

# 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

	DOES NOT MEET STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION
Job Knowledge, Leadership Skills, 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)

- 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><b>ALL:</b> 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><b>RATER:</b> 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><b>ADDITIONAL RATER:</b> 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><b>REVIEWER:</b> 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><b>RATEE:</b> 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.		