

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. GRADE 1st Lt	4. DAFSC 13S2C	5. REASON FOR REPORT Annual	6. PAS CODE FWGSFDV4
7. ORGANIZATION. COMMAND. LOCATION. AND COMPONENT 321st Missile Squadron (AFGSC), Francis E. Warren AFB WY (AD)			8. PERIOD OF REPORT 16 Sep 2011 THRU 15 Sep 2012		9. NO. DAYS SUPV. 124

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE ICBM Deputy Combat Crew Commander	10. SRID GS090
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- While on alert at an LCC, second in command of an ICBM flight; oversees \$3.3B in weapon system assets
- Accountable to the President, SECDEF & CDRUSSTRATCOM for launch actions of 10 ICBMs upon direction
- When ordered, initiates retargeting actions and prompt global strike operations, utilizing up to 50 nuclear missiles
- Assists crew CC in supervising daily activities of 9 ops, security & support personnel at a missile alert facility

III. PERFORMANCE FACTORS

Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
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IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Dedicated officer; 100% WS/codes, 97% EWO tst avgs--pivotal to sq's '11 OG Proficiency Awd, #1/3 missile sqs
- Critical to sq's perfect code change; aced wg's toughest peacetime task--5 LCCs/50 LFs perfectly recoded in 5 days
- Oversaw 3 RS/RV swaps & missile installs; restored nuc deterrent assets to alert--key to 20 AF's 99.77% alert rate
- Swiftly identified 3 degraded alert ICBMs/removed launch capability--preserved warfighting assets for replanning
- Quick thinker; directed emergency actions for injured Amn--swift medical response averted possible further injury
- Highly skilled & motivated officer critical to squadron's success; SCP next, then instr/eval position--PDE is a must!

Last performance feedback was accomplished on: 24 Jul 2012 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION JORDAN M. FISCHER, Capt, USAF 321st Missile Squadron (AFGSC) Francis E. Warren AFB WY	DUTY TITLE ICBM Combat Crew Commander	DATE 25 Sep 2012
	SSN 9100	SIGNATURE FISCHER.JORDAN.M.1292834183

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

- #2/8 DMCCCs; aced grueling initial eval with Q1 rtg--vital to sq's '11 Phillips Awd nomination, #1/3 missile sqs
- Expertly retargeted 3 ICBMs; held war plan tgts at risk--key to wg's '11 Omaha Trophy, #1/3 MWs in STRATCOM
- Perfectly configured LCC for IG inspection--contributed to sq/gp/wg "Excellent" rtgs during 1st AFGSC ICBM CUI
- Superb ofcr/ldr, bested 75 crews as OG's MCC of 1st Qtr '12; qualify for SCP, then instr/eval duty--absolutely PDE

NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION JAMES L. WHITE, Capt, USAF 321st Missile Squadron (AFGSC) Francis E. Warren AFB WY	DUTY TITLE ICBM Combat Crew Flight Commander	DATE 26 Sep 2012
	SSN 1867	SIGNATURE WHITE.JAMES.LEE.1186616134

VI. REVIEWER (If required, limit text to 4 lines)

<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION CHRISTOPHER A. COFFELT, Colonel, USAF 90th Missile Wing (AFGSC) Francis E. Warren AFB WY	DUTY TITLE Commander	DATE 9 Oct 2012
	SSN 6828	SIGNATURE COFFELT.CHRISTOPHER.A.1154128090

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)

<input type="checkbox"/> FUNCTIONAL EXAMINER	<input type="checkbox"/> AIR FORCE ADVISOR	
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 accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE JOHNSON.BENNETT.R.1240633724	DATE 10 Oct 2012
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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. 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. 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"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Launch Control Center (LCC); Weapon System (WS); Emergency War Order (EWO); Launch Facility (LF); Reentry System (RS); Reentry Vehicle (RV); Squadron Command Post (SCP); Deputy Missile Combat Crew Commander (DMCCC); Qualification Level 1 (Q1); Consolidated Unit Inspection (CUI); Missile Combat Crew (MCC)		
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. 3.9. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406. para. 3.9. 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 10 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individual 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 MPF career enhancement 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 MPF 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 36-2401, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.		
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
INSTRUCTIONS		
<p>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, or religion. Evaluators enter only the last four numbers of SSN.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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 36-2401 (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)).</p>		
PRIVACY ACT STATEMENT		
AUTHORITY: Title 10 United States Code, Section 8013 and Executive 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 a routine use pursuant to 5 U.S.C. 552a(b)(3).		
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.		

