMs' launch capability; so - Superior officer, leader and missileer; primed for Last performance feedback was accomplished on: 15 Jan 2014	d POTUS-LO nuclear weap event; MW/ afeguarded in instructor/ev	CC linkporon system valuated of valuator ass	wered 1- without o as "ama war plar signmen	4th-straigh errorheld zing"rais nensured t, followed	nt "Outstand I strategic t sed \$7K, fo continued	ding" rating eargets at risk ed 72 families nuclear surety
		(II not docomplic	mou, otato t	o rodocity		ATE
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION JEFFREY S. REES, Capt, USAF		DUTY TITLE ICBM Combat Crew Flight Commander				11 Aug 2014
321st Missile Squadron (AFGSC) F. E. Warren AFB WY	SSN 8548	SIGNATURE			OTT.1249966	-
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lin	nes)	CONCUR		NON-C	ONCUR	
- #4/39 sq Lts; led 2 deputy upgrade sequencesbedrock of wing's '13 Omaha Trophy, "best MW" in USSTRATCOM - Performed perfect LCC restart; C2 ctr ready for warfighting msncrucial to '13 OG Proficiency Awd, #1/3 tac sqs - Selflessly reinforced critical MCC shortage at 341 MW; learned new WS in 3 daysguaranteed combat capability - Highly-motivated officer, selfless leader; fully prepared for top-tier instr/eval position, then Flt/CC dutyPDE now						
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION CYNTHIA L. GUNDERSON, Lt Col, USAF	DUTY TITLE Commander					ATE 11 Aug 2014
321st Missile Squadron (AFGSC) F. E. Warren AFB WY	ssn 9361	SIGNATURE GUNDERSON.CYNTHIA.L.11771			l .	
VI. REVIEWER (If required, limit text to 3 lines)	X	CONCUR		NON-C	ONCUR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION TRACEY L. HAYES, Colonel, USAF	DUTY TITLE Commander	r				ATE 19 Aug 2014
90th Missile Wing (AFGSC) F. E. Warren AFB WY	SSN SIGNATURE HAYES.TRACEY.L.1074617928					8
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	FUNCTION	NAL EXAMINER		AIR FORCE	E ADVISOR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE				Г	DATE
	SSN	SIGNATURE			I	
VIII. RATEE'S ACKNOWLEDGMENT	1	l				
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.	SIGNATURE JOI	HNSON.BENN	IETT.R.12	 240633724,		ATE 1 Aug 2014
AF FORM 707, 20140101 PREVIOUS EDITIONS ARE C	1		PRIVAC	Y ACT INFORMAT	ΓΙΟΝ: The inform	ation in this form is

RATEE NAME: JOHNSON, BENNETT R.							
IX. PERFORMANCE FACTORS (If Section III is marked Does I	Not Meet Standards, fill in applicable block[s])	DOES I MEET STA					
Job Knowledge. Has knowledge required to perform duties non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle						
2. Leadership Skills. Sets and enforces standards. Promotes	a Healthy Organizational Climate. Works well with others. Fosters teamwork espect and confidence of subordinates. Fair and consistent in evaluation of						
	ion, integrity, honesty, and officership. Adheres to Air Force standards. Acce	pts					
4. Organizational Skills. Plans, coordinates, schedules and equitably and effectively. Anticipates and solves problems.	uses resources effectively. Meets suspenses. Schedules work for self an	d others					
	isions. Emphasizes logic in decision making. Retains composure in stress pational health requirements. Acts to take advantage of opportunities.	sful					
6. Communication Skills. Listens, speaks, and writes effective	vely.						
7. Physical Fitness. Maintains Air Force physical fitness stand	ards.						
X. REMARKS (use this section to spell out acronyms from the fr	ont)						
Missile Combat Crew (MCC); Nuclear Comma	and, Control and Communication (NC3); Command m (WS)	and Contro	1 (C2);				
	rral comments or the overall standards block is marked as does not meet s						
I am referring this OPR to vou according to AFI 36-2406, para 1.10. Specifically,	It contains comment(s)/rating(s) that make(s) the report a referral as define	d in AFI 36-2400	3. para. 1.10.				
	nerely acknowledges that a referral report has been rendered; it does not im d vou are entitled to a conv of this memo. You may submit rebuttal commen						
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.							
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE					
	SIGNATURE						
SIGNATURE OF RATEE		DATE					
	INSTRUCTIONS						
ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.							
RATER: Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.							
ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.							
REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.							
RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR).							
	PRIVACY ACT STATEMENT						
	y of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amend tory; promotion, school and assignment selection; reduction-in-force; control		nent;				
separation; research and statistical analysis. ROUTINE USES: May specifically be disclosed outside the DoD as	s a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses	apply.					

AF FORM 707, 20140101

DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.

OFFICER PERFORMANCE REPORT (Lt thru Col)						
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before			00 5 05	- A O O N F O D	DEDODT	To DAG CODE
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-9468	3. GRADE Capt	4. DAF	3N3 5. RE	EASON FOR Annı		6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND. LOCATION, AND COMPONENT	Сирг	Kı	8. PERIOD OF		141	9. NO. DAYS SUPV.
7. ONGANIZATION, CONMINIAND, ECCATION, AND COMINIONENT						
321st Missile Squadron (AFGSC), F. E. Warren AFB W	ΥY		8 Jul 2014	THRU 7 J	ul 2015	156
II. JOB DESCRIPTION (Limit text to 4 lines)						10. SRID
DUTY TITLE ICBM Instructor Combat Crew Commander						GS090
- Select instructor; conducts launch control center, r	nissile proce	dures trai	ner and cla	ssroom ti	raining for	53 personnel
- Develops training material that maintain proficience	cy for squad	ron comba	it-ready cre	ews and s	enior staff	fofficers
- Accountable to the President, SECDEF, & CDRUS	SSTRATCO	M for lau	nch actions	of 50 IC	BMs upor	n direction
- Monitors 100 additional ICBMs, directs 15 missile	e crews and	oversees S	\$3.3B in w	eapon sy	stem asset	ts
III. PERFORMANCE FACTORS			DOES MEET STA		MEETS STANDARDS	FITNESS EXEMPTION
Job Knowledge, Leadership Skills (to include Promoting a Healthy Organiz	zational Climate).	Professional	MELIGIA	INDANDO		EXEMITION
Qualities, Organizational Skills, Judgment and Decisions, Communication					\times	
(see reverse if marked Does Not Meet Standards)						
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)					1 0 /0	, .
- Experienced operator; participated in missile wing			•			-
- Executed 89 ICBM simulator events; resulted in 2'	-	_				
- Operations guru; restored power/air amid emergen						
- Unrivaled instructor; provided 150 hours of ICBM						
- Composed 228 pages of training material & scena	_	_	-		-	
- #1/7 CGOs! Outstanding operator with unrivaled	leadership a	bilities; re	ady for flig	ght comm	ander dut	yPDE ASAP
Last performance feedback was accomplished on: 27 Apr 2015 (Mark 2015)	AW AFI 36-2406)	(If not accompl	ished, state the	reason)		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE				D	ATE
STERLING D. WILLIAMS, Capt, USAF	Chief, Wear	ons and Ta	actics			16 Jul 2015
321st Missile Squadron (AFGSC)	SSN	SIGNATURE				
F. E. Warren AFB WY	0413	\	VILLIAMS.ST	ERLING.D	UWAN.1073	193920
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 line	es) 🔀	CONCUR		NON-CO	ONCUR	
- Prepared 66 personnel for NSI; delivered focused	training9	flawless e	vals/field o	bservatio	ons, NCOI	P "Excellent!"
- Maintained C2 during helicopter IFE; assured airc						
- Catalyst for change; LNO for 91 MW FIP implement						
- Superior leader, officer & mentor; excelled as squ	adron instru	ctor, prim	ed for cove	eted Flt/C	CC positio	nPDE now!
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE				D	ATE
JOHNNY L. GALBERT, Lt Col, USAF	Commander	•				21 Jul 2015
321st Missile Squadron (AFGSC)	SSN	SIGNATURE				
F. E. Warren AFB WY	9361		GALBER	T.JOHNNY	.L.11159602	233
VI. REVIEWER (If required, limit text to 3 lines)	\times	CONCUR		NON-C	ONCUR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE				n	ATE
STEPHEN M. KRAVITSKY, Colonel, USAF	Commander	•				31 Jul 2015
90th Missile Wing (AFGSC)	SSN	SIGNATURE				
F. E. Warren AFB WY	5740		KRAVITSK	Y.STEPHE	N.M.102339	0660
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR	FUNCTION	NAL EXAMINE	₹	AIR FORCE	ADVISOR	
(Indicate applicable review by marking the appropriate box) NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE					DATE
	SSN	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT						
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was	SIGNATURE				D	ATE
accomplished during the reporting period and upon receipt of	JO	HNSON.BEN	INETT.R.124	0633724	1	3 Aug 2015
this report.						ation in this form is

