

OFFICER PERFORMANCE REPORT (Lt thru Col)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) JOHNSON, BENNETT R.	2. SSN 088-74-9468	3. RANK Capt	4. DAFSC K13N3	5. REASON FOR REPORT CRO	6. PAS CODE ODGSFG19
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 625th Strategic Operations Squadron (AFGSC), Offutt AFB NE				8. PERIOD OF REPORT FROM 16 Nov 2019 THRU 26 Aug 2020	9. NO. DAYS SUPV. 285 NO. DAYS NON-RATED 0

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Chief, ICBM Current Operations	10. SRID GSN08
- AFSTRAT-Air ICBM planner responsible for three missile wing's readiness to execute the nation's nuclear war plan - Authors, coordinates, publishes, disseminates AFSTRAT-Air Nuclear Tasking Orders to nation's fielded ICBM force - Directs synchronization of AFGSC ICBM ops/maintenance/weapons capabilities to meet CCMDs' & NST objectives - Oversees creation/verification of ICBM targeting packages and trajectory/range safety data for Test & Eval program	

III. PERFORMANCE FACTORS

Job Knowledge, Leadership Skills (to include Promoting a Healthy Organizational Climate). Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>
---	--	---

IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Led 3x ICBM test targeting builds; enabled \$37M airborne/\$42M ground launches--earned 8AF 3Q19 Team Award
 - Directed 7-mbr tm for OPLAN updates; 405 target sets/272 execution plans built--maxed accuracy for 495 NC2 sites
 - Revamped 2 NAF-level courses; taught nuc targeting to 13 mbrs, 8 days/56 hrs--increased capes for 3 MWs by 37%
 - Conducted \$102K SPO database test; executed 503 NC2 cmds & 1.1K data points--CCDR's warplan 100% verified
 - Executed contingency travel; couriered 12 TS docs/2 code components/921 miles--secured \$201K in critical systems
 - Dynamic leader/mentor who drives the mission of the flight; will excel in joint assignment next, then IDE absolutely

Last performance feedback was accomplished on: 14 Jul 2020 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION MICHAEL W. KRAFT, Capt, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Flight Commander, ICBM Plans & Targeting	SSN 9171	DATE 10 Sep 2020
Type of Signature Digital		SIGNATURE	

V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)

☒ CONCUR ☐ NON-CONCUR

- Completed base flood recovery plan; safely re-located \$900K of equip--key to sq '20 AFGSC Welsh One AF Award
 - Managed 9-mbr team for CCMD software test; processed 39 warplan changes--certified \$2.3B targeting wpn system
 - Hand-picked as AFGSC IG inspection rep; overhauled 12 major areas/238 unit MICT C/Ls--lauded 'error free' by IG
 - Authentic leader with huge impact; motivates those above and below him--ideal for joint duty, then a must for IDE!

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION MATTHEW J. HLIVKO, Lt Col, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Commander	SSN 7967	DATE 14 Sep 2020
Type of Signature Digital		SIGNATURE	

VI. REVIEWER (If required, limit text to 3 lines)

☒ CONCUR ☐ NON-CONCUR

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION M. E. WEATHERINGTON, Maj Gen, USAF Eighth Air Force (AFGSC) Barksdale AFB LA	DUTY TITLE Commander	SSN 7198	DATE 18 Sep 2020
Type of Signature Digital		SIGNATURE	

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box) ☐ FUNCTIONAL EXAMINER ☐ AIR FORCE ADVISOR

NAME, RANK, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE	SSN	DATE
Type of Signature Digital		SIGNATURE	

VIII. RATEE'S ACKNOWLEDGMENT

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.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE	DATE
		Type of Signature Digital	25 Sep 2020

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 effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.			<input type="checkbox"/>
2. Leadership Skills. Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.			<input type="checkbox"/>
3. Professional Qualities. Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standards, dress and appearance, customs and courtesies, and professional conduct.) Accepts personal responsibility. Is fair and objective.			<input type="checkbox"/>
4. Organizational Skills. Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.			<input type="checkbox"/>
5. Judgment and Decisions. Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.			<input type="checkbox"/>
6. Communication Skills. Listens, speaks, and writes effectively.			<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)			
Combatant Commander (CCDR); Combatant Command (CCMD); Checklist (C/L); Intercontinental Ballistic Missile (ICBM); Management Internal Control Toolset (MICT); Missile Wing (MW); Numbered Air Force (NAF); Nuclear Command and Control (NC2); New Start Treaty (NST); Operations Plan (OPLAN); System Program Office (SPO); Top Secret (TS)			
XI. REFERRAL REPORT (Complete only if report contains referral 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 contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para, 1.10. Specifically,			
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to:			
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, RANK, BR OF SVC OF REFERRING EVALUATOR		DUTY TITLE	
Type of Signature Digital		SIGNATURE	
Type of Signature Digital		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			
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			