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. GRADE 1st Lt	4. DAFSC K13N2	5. REASON FOR REPORT CRO	6. PAS CODE FWGSFHCM
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY			8. PERIOD OF REPORT 16 Sep 2012 THRU 31 Jul 2013		9. NO. DAYS SUPV. 243

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE ICBM Instructor Deputy Combat Crew Commander	10. SRID GS090
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- Select instructor; conducts launch control center, missile procedures trainer and classroom training
- Develops training materials that maintain proficiency of 210 combat-ready crew members and senior staff officers
- Accountable to the President, SECDEF & CDRUSSTRATCOM for launch actions of 50 ICBMs upon direction
- Monitors 100 additional ICBMs, directs 14 missile combat crews and oversees \$3.3B in weapon system assets

III. PERFORMANCE FACTORS

Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)	DOES NOT MEET STANDARDS <input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>	FITNESS EXEMPTION <input type="checkbox"/>
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IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)

- Brilliant instr; crushed duty reserved for top 15% of 196 MCCMs--led sq to OG's Cheyenne Trophy nom, #1/5 sqs
- Ops ace; dominated HHQ eval with 3rd consec Q1 rtg--boosted wing to highest-possible "Sat" in AFGSC NSI '13
- OG metrics guru; tracked 123 key data sets--lifted wg to '12 Lee R. Williams Award as AFGSC's "best ICBM wg"
- Prep'd gp crews with 72 sim hrs--vaulted 12/12 crews to pass AFGSC '13 NORI ops evals--wg rated "Outstanding"
- Leadership & keen ops savvy crucial to 90 MW win of '12 Omaha Trophy for USSTRATCOM's "best ICBM wing"
- High-octane ldr/ofcr/nuc oper; perfect mentor for new deputies; return to instr/eval shop as crew cdr--PDE ASAP!

Last performance feedback was accomplished on: 23 May 2013 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION ANDREW A. FOX, Capt, USAF 90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY	DUTY TITLE Chief, ICBM Training Requirements	DATE 7 Nov 2013
	SSN 4702	SIGNATURE FOX.ANDREW.A.1062479775

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

- #2/16 deputy instrs; stellar 99.7% avg on 33 EWO/codes/WS exams--led sect to 90 OSS Tm of Qtr awd, 4th qtr '12
- Gave 288 hrs of expert sim trng--vital to sq's '12 AFGSC McAdoo Awd win, "best ops support sq with ICBM msn"
- Sage trng raised gp proficiency--aided "best EWO"/"best WS"/"best crew"/"best ops tm" wins at '12 AFGSC comp
- Solid-gold nuc ldr/ofcr with amazing diligence; selected for early upgrade--return to instr/eval shop--PDE a must!

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION STEVEN T. SANDERS, Maj, USAF 90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY	DUTY TITLE Asst Operations Officer, ICBM Current Operations	DATE 7 Nov 2013
	SSN 2181	SIGNATURE SANDERS.STEVEN.TODD.1062038248

VI. REVIEWER (If required, limit text to 4 lines)

<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION TRACEY L. HAYES, Colonel, USAF 90th Missile Wing (AFGSC) Francis E. Warren AFB WY	DUTY TITLE Commander	DATE 2 Dec 2013
	SSN 6647	SIGNATURE HAYES.TRACEY.L.1074617928

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)

<input type="checkbox"/> FUNCTIONAL EXAMINER	<input type="checkbox"/> AIR FORCE ADVISOR	
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 accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE JOHNSON.BENNETT.R.1240633724	DATE 6 Dec 2013
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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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6. Communication Skills. Listens, speaks, and writes effectively.		<input type="checkbox"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Missile Combat Crew Member (MCCM); Operations Group (OG); Qualification Level 1 (Q1); Nuclear Surety Inspection (NSI); Nuclear Operational Readiness Inspection (NORI); Emergency War Order (EWO); Weapon System (WS); Operations Support Squadron (OSS)		
XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
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not later than 10 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individual 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 MPF career enhancement 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 MPF 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 36-2401, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.		
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
INSTRUCTIONS		
<p>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, or religion. Evaluators enter only the last four numbers of SSN.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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 36-2401 (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)).</p>		
PRIVACY ACT STATEMENT		
AUTHORITY: Title 10 United States Code, Section 8013 and Executive 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 a routine use pursuant to 5 U.S.C. 552a(b)(3).		
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.		