RATEE NAME: JOHNSON, BENNETT R.			
IX. PERFORMANCE FACTORS (If Section III is marked Does I	Not Meet Standards, fill in applicable block[s])	DOES NO MEET STAN	
non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle		-7.11.20
	a Healthy Organizational Climate. Works well with others. Fosters teamwork espect and confidence of subordinates. Fair and consistent in evaluation of	rk.	
Professional Qualities. Exhibits loyalty, discipline, dedicati personal responsibility. Is fair and objective.	on, integrity, honesty, and officership. Adheres to Air Force standards. Accep		
equitably and effectively. Anticipates and solves problems.	uses resources effectively. Meets suspenses. Schedules work for self and		
situations. Recognizes opportunities. Adheres to safety and occup	isions. Emphasizes logic in decision making. Retains composure in stressibational health requirements. Acts to take advantage of opportunities.	iul	
6. Communication Skills. Listens, speaks, and writes effective	ely.		
7. Physical Fitness. Maintains Air Force physical fitness stands	ards.		
X. REMARKS (use this section to spell out acronyms from the front to spell out acronyms front to spell out acronyms from the front to spell out acronyms front	ont)		
	rew Member (MCCM); Combat Mission Ready (CM; Nuclear Control Order Procedures (NCOP); In-Flignent Program (FIP)		
	rral comments or the overall standards block is marked as does not meet st		
I am referring this OPR to vou according to AFI 36-2406, para 1.10. Specifically,	It contains comment(s)/rating(s) that make(s) the report a referral as defined	d in AFI 36-2406.	para. 1.10.
Acknowledge receipt by signing and dating below. Your signature m	nerely acknowledges that a referral report has been rendered; it does not imp	aly accontance of	
	therety acknowledges that a referral report has been refidered, it does not imply you are entitled to a conv of this memo. You may submit rebuttal commen		
above. You may submit attachments (limit to 10 pages), but they melsewhere will remain attached to the report for file in your personner package prior to filing since these documents are already filed in your conduct, integrity, or motives of the evaluator unless you can fully so Center if you require any assistance in preparing your reply to the refor other personnel related actions (e.g. assignments, promotions, einformation on this subject. If you believe this report is inaccurate, un	be below. If you need additional time, you may request an extension from the ust directly relate to the reason this report was referred. Pertinent attachmer by records. Copies of previous reports, etc. submitted as attachments will be refur records. Your rebuttal comments/attachments may not contain any reflect ubstantiate and document them. Contact the MPS, Force Management secti erral report. It is important for you to be aware that receiving a referral report fct.). You may consult your commander and/or MPS or Air Force Contact Ce hiust, or unfairly prejudicial to your career, you may apply for a review of the renote the report becomes a matter of record as defined in AFI 36-2406, Attach	nts not maintained emoved from you tion on the charaction, or the AF Cor may affect your elenter if you desire eport under AFI 36	d r rebuttal eter, ntact ligibility more
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE	
	SIGNATURE		
SIGNATURE OF RATEE		DATE	
	INSTRUCTIONS		
on completion of or enrollment in Developmental Education, advan	potential based on that performance. Promotion recommendations are prol ced education, previous or anticipated promotion recommendations on AF I ic origin, age, religion or sexual orientation. Evaluators enter only the last for	Form 709, OPR	
	id, how well he or she did it, and how the officer contributed to mission accor recommendations for assignment. Provide a copy of the report to the ratee p now how their performance resulted in this final product.		
	ensure it is accurate, unbiased and uninflated. If you disagree, you may ask till disagree with the rater, mark "NON-CONCUR" and explain. You may include the control of th		
sign the form. If you disagree with previous evaluators, you may as	ngs and comments. If their evaluations are accurate, unbiased and uninflate k them to review their evaluations. You may not direct them to change their n in Section VI. Do not use "NON-CONCUR" simply to provide comments or	appraisals. If you	
evaluation appeal through the Evaluation Reports Appeals Board IA	of this report. It does not constitute concurrence. If you disagree with the co W AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Repo Force Board for Correction of Military Records) and AFPAM 36-2607 (Applica	orts), or through th	ie Air
	PRIVACY ACT STATEMENT		
• • • • • • • • • • • • • • • • • • • •	y of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amend- tory; promotion, school and assignment selection; reduction-in-force; control		ent;

DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.

ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.