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. GRADE Capt	4. DAFSC 13N3	5. REASON FOR REPORT CRO	6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 321st Missile Squadron (AFGSC), F. E. Warren AFB WY			8. PERIOD OF REPORT 1 Aug 2013 THRU 7 Jul 2014		9. NO. DAYS SUPV. 341

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE ICBM Combat Crew Commander	10. SRID GSN20
<ul style="list-style-type: none"> - Commands a combat-ready missile crew; responsible for crew's proficiency and professional development - While on nuclear alert at an LCC, directly responsible for 10 ICBMs & oversight of \$3.3B in weapon system assets - Accountable to the President, SECDEF & CDRUSSTRATCOM for launch actions of 10 ICBMs upon direction - Supervises daily activities of 9 operations, security forces and support personnel at the missile alert facility 	

III. PERFORMANCE FACTORS

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

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

<ul style="list-style-type: none"> - Dedicated operator; performed 61 flawless nuclear alerts--critical to 2013 Williams Award, "best MW" in AFGSC - Guided sq through 2 global NC3 events; confirmed POTUS-LCC link--powered 14th-straight "Outstanding" rating - Expertly led targeting for 5 sorties; aligned vital nuclear weapon system without error--held strategic targets at risk - Directly supported wing's largest charity outreach event; MW/CC lauded as "amazing"--raised \$7K, fed 72 families - Removed 3 degraded ICBMs' launch capability; safeguarded integrity of war plan--ensured continued nuclear surety - Superior officer, leader and missileer; primed for instructor/evaluator assignment, followed by Flt/CC--PDE ASAP
Last performance feedback was accomplished on: 15 Jan 2014 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JEFFREY S. REES, Capt, USAF 321st Missile Squadron (AFGSC) F. E. Warren AFB WY	DUTY TITLE ICBM Combat Crew Flight Commander	DATE 11 Aug 2014
	SSN 8548	SIGNATURE REES.JEFFREY.SCOTT.1249966181

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

<ul style="list-style-type: none"> - #4/39 sq Lts; led 2 deputy upgrade sequences--bedrock of wing's '13 Omaha Trophy, "best MW" in USSTRATCOM - Performed perfect LCC restart; C2 ctr ready for warfighting msn--crucial to '13 OG Proficiency Awd, #1/3 tac sqs - Selflessly reinforced critical MCC shortage at 341 MW; learned new WS in 3 days--guaranteed combat capability - Highly-motivated officer, selfless leader; fully prepared for top-tier instr/eval position, then Flt/CC duty--PDE now 	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION CYNTHIA L. GUNDERSON, Lt Col, USAF 321st Missile Squadron (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 11 Aug 2014
	SSN 9361	SIGNATURE GUNDERSON.CYNTHIA.L.1177179660

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

<ul style="list-style-type: none"> - #4/39 sq Lts; led 2 deputy upgrade sequences--bedrock of wing's '13 Omaha Trophy, "best MW" in USSTRATCOM - Performed perfect LCC restart; C2 ctr ready for warfighting msn--crucial to '13 OG Proficiency Awd, #1/3 tac sqs - Selflessly reinforced critical MCC shortage at 341 MW; learned new WS in 3 days--guaranteed combat capability - Highly-motivated officer, selfless leader; fully prepared for top-tier instr/eval position, then Flt/CC duty--PDE now 	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION TRACEY L. HAYES, Colonel, USAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 19 Aug 2014
	SSN 6647	SIGNATURE HAYES.TRACEY.L.1074617928

VII. FUNCTIONAL EXAMINER/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 accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE JOHNSON.BENNETT.R.1240633724,	DATE 21 Aug 2014
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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. 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"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Launch Control Center (LCC); Nuclear Command, Control and Communication (NC3); Command and Control (C2); Missile Combat Crew (MCC); Weapon System (WS)		
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, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
INSTRUCTIONS		
<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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)).</p>		
PRIVACY ACT STATEMENT		
<p>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.</p> <p>PURPOSE: Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.</p> <p>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.</p> <p>DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.</p>		

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. GRADE Capt	4. DAFSC K13N3	5. REASON FOR REPORT Annual	6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 321st Missile Squadron (AFGSC), F. E. Warren AFB WY			8. PERIOD OF REPORT 8 Jul 2014 THRU 7 Jul 2015		9. NO. DAYS SUPV. 156

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE ICBM Instructor Combat Crew Commander	10. SRID GS090
<ul style="list-style-type: none"> - Select instructor; conducts launch control center, missile procedures trainer and classroom training for 53 personnel - Develops training material that maintain proficiency for squadron combat-ready crews and senior staff officers - Accountable to the President, SECDEF, & CDRUSSTRATCOM for launch actions of 50 ICBMs upon direction - Monitors 100 additional ICBMs, directs 15 missile crews and oversees \$3.3B in weapon system assets 	

III. PERFORMANCE FACTORS

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

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

<ul style="list-style-type: none"> - Experienced operator; participated in missile wing exchange program--performed nuclear alert at 3/3 missile wings - Executed 89 ICBM simulator events; resulted in 27 Q1evaluation ratings--34 MCCMs upgraded and certified CMR - Operations guru; restored power/air amid emergency equipment failure--prevented damage to \$2M nuclear C2 node - Unrivald instructor; provided 150 hours of ICBM procedures training--vital to group's 100% evaluation pass rate - Composed 228 pages of training material & scenarios--guaranteed proficiency of 210 combat-ready crew members - #1/7 CGOs! Outstanding operator with unrivald leadership abilities; ready for flight commander duty--PDE ASAP
Last performance feedback was accomplished on: 27 Apr 2015 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION STERLING D. WILLIAMS, Capt, USAF 321st Missile Squadron (AFGSC) F. E. Warren AFB WY	DUTY TITLE Chief, Weapons and Tactics	DATE 16 Jul 2015
	SSN 0413	SIGNATURE WILLIAMS.STERLING.DUWAN.1073193920

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

<ul style="list-style-type: none"> - Prepared 66 personnel for NSI; delivered focused training--9 flawless evals/field observations, NCOP "Excellent!" - Maintained C2 during helicopter IFE; assured aircraft/personnel safety--benchmarked procedures for crew training - Catalyst for change; LNO for 91 MW FIP implementation--garnered vital insight & experience for 90 MW transition - Superior leader, officer & mentor; excelled as squadron instructor, primed for coveted Flt/CC position--PDE now! 	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOHNNY L. GALBERT, Lt Col, USAF 321st Missile Squadron (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 21 Jul 2015
	SSN 9361	SIGNATURE GALBERT.JOHNYY.L.1115960233

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

<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NON-CONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION STEPHEN M. KRAVITSKY, Colonel, USAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 31 Jul 2015
	SSN 5740	SIGNATURE KRAVITSKY.STEPHEN.M.1023390660

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)

	<input type="checkbox"/> FUNCTIONAL EXAMINER	<input type="checkbox"/> AIR FORCE ADVISOR
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 accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE JOHNSON.BENNETT.R.1240633724	DATE 13 Aug 2015
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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. 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"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Qualification Level 1 (Q1); Missile Combat Crew Member (MCCM); Combat Mission Ready (CMR); Command and Control (C2); Nuclear Surety Inspection (NSI); Nuclear Control Order Procedures (NCOP); In-Flight Emergency (IFE); Liaison Officer (LNO); Force Improvement Program (FIP)		
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,		
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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		
<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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)).</p>		
PRIVACY ACT STATEMENT		
<p>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.</p> <p>PURPOSE: Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.</p> <p>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.</p> <p>DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.</p>		

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 13N3	5. REASON FOR REPORT CRO	6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 321st Missile Squadron (AFGSC), F. E. Warren AFB WY				8. PERIOD OF REPORT FROM 8 Jul 2015 THRU 1 Mar 2016	9. NO. DAYS SUPV. 238 NO. DAYS NON-RATED 0

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Flight Commander, ICBM Operations	10. SRID GS090
<ul style="list-style-type: none"> - Commands flight of 19 missile combat crew officers, facility managers; advises Sq/CC on unit crew force readiness - While on ACP alert, directs 15 missile crews, monitors 150 ICBMs & oversees \$3.3B in weapon system assets - Accountable to the President, SECDEF & CDRUSSTRATCOM for execution actions of 50 ICBMs upon direction - Responsible for the upkeep of five alert facilities; maintains quality of life of 45 ops, security & support personnel 	

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

- Conducted 18 major RS/RV mx events w/zero mishaps--key to wing's '15 NSI "Satisfactory" rating & OG Sq of Yr!
- Phenomenal leader; drove flight to 6 instructor/evaluator hires--cultivated nuclear combat squadron's top-tier talent
- Oversaw code component removal/installs; transferred to secured location--ensured positive control of nuclear codes
- Spearheaded daily ops; flawlessly scheduled 1,356 training, evaluation & ops events for 63 combat ready personnel
- Guided sq thru second RTM training cycle; tracked completion of 6,892 tasks--ensured zero proficiency restrictions
- #4/57 sq CGOs, #2/4 Flt/CCs; superstar officer/leader & nuc Amn, selected for prestigious wing IG job--IDE ASAP

Last performance feedback was accomplished on: 27 Jan 2016 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JOHNNY L. GALBERT, Lt Col, USAF 321st Missile Squadron (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 02 Mar 2016
SSN 8205	SIGNATURE GALBERT.JOHNNY.L.1115960233	Digitally signed by GALBERT.JOHNNY.L.1115960233 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=GALBERT.JOHNNY.L.1115960233 Date: 2016.03.02 11:57:19 -0600

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

- ☒ CONCUR ☐ NON-CONCUR
- Outstanding Flt/CC; superb leader who performed well above his peers--aced toughest Flt/CC leadership challenge
 - Led sq during 2015 code change ops; prepped 30 Amn/5 MAFs for success--flawless execution at 50 LFs & 5 LCCs
 - Impact mentor; supervised 34K alert hours & groomed crews to 12 Q1 evaluation ratings, 5 quarterly award winners
 - #15/270 group CGOs; well respected leader who guided flight to success, ready for tough wing IG job--IDE ASAP!