OFFICER PERFORMANCE REPORT (Lt thru Col)							
I. RATEE IDENTIFICATION DATA (Read AFI 36	2406 carefully before	filling in any ite					
1. NAME (Last, First, Middle Initial) JOHNSON, BENNETT R.	2. SSN 088-74-9468	3. RANK Capt	4. DAFSC 13N3	5. REASO	N FOR REPORT CRO	6. PAS CODE FWGSFDV4	
7. ORGANIZATION, COMMAND, LOCATION, AND COI	MPONENT				PERIOD OF REPORT FROM 8 Jul 2015	9. NO. DAYS SUPV. 238	
321st Missile Squadron (AFGSC), F. E. Warren AFB WY THRU 1 Mar 2016							
III. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Flight Commander, ICBM Op	perations					10. SRID GS090	
 Commands flight of 19 missile con While on ACP alert, directs 15 mis Accountable to the President, SECI Responsible for the upkeep of five 	sile crews, mo DEF & CDRU	onitors 150 JSSTRAT	O ICBMs & COM for e	oversees xecution	s \$3.3B in weapon actions of 50 IC 5 ops, security &	on system assets BMs upon direction support personnel	
III. PERFORMANCE FACTORS					DOES NOT MEET STANDARDS	MEETS STANDARDS	
Job Knowledge, Leadership Skills (to include Promoting Organizational Skills, Judgment and Decisions, Commun						X	
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)						
 Conducted 18 major RS/RV mx ev Phenomenal leader; drove flight to Oversaw code component removal/ Spearheaded daily ops; flawlessly s Guided sq thru second RTM trainir #4/57 sq CGOs, #2/4 Flt/CCs; supe 	6 instructor/e installs; trans scheduled 1,3 g cycle; track	valuator h ferred to s 56 training ced compl	irescultiva secured loca g, evaluation etion of 6,8	ated nuclationenson & ops 6 92 tasks-	ear combat squa sured positive co events for 63 cor -ensured zero pr	dron's top-tier talent ontrol of nuclear codes mbat ready personnel oficiency restrictions	
Last performance feedback was accomplished on:	27 Jan 2016 (<u> </u>	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE				DATE	
JOHNNY L. GALBERT, Lt Col, USAF	7	Comman	der			02 Mar 2016	
321st Missile Squadron (AFGSC) F. E. Warren AFB WY		SSN 8205	GALBERT.JOHNNY.L.11159602 DN: e=IIS o=IIS G				
V. ADDITIONAL RATER OVERALL ASSESSME	NT (Limit text to 4	lines)	CONCUR		NON-CONCUR		
- Outstanding Flt/CC; superb leader - Led sq during 2015 code change op - Impact mentor; supervised 34K ale - #15/270 group CGOs; well respected	os; prepped 30 rt hours & gro ed leader who) Amn/5 N comed cre coguided fl	IAFs for su ws to 12 Q	iccessfla 1 evaluat	awless execution ion ratings, 5 qu	n at 50 LFs & 5 LCCs arterly award winners	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	Comman	dor			DATE 15 Mar 2016	
TODD A. SAULS, Colonel, USAF 90th Missile Wing (AFGSC)		SSN	ally signed by SAULS.TODD.A.1075835120				
F. E. Warren AFB WY		0115	0115 SAULS.TODD.A.1075835120 ODD.C. CILIS COLLS GO. DOD. COLLS COLLS GO. DO				
VI. REVIEWER (If required, limit text to 3 lines)			CONCUR		NON-CONCUP	₹	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC STEPHEN M. KRAVITSKY, Colonel,		Comman	der			16 Mar 2016	
90th Missile Wing (AFGSC) F. E. Warren AFB WY		SSN SIGNATURE KRAVITSKY.STEPHEN.M.1023 Digitally signed by KRAVITSKY.STEPHEN.M.102390 DN: ~e1K3, ~e1L5, ~e1C4,					
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV (Indicate applicable review by marking the appropriate bo		FUNC	TIONAL EXAMINE	ER	AIR FORCE ADVIS	SOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LO	•	DUTY TITLE				DATE	
		SSN	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT							
THE RAILE OF CONTROLLED CHILLY		SIGNA	TURE			DATE	
I understand my signature does not constitute agreemen disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon recei of this report.		2.3.3.4		BENNETT.R.12406	533724 District a special by SHNOON-BENNETT E126631721 District St. of S		

RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does N	ot Meet Standards, fill in applicable block[s])	DOES NOT
Job Knowledge. Has knowledge required to perform duties effet	ectively. Strives to improve knowledge. Applies knowledge to handle non-routine	MEET STANDARDS situations.
	Healthy Organizational Climate. Works well with others. Fosters teamwork. Displantion of subordinates. Fair and consistent in evaluation of subordinates.	ays
Professional Qualities. Exhibits loyalty, discipline, dedication, dress and appearance, customs and courtesies, and professional concepts.	integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness st	andards,
	s resources effectively. Meets suspenses. Schedules work for self and others equ	uitably and
	ons. Emphasizes logic in decision making. Retains composure in stressful situation requirements. Acts to take advantage of opportunities.	ons.
6. Communication Skills. Listens, speaks, and writes effectively		
X. REMARKS (use this section to spell out acronyms from the front		
Alternate Command Post (ACP); Inspector G Missile Alert Facility (MAF); Nuclear Surety Tasking Memorandum (RTM); Re-entry Syst	eneral (IG); Launch Control Center (LCC); Launch F Inspection (NSI); Qualification Level 1 (Q1); Ready em (RS); Re-entry Vehicle (RV)	acility (LF); ICBM Program
	al comments or the overall standards block is marked as does not meet standards)	
I am referring this OPR to you according to AFI 36-2406, para 1.10. It Specifically,	contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI	36-2406, para, 1.10.
	ely acknowledges that a referral report has been rendered; it does not imply accep o a copy of this memo. You may submit rebuttal comments. Send your written co	
submit attachments (limit to 10 pages), but they must directly relate to report for file in your personnel record. Copies of previous reports, etc already filed in your records. Your rebuttal comments/attachments ma substantiate and document them. Contact the MPS, Force Manageme It is important for you to be aware that receiving a referral report may a your commander and/or MPS or Air Force Contact Center if you desire	elow. If you need additional time, you may request an extension from the individuathe reason this report was referred. Pertinent attachments not maintained elsewher submitted as attachments will be removed from your rebuttal package prior to filling to contain any reflection on the character, conduct, integrity, or motives of the ent section, or the AF Contact Center if you require any assistance in preparing your fifect your eligibility for other personnel related actions (e.g. assignments, promotice more information on this subject. If you believe this report is inaccurate, unjust, of thapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report is	ere will remain attached to the ng since these documents are evaluator unless you can fully ur reply to the referral report. ons, etc.). You may consult or unfairly prejudical to your pecomes a matter of record as
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE	D	ATE
	INSTRUCTIONS	
ALL: Recommendations must be based on performance and the pote completion of or enrollment in Developmental Education, advanced ed family activities, marital status, race, sex, ethnic origin, age, religion or	ential based on that performance. Promotion recommendations are prohibited. Do ucation, previous or anticipated promotion recommendations on AF Form 709, OP sexual orientation. Evaluators enter only the last four numbers of SSN.	o not comment on 'R endorsement levels,
RATER: Focus your evaluation in Section IV on what the officer did, "bullet" format. Your comments in Section IV may include recommend record and provide follow-up feedback to let the ratee know how their provides to the ratee know how their provides to the ratee know how their provides to the ratee know how their provides the ratee know how the ratee know how the ratee know how their provides the ratee know how how how how how how how how how h	how well he or she did it, and how the officer contributed to mission accomplishme lations for assignment. Provide a copy of the report to the ratee prior to the report performance resulted in this final product.	ent. Write in concise becoming a matter of
ADDITIONAL RATER: Carefully review the rater's evaluation to en evaluation. You may not direct a change in the evaluation. If you still assignment.	sure it is accurate, unbiased and uninflated. If you disagree, you may ask the rate disagree with the rater, mark "NON-CONCUR" and explain. You may include reco	r to review his or her ommendation for
REVIEWER: Carefully review the rater's and additional rater's rating form. If you disagree with previous evaluators, you may ask them to re additional rater, mark "NON-CONCUR" and explain in Section VI. Do	s and comments. If their evaluations are accurate, unbiased and uninflated, mark eview their evaluations. You may not direct them to change their appraisals. If you not use "NON-CONCUR" simply to provide comments on the report.	"CONCUR" and sign the ustill disagree with the
RATEE: Your signature is merely an acknowledgement of receipt of appeal through the Evaluation Reports Appeals Board IAW AFI 36-24(Correction of Military Records IAW AFI 36-2603 (Air Force Board for C Military Records (AFBCMR).	this report. It does not constitute concurrence. If you disagree with the content, you disagree with the content, you disagree with the content, you describe the correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Foundation of Military Records (Applicants'	ou may file an evaluation Air Force Board for orce Board for Correction of
	PRIVACY ACT STATEMENT	
PURPOSE: Used to document effectiveness/duty performance his separation; research and statistical analysis. ROUTINE USES: May specifically be disclosed outside the DoD a	ary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amend story; promotion, school and assignment selection; reduction-in-force; control as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses not be processed or to positively identify the person being evaluated. Records	l roster; reenlistment;