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION TODD A. SAULS, Colonel, USAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 15 Mar 2016
SSN 0115	SIGNATURE SAULS.TODD.A.1075835120	Digitally signed by SAULS.TODD.A.1075835120 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=SAULS.TODD.A.1075835120 Date: 2016.03.15 13:23:56 -0600

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

☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION STEPHEN M. KRAVITSKY, Colonel, USAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 16 Mar 2016
SSN 5740	SIGNATURE KRAVITSKY.STEPHEN.M.1023390660	Digitally signed by KRAVITSKY.STEPHEN.M.1023390660 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=KRAVITSKY.STEPHEN.M.1023390660 Date: 2016.03.16 10:27:26 -0600

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)

<input type="checkbox"/> FUNCTIONAL EXAMINER <input type="checkbox"/> AIR FORCE ADVISOR
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION
DUTY TITLE
SSN
SIGNATURE
DATE

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 JOHNSON.BENNETT.R.1240633724	DATE 28 Mar 2016
		Digitally signed by JOHNSON.BENNETT.R.1240633724 DN: c=US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, cn=JOHNSON.BENNETT.R.1240633724 Date: 2016.03.28 10:00:12 -0600	

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)		
Alternate Command Post (ACP); Inspector General (IG); Launch Control Center (LCC); Launch Facility (LF); Missile Alert Facility (MAF); Nuclear Surety Inspection (NSI); Qualification Level 1 (Q1); Ready ICBM Program Tasking Memorandum (RTM); Re-entry System (RS); Re-entry Vehicle (RV)		
XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
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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		
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		

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 8710	5. REASON FOR REPORT Annual	6. PAS CODE FWGSFDWV
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 90th Missile Wing (AFGSC), F. E. Warren AFB WY				8. PERIOD OF REPORT FROM 2 Mar 2016 THRU 1 Mar 2017	9. NO. DAYS SUPV. 365 NO. DAYS NON-RATED 0

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Wing Inspection Team Manager	10. SRID GS090
<ul style="list-style-type: none"> - Coordinates on inspection activities, corrective actions, and conducts Commander's Inspection Program evaluations - Assesses programs & capabilities, liaises w/wing, groups & sqs on Management Internal Control Toolset program - Informs NAF/wg/gp/sq CCs on mission efficiency/morale; enacts policy; trains base on IG rights & responsibilities - While on nuclear alert at the wing Alternate Command Post, directs 15 missile crews, responsible for 150 ICBMs 	

III. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
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)	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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

- MW/CC hand-selected as IG Inspector; led 114 prsn multi-agency WIT team--garnered wing UEI "Effective" rating
- Exceptional ICBM operator/IG inspector; mastered eighth operational Q1 evaluation--the MAJCOM'S highest rating
- Spearheaded 5-day wing-level inspections to 8 MAFS; led 8 wg/MAJCOM inspectors--identified 19 deficient areas
- Completed 24 hours of on-line training and 5-day AF IG Training Course--enhanced ability, 1 of 4 certified to teach
- Trained, certified, and administered oath to 43 new WIT members--team certified to cover all aspects of wing CCIP
- Leader in critical wg staff position; monitors, trains, & manages versatile wg team--625 STOS ALCS next then IDE

Last performance feedback was accomplished on: 1 Dec 2016 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JEFFREY A. HAAKINSON, GS-13, DAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Director of Inspections	DATE 01 Mar 2017
	SSN 1064	SIGNATURE HAAKINSON.JEFFREY.A.1141 535982

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

- ☒ CONCUR ☐ NON-CONCUR
- Revamped AFIA/BIC training for WIT mbrs--76 in compliance with new training and certification within 30 days
 - Lead CCIP planner; 4 wg exercises, 16 sections, 136 communicators, 1,732 inspection items--outstanding oversight
 - Authored 9 inspection reports and identified areas of potential non-compliance--assisted wing with "Sat" for '17 NSI
 - Superb staff officer; impeccable CGO with standout leadership in prestigious wing inspector position--IDE soonest!

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION BARRY D. KISTLER, GS-14, DAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Inspector General	DATE 13 Mar 2017
	SSN 6005	SIGNATURE KISTLER.BARRY.D.1143746441

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

☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION STEPHEN M. KRAVITSKY, Colonel, USAF 90th Missile Wing (AFGSC) F. E. Warren AFB WY	DUTY TITLE Commander	DATE 15 Mar 2017
	SSN 5740	SIGNATURE KRAVITSKY.STEPHEN.M.1023 390660

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)

<input type="checkbox"/> FUNCTIONAL EXAMINER <input type="checkbox"/> AIR FORCE ADVISOR
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION
DUTY TITLE
SSN
SIGNATURE
DATE

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 JOHNSON.BENNETT.RICHARD.12 40633724	DATE 20 Mar 2017
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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)		
Air Force Inspection Agency (AFIA); Airborne Launch Control System (ALCS); Basic Inspector Course (BIC); Commander's Inspection Program (CCIP); Inspector General (IG); Intercontinental Ballistic Missile (ICBM); Missile Alert Facility (MAF); Numbered Air Force (NAF); Qualification Level 1 (Q1); Unit Effectiveness Inspection (UEI); Wing Inspection Team (WIT)		
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, 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		
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		

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 Annual	6 PAS CODE ODGSI:G19
7 ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 625th Strategic Operations Squadron (AFGSC), Offutt AFB NE				8 PERIOD OF REPORT FROM 2 Mar 2017 THRU 1 Mar 2018	9 NO DAYS SUPV 178 NO DAYS NON-RATED 0

II. JOB DESCRIPTION (Limit text to 4 lines)

DUTY TITLE Chief, ICBM Current Operations

10 SKID

GSN08

- Selectively manned position, creates all ICBM targeting materials ensuring readiness to execute nuclear war plan
- Manages and directs all targeting activities for nation's 3 missile wings, 450 ICBMs, and 45 Launch Control Centers
- Directs the production of vital ICBM targeting software and databases required for operational use and test launches
- Optimizes ICBM utilization as AFGSC lead for strike planning issues overseeing all ops and maintenance activities

III. PERFORMANCE FACTORS

DOES NOT MEET STANDARDS ☒ MEETS STANDARDS ☐

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)

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

- Performed 9 rapid tgting ops f/GT '18; built urgent tgt updates to 125 DGZs--demo'd reduction in strike time by 80%
- Coordinated 113 msl mx requests for 3 MWs; produced 88 Nuc Tasking Orders--max'd COCOM tgting and alert reqts
- Created 555 time-sensitive ICBM tgt updates in response to 282 OPLAN changes--CCDR's highest-pri tgts held at risk
- Directed MW tgting audit; validated 1.5K+ actions for 150 alert sorties--ensured JFACC 100% accurate ICBM forces
- MW/CC hand-selected as IG inspector; led 138-prsn multi-agency WIT team--identified and corrected 7 deficiencies
- During this rating period, Capt Johnson received a LOR & UIF for an off-base DUI

Last performance feedback was accomplished on 9 Nov 2017 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION
DANIEL M. HICKMAN, Capt, USAF
625th Strategic Operations Squadron (AFGSC)
Offutt AFB NE

DUTY TITLE
Flight Commander

DATE

26 Mar 18

SSN
2476

SIGNATURE

[Signature]

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

☒ CONCUR

☐ NON-CONCUR

- I have carefully considered Capt Bennett's comments to the referral document of 26 March 2018.
- Tested/built critical ICBM execution plan software suite; updated 350+ strike options--max'd POTUS strike flexibility
- Dev'd tgt/range safety data for 2 \$21M test launches; assured flt & airspace surety--val'd MMIII reliability/no mishaps
- Capt Johnson has demo'd strong resiliency & proven himself a highly capable ICBM planner--work to rehabilitate

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION
HAYLEY S. JAMES, Lt Col, USAF
625th Strategic Operations Squadron (AFGSC)
Offutt AFB NE

DUTY TITLE
Commander

DATE

30 Mar 18

SSN
4170

SIGNATURE

[Signature]

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

☒ CONCUR

☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION
THOMAS A. BUSSIERE, Maj Gen, USAF
Eighth Air Force (AFGSC)
Barksdale AFB LA

DUTY TITLE
Commander

DATE

3 May 18

SSN
2613

SIGNATURE

[Signature]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)

☐ FUNCTIONAL EXAMINER

☐ AIR FORCE ADVISOR

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 accomplished during the reporting period and upon receipt of this report.

Yes No



☒ ☐

SIGNATURE

[Signature]

DATE

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
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, 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 checked="" 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 checked="" 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 Command (COCOM); Combatant Commander (CCDR); Designated Ground Zero (DGZ); Global Thunder (GT); Intercontinental Ballistic Missile (ICBM); Joint Force Air Component Commander (JFACC); Missile Wing (MW); Operation Plan (OPLAN); Minuteman III (MMIII); President of the United States (POTUS); Wing Inspection Team (WIT)		
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, you received a LOR/UIF for an off-base DUI.		
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 Hayley S. James, Lt Col, USAF, 625 Strategic Operations Squadron, Commander.		
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 DANIEL M. HICKMAN, Capt, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Flight Commander SIGNATURE 	DATE 26 Mar 18
SIGNATURE OF RATEE 		DATE 26 Mar 18
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 uninflected. 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 raters and additional raters ratings and comments. If their evaluations are accurate, unbiased and uninflected, 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.		