OFFICER PERFORMANCE REPORT (Lt thru Col)								
I. RATEE IDENTIFICATION DATA (Read AFI 36-				LUMU	COI)			
1. NAME (Last, First, Middle Initial)	2. SSN	3. RANK	4. DAFSC	5. REA	SON FOR R	_	6. PAS C	
JOHNSON, BENNETT R.	088-74-9468	Capt	8710		Annu			VGSFDWV
7. ORGANIZATION, COMMAND, LOCATION, AND COL	MPONENT					OF REPORT		NO. DAYS SUPV. 365
004 N. 1 W. (AEGGG) F. F. W.	A ED MAZ					2 Mar 2016	l NO	D. DAYS NON-RATED
90th Missile Wing (AFGSC), F. E. War	ren AFB WY				THRU	1 Mar 2017	'	0
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Wing Inspection Team Management	ger							10. SRID GS090
- Coordinates on inspection activities	s, corrective a	ctions, and	conducts (Comm	ander's	Inspection	Progr	am evaluations
- Assesses programs & capabilities, l	liaises w/wing	g, groups &	sqs on Ma	nagen	nent Inte	ernal Conti	rol Too	olset program
- Informs NAF/wg/gp/sq CCs on mis	ssion efficienc	cy/morale;	enacts police	cy; tra	ins base	on IG rigl	hts & 1	responsibilities
- While on nuclear alert at the wing A	Alternate Con	nmand Post	directs 15	missi				
III. PERFORMANCE FACTORS						OCES NOT STANDARDS		EETS IDARDS
Job Knowledge, Leadership Skills (to include Promoting organizational Skills, Judgment and Decisions, Commun								X
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)							
 MW/CC hand-selected as IG Inspectional ICBM operator/IG inspectional Spearheaded 5-day wing-level inspectional Completed 24 hours of on-line trained. Trained, certified, and administered Leader in critical wg staff position; 	pector; master ections to 8 M ning and 5-day I oath to 43 no	ed eighth o IAFS; led 8 y AF IG Tra ew WIT me	perational wg/MAJC aining Cou mberstea	Q1 ev COM i irseei am cer	valuation inspectonhanced tified to	ithe MA. rsidentiff ability, 1 cover all a	ICOM ied 19 of 4 co aspects	'S highest rating deficient areas ertified to teach s of wing CCIP
Last performance feedback was accomplished on:		IAW AFI 36-2406			*		7 ILC	THE REAL PROPERTY OF THE PROPE
<u>-</u>								
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE						IDATE
JEFFREY A. HAAKINSON, GS-13, D		Director of	Inspections	S				01 Mar 2017
90th Missile Wing (AFGSC)		SSN	SIGNATURE	HAAKII	NSON.JEFFI	REY.A.1141 Digi	tally signed by HAAk	CINSON,JEFFREY,A.1141535982
F. E. Warren AFB WY		1064		535982		en=I Date	1AAKINSON JEFFR 2017.03.01 10:54:03	nment, ou=DoD, ou=PKI, ou=USAF, EY.A.1141535982 3-0700*
V. ADDITIONAL RATER OVERALL ASSESSME	NT (Limit text to 4 l	ines)	CONCUR			NON-CONCUP	₹	
 Revamped AFIA/BIC training for V Lead CCIP planner; 4 wg exercises Authored 9 inspection reports and i Superb staff officer; impeccable CO 	, 16 sections, dentified area GO with stand	136 communities of potential out leaders	unicators, al non-cor	1,732 i nplian	inspection ceassis	on itemsosted wing	outstar with "	nding oversight Sat" for '17 NSI
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC BARRY D. KISTLER, GS-14, DAF	CATION	Inspector C	General					13 Mar 2017
90th Missile Wing (AFGSC)		SSN	SIGNATURE			Control	- U i I b VICTI	
F. E. Warren AFB WY							ment, ou=DoD, ou=PKI, ou=USAF, 1143746441	
VI. REVIEWER (If required, limit text to 3 lines)		×	CONCUR			NON-CONCUP	₹	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC		DUTY TITLE Commande	r					DATE 15 Mar 2017
STEPHEN M. KRAVITSKY, Colonel, 90th Missile Wing (AFGSC)	USAF	SSN	SIGNATURE					
F. E. Warren AFB WY		5740	CICIWATORE	390660	ISKY.STEPI	DN:	ally signed by KRAV c=US, o=U.S. Govern RAVITSKY.STEPH : 2017.03.15 09:43:47	
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV	/ISOR		NIAL EVAMINE					
(Indicate applicable review by marking the appropriate be NAME, GRADE, BR OF SVC, ORGN, COMMAND & LO	•	DUTY TITLE	ONAL EXAMINE	:K	AIF	R FORCE ADVIS	SUR	DATE
NAME, GRADE, BR OF 3VC, ORGIN, COMMAND & EC	JCATION	DOTT TILE						DATE
		ssn 9468	SIGNATURE					
VIII. RATEE'S ACKNOWLEDGMENT		1	1					
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RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does N	lot Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS
1. Job Knowledge. Has knowledge required to perform duties effi	ectively. Strives to improve knowledge. Applies knowledge to handle non-routin	
	Healthy Organizational Climate. Works well with others. Fosters teamwork. Dis onfidence of subordinates. Fair and consistent in evaluation of subordinates.	plays
dress and appearance, customs and courtesies, and professional con-	, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness duct.) Accepts personal responsibility. Is fair and objective. s resources effectively. Meets suspenses. Schedules work for self and others	
effectively. Anticipates and solves problems.	ons. Emphasizes logic in decision making. Retains composure in stressful situa	· ,
Recognizes opportunities. Adheres to safety and occupational health		
6. Communication Skills. Listens, speaks, and writes effectively		
X. REMARKS (use this section to spell out acronyms from the from		G (PIG)
Commander's Inspection Agency (AFIA); Airborn Commander's Inspection Program (CCIP); In Alert Facility (MAF); Numbered Air Force (I Wing Inspection Team (WIT)	ne Launch Control System (ALCS); Basic Inspector spector General (IG); Intercontinental Ballistic Miss NAF); Qualification Level 1 (Q1); Unit Effectivenes	sile (ICBM); Missile (ICBM); Missile (ICBM);
XI. REFERRAL REPORT (Complete only if report contains referr	al comments or the overall standards block is marked as does not meet standard	
I am referring this OPR to you according to AFI 36-2406, para 1.10. It Specifically,	t contains comment(s)/rating(s) that make(s) the report a referral as defined in Af	-I 36-2406, para, 1.10.
	rely acknowledges that a referral report has been rendered; it does not imply acc to a copy of this memo. You may submit rebuttal comments. Send your written of	
submit attachments (limit to 10 pages), but they must directly relate to report for file in your personnel record. Copies of previous reports, etc already filed in your records. Your rebuttal comments/attachments must substantiate and document them. Contact the MPS, Force Managem It is important for you to be aware that receiving a referral report may your commander and/or MPS or Air Force Contact Center if you desire	pelow. If you need additional time, you may request an extension from the indivice the reason this report was referred. Pertinent attachments not maintained elsew consumers attachments will be removed from your rebuttal package prior to the ay not contain any reflection on the character, conduct, integrity, or motives of the ent section, or the AF Contact Center if you require any assistance in preparing yaffect your eligibility for other personnel related actions (e.g. assignments, promore more information on this subject. If you believe this report is inaccurate, unjust Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report	where will remain attached to the filing since these documents are e evaluator unless you can fully your reply to the referral report. tions, etc.). You may consult, or unfairly prejudicial to your
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
	INSTRUCTIONS	
ALL: Recommendations must be based on performance and the pot completion of or enrollment in Developmental Education, advanced ec family activities, marital status, race, sex, ethnic origin, age, religion or	ential based on that performance. Promotion recommendations are prohibited. Jucation, previous or anticipated promotion recommendations on AF Form 709, or sexual orientation. Evaluators enter only the last four numbers of SSN.	Do not comment on DPR endorsement levels,
RATER: Focus your evaluation in Section IV on what the officer did, "bullet" format. Your comments in Section IV may include recommend record and provide follow-up feedback to let the ratee know how their	how well he or she did it, and how the officer contributed to mission accomplish dations for assignment. Provide a copy of the report to the ratee prior to the report performance resulted in this final product.	nent. Write in concise ort becoming a matter of
ADDITIONAL RATER: Carefully review the rater's evaluation to er evaluation. You may not direct a change in the evaluation. If you still assignment.	nsure it is accurate, unbiased and uninflated. If you disagree, you may ask the ra disagree with the rater, mark "NON-CONCUR" and explain. You may include re	ter to review his or her commendation for
REVIEWER: Carefully review the rater's and additional rater's rating form. If you disagree with previous evaluators, you may ask them to radditional rater, mark "NON-CONCUR" and explain in Section VI. Do	is and comments. If their evaluations are accurate, unbiased and uninflated, ma eview their evaluations. You may not direct them to change their appraisals. If y not use "NON-CONCUR" simply to provide comments on the report.	rk "CONCUR" and sign the ou still disagree with the
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	PRIVACY ACT STATEMENT	
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	OFFICER PERF			t thru Col)	
I. RATEE IDENTIFICATION DATA (Read / 1 NAME (Last First, Middle Initial)	AFI 36-2406 cerefully before 2. SSN	re filling in any tte	4 DAFSC	5 REASON FOR REPORT	6 PAS CODE
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625th Strategic Operations Squadro	on (AFGSC) Offin	HAFRNE		THRU Mar 2011	NO DAYS NON-RATED
II. JOB DESCRIPTION (Limit text to 4 lines)	,,, (,,,, coc), com			TINO J WELL ZOT	8 0
DUTY TITLE Chief, ICBM Current Op	erations				GSN08
- Selectively manned position, c Manages and directs all targeting - Directs the production of vitale - Optimizes ICBM utilization as	ng activities for r ICBM targeting s	nation's 3 m software an	nissile wings, id databases i	450 ICBMs, and 45 La required for operational overseeing all ops and n	aunch Control Center use and test launcher maintenance activities MEETS
				MEET STANDARDS	STANDARDS
Job Knowledge, Leadership Skills (to include Prom Organizational Skills, Judgment and Decisions, Co	mmunication Skills (see re				
- Performed 9 rapid tgting ops f/0	The second secon				
 Directed MW tgting audit; valid MW/CC hand-selected as IG in During this rating period, Capt Last performance feedback was sccomplished on	spector; led 138- Johnson received	prsn multi- l a LOR &	agency WIT UIF for an o	teamidentified and co	
NAME ORADE DO OF OUR ABON COMMAND	BLOCATION	DUTY TITLE			
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DANIEL M. HICKMAN, Capt, US 625th Strategic Operations Squadron	n (AFGSC)	SSN	SIGNATURE -	26 Mer 18	
Offun AFB NE	. (2476	/	2////	and the second s
V. ADDITIONAL RATER OVERALL ASSES	SMENT (Limit text to 4)	nest 5	CONCUR	NON-CONCUR	The state of the s
- I have carefully considered Cap - Tested/built critical ICBM exect - Dev'd tgt/range safety data for 2 - Capt Johnson has demo'd strong NAME GRADE BR OF SVC ORGN. COMMAND HAYLEY S. JAMES, Lt Col, USAF 625th Strategic Operations Squadror Offutt AFB NE	ation plan softwa \$21M test launch resiliency & pro BLOCATION	re suite; up les; assured	dated 350+ s I flt & airspac If a highly ca	trike optionsmax'd PO ce suretyval'd MMIII	TUS strike flexibility reliability/no mishaps
VI. REVIEWER (If required, limit text to 3 lines)			CONCUR	NON-CONCUR	
NAME, GRADE, BR OF SVC. ORGN COMMAND THOMAS A. BUSSIERE, Maj Gen, Eighth Air Force (AFGSC) Barksdale AFB LA THE FUNCTIONAL EXAMINERIAIR FORCE Indicate applicable review by marking the appropriation of the proposed of the proposed of the proposed of the second of the proposed of the pr	USAF ADVISOR	DUTY TITLE Commande SSN 2613 FUNCTION DUTY TITLE	SIGNATURE SIGNATURE SIGNATURE	AIR FORCE ADVISO	DATE 3 MAY 18
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understand my signature does not constitute agreen sagreement. I acknowledge all required feedback viccomplished during the reporting period and upon re this report.	/as	SIGNATUR	latt l	Mil	9 May 18

RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does	Not Meet Standards fill in applicable block[s])	DOES NOT MEET STANDARDS
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	rat comments or the overall standards block is marked as does not meet standar It contains comment(s)/rating(s) that make(s) the report a referral as defined in Al	
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ALL: Recommendations must be based on performance and the po completion of or enrollment in Developmental Education advanced er family activities marital status race sex ethnic origin age religion o	tential based on that performance. Promotion recommendations are prohibited ducation previous or anticipated promotion recommendations on AF Form 709 of rexual orientation. Evaluators enter only the last four numbers of SSN.	Do not comment on DPR endorsement levels
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DEPARTMENT OF THE AIR FORCE

29 Mar 2018

MEMORANDUM FOR REVIEWING OFFICIALS

FROM:

CAPT BENNETT R. JOHNSON

SUBJECT: Rebuttal to Referral Officer Performance Report

- 1. I am writing in response to the Referral Officer Performance Report served to me on 26 March 2018. In the interest of clarification I'd like to include the following additional information.
- 2. I would like to provide you with the background information that I believe led to the circumstances mentioned in this report. I made a poor choice while celebrating my friend's arrival back in the continental United States and wanting to hear about his new job and tell him about mine. My decision has cost me the respect of my peers, family, future positions within my squadron. Fortunately, my decision did not cost anyone their life or property. I do not deny that my actions have far reaching consequences affecting my position as an Air Force Officer.
- 3. I would like to begin by addressing my previous performance. Prior to this incident I have always upheld and exceeded all standards. I have done well in all facets of missile operations. Throughout my short Air Force career, I have served as a Deputy Missile Combat Crew Commander, a Deputy Missile Combat Crew Commander, a Deputy Missile Combat Crew Commander, a Squadron Weapons and Tactics Instructor, Flight Commander, and served on the Inspector General's Office staff as an Inspector. I have taken every challenge and risen to the top at every opportunity because I work hard and I am passionate about the ICBM mission. I will continue to work hard and maintain that level of commitment. Additionally, I will strive to be an example for others to follow, and will share my experience with those around me in an effort to prevent other Airmen from making the same poor decision. I have continued to seek challenges, remaining a vital asset, and maintaining a positive attitude.
- 4. In addition to my comments above, I have continued to seek any occasion to volunteer, redeem myself and regain the trust that I have lost. I ask you to carefully consider this when deciding the final outcome of my OPR. I am deeply sorry for the discredit I have brought to both my unit, and the Air Force.
- 5. All I ask is that I am provided the opportunity to continue to prove myself. I respectfully ask you to please give strong consideration to these comments. Please ensure that the results will be a justified and fair rating of my duty performance during the report period 2 March 2017 1 March 2018 while I was assigned to the 90 MW and 625 STOS. I thank you for your time and consideration of this response.

Respectfully submitted.

BENNETT R. JOHNSON, Capt, USAF

OFFICER PERFORMANCE REPORT (Lt thru Col)							
I. RATEE IDENTIFICATION DATA (Read AFI 36-2 1. NAME (Last, First, Middle Initial)	2. SSN		4. DAFSC	5. REASON FOR	PEDODT	6. PAS CODE	
JOHNSON, BENNETT R.	088-74-9468	Capt	K13N3	CR	RO	ODGSFG1	
7. ORGANIZATION, COMMAND, LOCATION, AND COM	MPONENT			1	D OF REPORT 2 Mar 2018	9. NO. DAYS SU 259	JPV.
625th Strategic Operations Squadron (A	FGSC), Offutt	AFB NE		THRU	15 Nov 201	NO. DAYS NON	-RATED
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Chief, ICBM Current Operation	ons			<u>, </u>		10. SRID GSN	08
 Selectively manned position, create Manages and directs all targeting ac Directs the production of vital ICBI Optimizes ICBM utilization as AFC 	ctivities for na M targeting so	ations 3 misoftware and	sile wings, databases	450 ICBMs required for	s, and 45 La operational	unch Control C use and test la	Centers unches
III. PERFORMANCE FACTORS				ME	ET STANDARDS	STANDARDS	
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun	ication Skills (see rev					X	
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)						
 Sync'd 140 msl mx requests for 3 M Built 1,025 time-sensitive ICBM tg Key player in 2 CCMD time-critical Provided weekly cross-tell mtgs f/3 Implemented new tgting pkg f/\$1.21 #2/5 ICBM planners; handles adverted 	t updates in re I ICBM tgting wgs & 2 NAI B nuc fuze up	esponse to 50 g ops; field'd Fs; deconflic grade/ICBM	O6 OPLAN urgent tgt eted major of I test; ensu	changesC updates to 10 ops/mxassur'd \$37M lau	CDR's high 04 DGZsr ur'd max IC unch succes	est-pri tgts held educ'd strike tii BM lethality/re s/prgm sched in	d at risk me 80% adiness ntegrity
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE				DATE	
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Offutt AFB NE		2476		590		CKMAN.DANIEL.M.1286422590 te: 2018.11.27 11:56:37 -06'00'	
V. ADDITIONAL RATER OVERALL ASSESSME	· · · · · · · · · · · · · · · · · · ·		1		NON-CONCUP		
 Mng'd \$16M ICBM NC2 tgting ass Oversaw \$108K prjct/3 tms/7 mos; Built tgt/range safety pkg f/3 \$34M Capt Johnson is a superb planner/ld 	tested/update OTL; cert'd N r; passionate/j	ed 1.7K laun AMIII reliab proud about	ch cmds/3 oilitydemo	56 nuc optns o'd strike cap	smax'd PC bes/increase	OTUS strike flet d adversary aw luty next, IDE s	xibility areness
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC HAYLEY S. JAMES, Lt Col, USAF	CATION	Commande	r			DATE 02 Dec	2018
625th Strategic Operations Squadron (A Offutt AFB NE	FGSC)	SSN 4170	SIGNATURE	JAMES.HAYLEY. 87400330	JAI	itally signed by MES.HAYLEY.SUZANNE.1187400 ie: 2018.12.02 06:52:02 -06'00'	330
VI. REVIEWER (If required, limit text to 3 lines)		×	CONCUR		NON-CONCU	र	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC JAMES C. DAWKINS, JR., Maj Gen, U		Commande	DATE 09 Dec 2	2018			
Eighth Air Force (AFGSC) Barksdale AFB LA SSN SIGNATURE DAWKINS, JAMES, C.JR. 11353 Dawkins, JAMES, C.JR. 113532443 Date: 2018.12.09 11.56:37-0600'							
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV (Indicate applicable review by marking the appropriate bo		FUNCTIO	NAL EXAMINER	R A	AIR FORCE ADVIS	SOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	•	DUTY TITLE				DATE	
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RATEE NAME: JOHNSON, BENNETT R.		
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Designated Ground Zero (DGZ); Federal Em (NAOC); New Strategic Arms Reduction Tre Launch (OTL)	ployee Association (FEA); National Airborne Opera aty (NST); Nuclear Command and Control (NC2); (ntions Center Operational Test
· · · · · · · · · · · · · · · · · · ·	al comments or the overall standards block is marked as does not meet standard	·
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7. ORGANIZATION, COMMAND, LOCATION, AND COM	MPONENT			8. PERIO	D OF REPORT 16 Nov 20		NO. DAYS SUPV. 365
625th Strategic Operations Squadron (A	FGSC), Offutt	AFB NE		THRU	1531 00	l NO). DAYS NON-RATED 0
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<u> </u>		:1	: , ,	1: 4	41	4: ? -	
 AFSTRAT-Air ICBM planner resp. Authors, coordinates, publishes, dis. Directs synchronization of AFGSC. Oversees creation/verification of IC 	seminates AF ICBM ops/m	STRAT-Air naintenance/	Nuclear T weapons ca	asking Orde apabilities to	ers to nation or meet CCN	n's field MDs' &	ded ICBM force NST objectives
III. PERFORMANCE FACTORS		<u> </u>	·		DOES NOT EET STANDARDS	ME	EETS IDARDS
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun				es,		_	X
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)						
 Lead TMCO for AFGSC; tracked a Built 172 NTOs; de-conflicted 3 M Oversaw 4 mbr AF & NGA TS dest Headed 5-mbr audit team; reviewed Planned 5,611 mi OPLAN software Ops focused leader! Able to stream 	Ws/235 main ruction op tea 13.1K targeti e delivery; 172	tenance acti am; 856 mile ng actions for 2.5 man-hrs	ons100% es/2K lbs C or 495 NC /7 mbrs/6	6 coverage of COMSECz 2 sitesveri AFBsnew	of CCMD's later compro fied NAF 10 war plan ins	highestomise to 00% re stalled	t priority targets o NC2 materials eady for nuc msn at 45 NC2 sites
Last performance feedback was accomplished on:	7 Oct 2019 (IAW AFI 36-2406)	(If not accomplis	shed, state the rea	son)		
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE					DATE
CHRISTOPHER R. HALL, Capt, USAI 625th Strategic Operations Squadron (A		Flight Com	mander SIGNATURE	HALL.CHRISTO	PHER.RYAN.1 D	rigitally signed by	17 Dec 2019
Offutt AFB NE		6593		258837564	H	ALL.CHRISTOI ate: 2019.12.17 (PHER.RYAN.1258837564 07:44:31 -06'00'
V. ADDITIONAL RATER OVERALL ASSESSME	<u> </u>				NON-CONCU		
 Hand-picked to lead rapid-target op Steered targeting for \$21M ICBM to Processed 2nd largest target update Peer leader and mentor! Strategic of 	est launch; wr in sq history; operator that t	ote 120 line verified 133 hrives unde	s of codes /215 FDM	success valid s < 4 hrsv	dated MMII ital to ensur	II reliat ring NI	oility thru 2036+ OS & NST objs next, IDE ASAP
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC MATTHEW J. HLIVKO, Lt Col, USAF		Commande	r				18 Dec 2019
625th Strategic Operations Squadron (A Offutt AFB NE		ssn 7967	SIGNATURE	HLIVKO.MATTH 435	/ HI	igitally signed by LIVKO.MATTH ate: 2019.12.18 1	EW.J.1244112435
VI. REVIEWER (If required, limit text to 3 lines)		×	CONCUR		NON-CONCU	IR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LO JAMES C. DAWKINS, JR., Maj Gen, U		DUTY TITLE Commander					DATE 06 Jan 2020
Eighth Air Force (AFGSC) Barksdale AFB LA	3084	DAWKINS.JAMES.C.JK.115555 Digitally digital by					
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV (Indicate applicable review by marking the appropriate bo		FUNCTIO	NAL EXAMINER	₹	AIR FORCE ADVI	ISOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	•	DUTY TITLE					DATE
		SSN	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT							
I understand my signature does not constitute agreement	tor Yes No	SIGNATU	RE				DATE
disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon recei of this report.			JOHNSON.BEN 40633724		igitally signed by DHNSON.BENNETT.RICHARD.12 ate: 2020.01.09 16:17:28 -06'00'	240633724	09 Jan 2020

RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does No	ot Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS
1. Job Knowledge. Has knowledge required to perform duties effe	ectively. Strives to improve knowledge. Applies knowledge to handle non-routi	ne situations.
	Healthy Organizational Climate. Works well with others. Fosters teamwork. Di nfidence of subordinates. Fair and consistent in evaluation of subordinates.	splays
dress and appearance, customs and courtesies, and professional cond		
 Organizational Skills. Plans, coordinates, schedules and uses effectively. Anticipates and solves problems. 	s resources effectively. Meets suspenses. Schedules work for self and others	equitably and
5. Judgment and Decisions. Makes timely and accurate decisio Recognizes opportunities. Adheres to safety and occupational health r	ons. Emphasizes logic in decision making. Retains composure in stressful siturequirements. Acts to take advantage of opportunities.	ations.
6. Communication Skills. Listens, speaks, and writes effectively.		
X. REMARKS (use this section to spell out acronyms from the front,		
Combatant Command (CCMD); Force Directi (MMIII); Missile Wings (MW); National Defo New START Treaty (NST); Nuclear Comman (OPLAN); Target Materials Control Officer (ion Message (FDM); Joint Plan Interim Change (JI ense Strategy (NDS); National Geospatial-Intellige and & Control (NC2); Nuclear Tasking Order (NTO TMCO); Top Secret (TS)	PIC); Minuteman III ence Agency (NGA);); Operations Plan
XI. REFERRAL REPORT (Complete only if report contains referra	al comments or the overall standards block is marked as does not meet standar	rds)
	contains comment(s)/rating(s) that make(s) the report a referral as defined in A	
-		
	ely acknowledges that a referral report has been rendered; it does not imply ac o a copy of this memo. You may submit rebuttal comments. Send your written	
submit attachments (limit to 10 pages), but they must directly relate to a report for file in your personnel record. Copies of previous reports, etc. already filed in your records. Your rebuttal comments/attachments ma substantiate and document them. Contact the MPS, Force Manageme It is important for you to be aware that receiving a referral report may a your commander and/or MPS or Air Force Contact Center if you desire	elow. If you need additional time, you may request an extension from the indiv the reason this report was referred. Pertinent attachments not maintained else submitted as attachments will be removed from your rebuttal package prior to y not contain any reflection on the character, conduct, integrity, or motives of the section, or the AF Contact Center if you require any assistance in preparing affect your eligibility for other personnel related actions (e.g. assignments, prome more information on this subject. If you believe this report is inaccurate, unjus thapter 10, Correction of Officer and Enlisted Evaluation Reports, once the reports.	ewhere will remain attached to the filing since these documents are ne evaluator unless you can fully your reply to the referral report. totions, etc.). You may consult st, or unfairly prejudicial to your
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
GIGIVITORE OF TWIFE		
ALL: Recommendations must be based on performance and the pote completion of or enrollment in Developmental Education, advanced edifamily activities, marital status, race, sex, ethnic origin, age, religion or	INSTRUCTIONS ential based on that performance. Promotion recommendations are prohibited ucation, previous or anticipated promotion recommendations on AF Form 709, sexual orientation. Evaluators enter only the last four numbers of SSN.	Do not comment on OPR endorsement levels,
RATER: Focus your evaluation in Section IV on what the officer did, l "bullet" format. Your comments in Section IV may include recommend. record and provide follow-up feedback to let the ratee know how their p	how well he or she did it, and how the officer contributed to mission accomplish ations for assignment. Provide a copy of the report to the ratee prior to the repoerformance resulted in this final product.	nment. Write in concise nort becoming a matter of
ADDITIONAL RATER: Carefully review the rater's evaluation to ensevaluation. You may not direct a change in the evaluation. If you still dassignment.	sure it is accurate, unbiased and uninflated. If you disagree, you may ask the r disagree with the rater, mark "NON-CONCUR" and explain. You may include r	rater to review his or her ecommendation for
REVIEWER: Carefully review the rater's and additional rater's ratings form. If you disagree with previous evaluators, you may ask them to re additional rater, mark "NON-CONCUR" and explain in Section VI. Do not be added to the control of the cont	s and comments. If their evaluations are accurate, unbiased and uninflated, ma eview their evaluations. You may not direct them to change their appraisals. If not use "NON-CONCUR" simply to provide comments on the report.	ark "CONCUR" and sign the you still disagree with the
RATEE: Your signature is merely an acknowledgement of receipt of tappeal through the Evaluation Reports Appeals Board IAW AFI 36-240 Correction of Military Records IAW AFI 36-2603 (Air Force Board for C Military Records (AFBCMR).	this report. It does not constitute concurrence. If you disagree with the content 06 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Ai	t, you may file an evaluation the Air Force Board for ir Force Board for Correction of
	PRIVACY ACT STATEMENT	
PURPOSE: Used to document effectiveness/duty performance his separation; research and statistical analysis. ROUTINE USES: May specifically be disclosed outside the DoD a	ry of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as am story; promotion, school and assignment selection; reduction-in-force; con as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Us not be processed or to positively identify the person being evaluated. Records	ntrol roster; reenlistment;