DEPARTMENT OF THE AIR FORCE

29 Mar 2018

MEMORANDUM FOR REVIEWING OFFICIALS *43*

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 Instructor, 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 36-2406 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 2 Mar 2018 THRU 15 Nov 2018	9. NO. DAYS SUPV. 259 NO. DAYS NON-RATED 0	
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Chief, ICBM Current Operations						10. SRID GSN08
<ul style="list-style-type: none"> - Selectively manned position, creates all ICBM targeting materials ensuring readiness to execute nuclear war plan - Manages and directs all targeting activities for nations 3 missile wings, 450 ICBMs, and 45 Launch Control Centers - Directs the production of vital ICBM targeting software and databases required for operational use and test launches - Optimizes ICBM utilization as AFGSC lead for strike planning issues overseeing all ops and maintenance activities 						
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) <ul style="list-style-type: none"> - Sync'd 140 msl mx requests for 3 MWs; issued 87 Nuc Tasking Orders--max'd CCMD tgting/alert reqts, NST upheld - Built 1,025 time-sensitive ICBM tgt updates in response to 506 OPLAN changes--CCDR's highest-pri tgts held at risk - Key player in 2 CCMD time-critical ICBM tgting ops; field'd urgent tgt updates to 104 DGZs--reduc'd strike time 80% - Provided weekly cross-tell mtgs f/3 wgs & 2 NAFs; deconflicted major ops/mx--assur'd max ICBM lethality/readiness - Implemented new tgting pkg f/\$1.2B nuc fuze upgrade/ICBM test; ensur'd \$37M launch success/prgm sched integrity - #2/5 ICBM planners; handles adversity w/strong moral character--Air Room/NAOC/Strike Advisor next, IDE ASAP 						
Last performance feedback was accomplished on: 13 Aug 2018 (IAW AFI 36-2406) (If not accomplished, state the reason)						
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION DANIEL M. HICKMAN, Maj, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE		DUTY TITLE Flight Commander			DATE 27 Nov 2018	
SSN 2476		SIGNATURE HICKMAN.DANIEL.M.1286422 590			Digitally signed by HICKMAN.DANIEL.M.1286422590 Date: 2018.11.27 11:56:37 -06'00'	
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR						
<ul style="list-style-type: none"> - Mng'd \$16M ICBM NC2 tgting assets; sustained 100% sys readiness--key to '17 Omaha-Lincoln FEA tm OTY Awd - Oversaw \$108K prjct/3 tms/7 mos; tested/updated 1.7K launch cmds/356 nuc optns--max'd POTUS strike flexibility - Built tgt/range safety pkg f/3 \$34M OTL; cert'd MMIII reliability--demo'd strike capes/increased adversary awareness - Capt Johnson is a superb planner/ldr; passionate/proud about the AF & nuclear mission--joint duty next, IDE soonest 						
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION HAYLEY S. JAMES, Lt Col, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE		DUTY TITLE Commander			DATE 02 Dec 2018	
SSN 4170		SIGNATURE JAMES.HAYLEY.SUZANNE.11 87400330			Digitally signed by JAMES.HAYLEY.SUZANNE.1187400330 Date: 2018.12.02 06:52:02 -06'00'	
VI. REVIEWER (If required, limit text to 3 lines) <input checked="" type="checkbox"/> CONCUR <input type="checkbox"/> NON-CONCUR						
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JAMES C. DAWKINS, JR., Maj Gen, USAF Eighth Air Force (AFGSC) Barksdale AFB LA		DUTY TITLE Commander			DATE 09 Dec 2018	
SSN 3084		SIGNATURE DAWKINS.JAMES.C.JR.113353 2443			Digitally signed by DAWKINS.JAMES.C.JR.1133532443 Date: 2018.12.09 11:56:37 -06'00'	
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) <input type="checkbox"/> FUNCTIONAL EXAMINER <input type="checkbox"/> AIR FORCE ADVISOR						
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 accomplished during the reporting period and upon receipt of this report.		Yes No <input checked="" type="checkbox"/> <input type="checkbox"/>			SIGNATURE JOHNSON.BENNETT.RICHARD.12 40633724	
					DATE 10 Dec 2018	
					Digitally signed by JOHNSON.BENNETT.RICHARD.1240633724 Date: 2018.12.10 15:27:31 -06'00'	

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)		
Designated Ground Zero (DGZ); Federal Employee Association (FEA); National Airborne Operations Center (NAOC); New Strategic Arms Reduction Treaty (NST); Nuclear Command and Control (NC2); Operational Test Launch (OTL)		
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, 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		
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		

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 Annual	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 2018 THRU 15 Nov 2019	9. NO. DAYS SUPV. 365 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 programs

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)

- Lead TMCO for AFGSC; tracked and issued 237 ICBM op flight programs for 12 orgs--annual audit 100% accurate
- Built 172 NTOs; de-conflicted 3 MWs/235 maintenance actions--100% coverage of CCMD's highest priority targets
- Oversaw 4 mbr AF & NGA TS destruction op team; 856 miles/2K lbs COMSEC--zero compromise to NC2 materials
- Headed 5-mbr audit team; reviewed 3.1K targeting actions for 495 NC2 sites--verified NAF 100% ready for nuc msn
- Planned 5,611 mi OPLAN software delivery; 172.5 man-hrs/7 mbrs/6 AFBs--new war plan installed at 45 NC2 sites
- Ops focused leader! Able to streamline the most complex tasks/ready for more--send to joint duty next, IDE soonest

Last performance feedback was accomplished on: 7 Oct 2019 (IAW AFI 36-2406) (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION CHRISTOPHER R. HALL, Capt, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Flight Commander	DATE 17 Dec 2019
SSN 6593	SIGNATURE HALL.CHRISTOPHER.RYAN.1 258837564	Digitally signed by HALL.CHRISTOPHER.RYAN.1258837564 Date: 2019.12.17 07:44:31 -0600

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

☒ CONCUR ☐ NON-CONCUR

- Hand-picked to lead rapid-target op; built 83 ICBM updates/193 targets/cut time by 30%--key to Gp's 2018 AFOUA!
- Steered targeting for \$21M ICBM test launch; wrote 120 lines of code--success validated MMIII reliability thru 2036+
- Processed 2nd largest target update in sq history; verified 133/215 FDMs < 4 hrs--vital to ensuring NDS & NST objs
- Peer leader and mentor! Strategic operator that thrives under pressure & always delivers--joint duty next, IDE ASAP

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION MATTHEW J. HLIVKO, Lt Col, USAF 625th Strategic Operations Squadron (AFGSC) Offutt AFB NE	DUTY TITLE Commander	DATE 18 Dec 2019
SSN 7967	SIGNATURE HLIVKO.MATTHEW.J.1244112 435	Digitally signed by HLIVKO.MATTHEW.J.1244112435 Date: 2019.12.18 12:02:03 -0600

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

☒ CONCUR ☐ NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JAMES C. DAWKINS, JR., Maj Gen, USAF Eighth Air Force (AFGSC) Barksdale AFB LA	DUTY TITLE Commander	DATE 06 Jan 2020
SSN 3084	SIGNATURE DAWKINS.JAMES.C.JR.113353 2443	Digitally signed by DAWKINS.JAMES.C.JR.1133532443 Date: 2020.01.06 08:54:57 -0600

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)

☐ FUNCTIONAL EXAMINER ☐ AIR FORCE ADVISOR

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 accomplished during the reporting period and upon receipt of this report.

Yes No
☒ ☐

SIGNATURE

JOHNSON.BENNETT.RICHARD.12
40633724

Digitally signed by
JOHNSON.BENNETT.RICHARD.1240633724
Date: 2020.01.09 16:17:28 -0600

DATE

09 Jan 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 Command (CCMD); Force Direction Message (FDM); Joint Plan Interim Change (JPIC); Minuteman III (MMIII); Missile Wings (MW); National Defense Strategy (NDS); National Geospatial-Intelligence Agency (NGA); New START Treaty (NST); Nuclear Command & Control (NC2); Nuclear Tasking Order (NTO); Operations Plan (OPLAN); Target Materials Control Officer (TMCO); 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,		
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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		
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		

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

	DOES NOT MEET STANDARDS	MEETS STANDARDS
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)	<input type="checkbox"/>	<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 KRAFT.MICHAEL.WILLIAM.14 10406400 Digitally signed by KRAFT.MICHAEL.WILLIAM.1410406400 Date: 2020.09.10 09:06:33 -05'00'		

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 HLIVKO.MATTHEW J.1244112435 Digitally signed by HLIVKO.MATTHEW J.1244112435 Date: 2020.09.14 12:49:59 -05'00'		

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 WEATHERINGTON.MARK.E.11 41254711 Digitally signed by WEATHERINGTON.MARK.E.1141254711 Date: 2020.09.18 18:01:31 -05'00'		

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	JOHNSON.BENNETT.RICHARD.12 40633724 Digitally signed by JOHNSON.BENNETT.RICHARD.1240633724 Date: 2020.09.25 08:26:18 -05'00'	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"/>
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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"/>
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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)			
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NAME, RANK, BR OF SVC OF REFERRING EVALUATOR		DUTY TITLE	
Type of Signature Digital		SIGNATURE	
Type of Signature Digital		SIGNATURE OF RATEE	
		DATE	
INSTRUCTIONS			
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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.			
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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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For more assistance with Adobe Reader visit <http://www.adobe.com/go/acrreader>.

Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.