Ol	FFICER PERF	ORMANCE	REPORT (Lt thr	u Col)		
I. RATEE IDENTIFICATION DATA (Read AFI 36-2			1)		•		
1. NAME (Last, First, Middle Initial)	2. SSN	3. RANK	4. DAFSC	5. REA	SON FOR REPORT		ODGSFG19
JOHNSON, BENNETT R. 7. ORGANIZATION, COMMAND, LOCATION, AND COMMAND.	088-74-9468	Capt	K13N3		CRO 8. PERIOD OF REPO	- 1	. NO. DAYS SUPV.
7. ORGANIZATION, COMMINAND, LOCATION, AND COM	WEONLINI				FROM 16 No	1	285
625th Strategic Operations Squadron (A	FGSC), Offut	t AFB NE			тнги 26 Au	N	10. DAYS NON-RATED 0
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Chief, ICBM Current Operation	ons						10. SRID GSN08
 AFSTRAT-Air ICBM planner resp Authors, coordinates, publishes, dis Directs synchronization of AFGSC Oversees creation/verification of IC 	sseminates A ICBM ops/n	FSTRAT-A naintenance	ir Nuclear' /weapons c	Taski apabi	ng Orders to r lities to meet nge safety dat	nation's fie CCMDs' a for Test	elded ICBM force & NST objectives & Eval program
III. PERFORMANCE FACTORS					DOES NO MEET STAND		WEETS ANDARDS
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun	a Healthy Organizati ication Skills (see re	ional Climate). Preverse if marked D	ofessional Qualition	es, indards)			
IV. RATER OVERALL ASSESSMENT (Limit text							
 Led 3x ICBM test targeting builds; Directed 7-mbr tm for OPLAN upd Revamped 2 NAF-level courses; ta Conducted \$102K SPO database te Executed contingency travel; course Dynamic leader/mentor who drives Last performance feedback was accomplished on:	ates; 405 targught nuc targest; executed for the mission	get sets/272 geting to 13 503 NC2 cn ocs/2 code o	execution properties and the second of the s	plans /s/56 data s/921 in jo	builtmaxed hrsincreased pointsCCDF milessecured int assignmen	accuracy I capes for R's warpla d \$201K i	for 495 NC2 sites r 3 MWs by 37% n 100% verified n critical systems
NAME, RANK, BR OF SVC, ORGN, COMMAND & LOC			ICDM Dla	0- '	Tanastina	SSN	DATE
MICHAEL W. KRAFT, Capt, USAF 625th Strategic Operations Squadron (A Offutt AFB NE	ECCC	t Commande f Signature	1		Γ.MICHAEL.WILLIA	KKAF I .WIIC	HAEL.WILLIAM.1410406400
V. ADDITIONAL RATER OVERALL ASSESSME			CONCUR	104004		ONCUR	0.10 09:06:33 -05'00'
 Completed base flood recovery plan Managed 9-mbr team for CCMD so Hand-picked as AFGSC IG inspect Authentic leader with huge impact; 	n; safely re-lo oftware test; j ion rep; over motivates th	ocated \$900 processed 3 hauled 12 n	K of equip- 9 warplan c najor areas/	hango 238 u	to sq '20 AFG escertified \$ nit MICT C/L	SC Welsl 2.3B targo 2.3-lauded	eting wpn system 'error free' by IG
NAME, RANK, BR OF SVC, ORGN, COMMAND & LOC MATTHEW J. HLIVKO, Lt Col, USAF	TATION DUTY TO Comn	TLE nander				7967	DATE 14 Sep 2020
625th Strategic Operations Squadron (A Offutt AFB NE	FGSC) Type of Digital	f Signature I	SIGNATURE		KO.MATTHEW 112435	J.12441124	gned by HLIVKO.MATTHEW 35 09.14 12:49:59 -05'00'
VI. REVIEWER (If required, limit text to 3 lines)	l		CONCUR		NON-C	ONCUR	
NAME, RANK, BR OF SVC, ORGN, COMMAND & LOC M. E. WEATHERINGTON, Maj Gen, U						SSN 7198	18 Sep 2020
Eighth Air Force (AFGSC) Barksdale AFB LA		Type of Signature SIGNATURE WEATHERINGTON.MARK.E.11 Digitally signed WEATHERING TON.MARK.E.11 Digitally signed WEATHERINGTON.MARK.E.11					
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV	/ISOR		ONAL EXAMINE	R	AIR FORCE		
(Indicate applicable review by marking the appropriate bo NAME, RANK, BR OF SVC, ORGN, COMMAND & LOC		TITLE				SSN	DATE
	Type of Digital	f Signature I	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT			1				
I understand my signature does not constitute agreement disagreement. I acknowledge all required feedback was	100 110		NATURE				DATE
accomplished during the reporting period and upon recei of this report.		Type of Signatu Digital	TE JOHNSO: 40633724			by INETT.RICHARD.12406337 5 08:26:18 -05'00'	25 Sep 2020

RATEE NAME: JOHNSON, BENNE	TT R		
IX. PERFORMANCE FACTORS (If Section		of Meet Standards, fill in applicable block[s])	DOES NOT
			MEET STANDARDS
		ctively. Strives to improve knowledge. Applies knowledge to handle non-routine situat	ions.
		ealthy Organizational Climate. Works well with others. Fosters teamwork. Displays nfidence of subordinates. Fair and consistent in evaluation of subordinates.	
		integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standar uct.) Accepts personal responsibility. Is fair and objective.	ds,
 Organizational Skills. Plans, coordinates effectively. Anticipates and solves problems. 	s, schedules and uses	resources effectively. Meets suspenses. Schedules work for self and others equitably	and
5. Judgment and Decisions. Makes timely		ns. Emphasizes logic in decision making. Retains composure in stressful situations. equirements. Acts to take advantage of opportunities.	
6. Communication Skills. Listens, speaks,	and writes effectively		
X. REMARKS (use this section to spell out acr	ronyms from the front		
(ICBM): Management Internal (CCDR (ICBM): Management Internal (Command and Control (NC2); NTop Secret (TS)); Combatant Control Toolse New Start Trea	Command (CCMD); Checklist (C/L); Intercontinental Bet (MICT); Missile Wing (MW); Numbered Air Force (Naty (NST); Operations Plan (OPLAN); System Program (allistic Missile (AF); Nuclear Office (SPO);
XI. REFERRAL REPORT (Complete only if r	report contains referra	l comments or the overall standards block is marked as does not meet standards)	
I am referring this OPR to you according to AFI 36 Specifically,	6-2406, para 1.10. It	contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-240	06, para, 1.10.
	Variation at the second		-f
		ely acknowledges that a referral report has been rendered; it does not imply acceptance opy of this memo. You may submit rebuttal comments. Send your written comments to	
not later than 3 duty days (30 for non EAD momb	ore) from your data b	elow. If you need additional time, you may request an extension from the individuals na	mod abovo. Vou may
submit attachments (limit to 10 pages), but they n report for file in your personnel record. Copies of already filed in your records. Your rebuttal comm substantiate and document them. Contact the MI It is important for you to be aware that receiving a your commander and/or MPS or Air Force Contact.	nust directly relate to previous reports, etc lents/attachments ma PS, Force Manageme referral report may a ct Center if you desire	the reason this report was referred. Pertinent attachments not maintained elsewhere wisubmitted as attachments will be removed from your rebuttal package prior to filing singly not contain any reflection on the character, conduct, integrity, or motives of the evaluant section, or the AF Contact Center if you require any assistance in preparing your repliffect your eligibility for other personnel related actions (e.g. assignments, promotions, et more information on this subject. If you believe this report is inaccurate, unjust, or unfanapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report become	Il remain attached to the ce these documents are tor unless you can fully by to the referral report. ic.). You may consult irly prejudicial to your
NAME, RANK, BR OF SVC OF REFERRING EVA	ALUATOR	DUTY TITLE C	DATE
		Type of Signature SIGNATURE	
	CIONATURE OF D	Digital	
Type of Signature Digital	SIGNATURE OF R	ATEE DA	ATE
		INSTRUCTIONS	
family activities, marital status, race, sex, ethnic on RATER: Focus your evaluation in Section IV on	origin, age, religion or what the officer did, I	Initial based on that performance. Promotion recommendations are prohibited. Do not of cucation, previous or anticipated promotion recommendations on AF Form 709, OPR encisexual orientation. Evaluators enter only the last four numbers of SSN. The property of the proper	/rite in concise
record and provide follow-up feedback to let the ra	atee know how their p	·	
ADDITIONAL KATEK: Carefully review the ra	iter's evaluation to en	sure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to re	view his or her

ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.

REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.

RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR).

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amended. **PURPOSE:** Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.

ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply. **DISCLOSURE:** Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.

SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

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