OFFICER PERFORMANCE REPORT (Lt thru Col)						
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before		T				
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-946	3. GRADE 1st Lt	4. DAFSC 13S2C	5. REASON FOR REPOR	6. PAS CODE FWGSFDV4		
7. ORGANIZATION. COMMAND. LOCATION. AND COMPONENT	1	8. PERIOD OF RI	EPORT	9. NO. DAYS SUPV.		
321st Missile Squadron (AFGSC), Francis E. Warren A	FB WY (AD)	16 Sep 2011	тнки 15 Sep 2012	124		
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ICBM Deputy Combat Crew Commander				10. SRID GS090		
- While on alert at an LCC, second in command of a	an ICBM fligh	nt; oversees \$3.3	BB in weapon system	n assets		
- Accountable to the President, SECDEF & CDRUS		•	1 5			
- When ordered, initiates retargeting actions and pro						
- Assists crew CC in supervising daily activities of	9 ops, securit			· · · · · · · · · · · · · · · · · · ·		
III. PERFORMANCE FACTORS		MEE1	DOES NOT MEET FSTANDARDS STANDA			
Job Knowledge, Leadership Skills, Professional Qualities, Organizational Decisions, Communication Skills, and Physical Fitness (see reverse if m	Skills, Judgment an arked Does Not Mee	d et Standards)				
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)						
- Dedicated officer; 100% WS/codes, 97% EWO tst avgspivotal to sq's '11 OG Proficiency Awd, #1/3 missile sqs - Critical to sq's perfect code change; aced wg's toughest peacetime task5 LCCs/50 LFs perfectly recoded in 5 days - Oversaw 3 RS/RV swaps & missile installs; restored nuc deterrent assets to alertkey to 20 AF's 99.77% alert rate - Swiftly identified 3 degraded alert ICBMs/removed launch capabilitypreserved warfighting assets for replanning - Quick thinker; directed emergency actions for injured Amnswift medical response averted possible further injury - Highly skilled & motivated officer critical to squadron's success; SCP next, then instr/eval positionPDE is a must!						
Last performance feedback was accomplished on: 24 Jul 2012 (In	AW AFI 36-2406) (If	not accomplished, state	e the reason)			
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE		1	DATE		
JORDAN M. FISCHER, Capt, USAF 321st Missile Squadron (AFGSC)		at Crew Comman	der	25 Sep 2012		
Francis E. Warren AFB WY	9100		HER.JORDAN.M.1292	334183		
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lin	es) X	CONCUR	NON-CONCUR			
- #2/8 DMCCCs; aced grueling initial eval with Q1 - Expertly retargeted 3 ICBMs; held war plan tgts a - Perfectly configured LCC for IG inspectioncontr Superb ofcr/ldr, bested 75 crews as OG's MCC of NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION JAMES L. WHITE, Capt, USAF	t riskkey to ributed to sq/gj 1st Qtr '12; q	wg's '11 Omaha p/wg ''Excellent'	Trophy, #1/3 MWs " rtgs during 1st AF then instr/eval duty	in STRATCOM GSC ICBM CUI		
321st Missile Squadron (AFGSC)		SIGNATURE	ommander	20 Sep 2012		
Francis E. Warren AFB WY	1867		ITE.JAMES.LEE.11866	16134		
VI. REVIEWER (If required, limit text to 4 lines)	X	CONCUR	NON-CONCUR			
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION CHRISTOPHER A. COFFELT, Colonel, USAF	Commander			9 Oct 2012		
90th Missile Wing (AFGSC) Francis E. Warren AFB WY		SIGNATURE COFFEL	.T.CHRISTOPHER.A.1:			
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR		AL EXAMINER	AIR FORCE ADVISO	₹		
(Indicate applicable review by marking the appropriate box) NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE			DATE		
	SSN S	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT	<u> </u>					
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was	SIGNATURE			DATE		
accomplished during the reporting period and upon receipt of this report.	ЈОНІ	NSON.BENNETT.R	.1240633724	10 Oct 2012		

RATEE NAME: JOHNSON, BENNETT R.						
IX. PERFORMANCE FACTORS (If Section III is marked Does I	Not Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS				
1. Job Knowledge. Has knowledge required to perform duties non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle					
subordinates. Has respect and confidence of subordinates. Fair						
personal responsibility. Is fair and objective.	on, integrity, honesty, and officership. Adheres to Air Force standards. Accepts					
equitably and effectively. Anticipates and solves problems.	uses resources effectively. Meets suspenses. Schedules work for self and othe	ers				
,	isions. Emphasizes logic in decision making. Retains composure in stressful pational health requirements. Acts to take advantage of opportunities.					
6. Communication Skills. Listens, speaks, and writes effective	ely.					
7. Physical Fitness. Maintains Air Force physical fitness stand	ards.					
X. REMARKS (use this section to spell out acronyms from the from t						
System (RS); Reentry Vehicle (RV); Squadron	n (WS); Emergency War Order (EWO); Launch Facility of Command Post (SCP); Deputy Missile Combat Crew Clidated Unit Inspection (CUI); Missile Combat Crew (M	Commander				
XI. REFERRAL REPORT (Complete only if report contains refe	rral comments or the overall standards block is marked as does not meet standar	rds)				
I am referring this OPR to vou according to AFI 36-2406, para 3.9. I Specifically,	It contains comment(s)/rating(s) that make(s) the report a referral as defined in AF	1 36-2406. nara. 3.9.				
agreement with the ratings or comments on the report. Once signed comments to:	nerely acknowledges that a referral report has been rendered; it does not imply acc d. you are entitled to a copy of this memo. You may submit rebuttal comments. So	send vour written				
above. You may submit attachments (limit to 10 pages), but they melsewhere will remain attached to the report for file in your personne package prior to filing since these documents are already filed in you conduct, integrity, or motives of the evaluator unless you can fully su Center if you require any assistance in preparing your reply to the ref for other personnel related actions (e.g. assignments, promotions, einformation on this subject. If you believe this report is inaccurate, un	ar date below. If you need additional time, you may request an extension from the ust directly relate to the reason this report was referred. Pertinent attachments no el record. Copies of previous reports, etc. submitted as attachments will be remove ur records. Your rebuttal comments/attachments may not contain any reflection or ubstantiate and document them. Contact the MPF career enhancement section, or iterral report. It is important for you to be aware that receiving a referral report may a etc.). You may consult your commander and/or MPF or Air Force Contact Center if njust, or unfairly prejudicial to your career, you may apply for a review of the report to the becomes a matter of record as defined in AFI 36-2406, Attachment 1.	ot maintained red from your rebuttal n the character, or the AF Contact affect your eligibility f you desire more				
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE				
	SIGNATURE	-				
SIGNATURE OF RATEE		DATE				
	INSTRUCTIONS					
on completion of or enrollment in Developmental Education, advanendorsement levels, family activities, marital status, race, sex, ethnic	potential based on that performance. Promotion recommendations are prohibited bed education, previous or anticipated promotion recommendations on AF Form ic origin, age, or religion. Evaluators enter only the last four numbers of SSN.	709, OPR				
	id, how well he or she did it, and how the officer contributed to mission accomplish recommendations for assignment. Provide a copy of the report to the ratee prior to now how their performance resulted in this final product.					
ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.						
REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.						
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).						
	PRIVACY ACT STATEMENT					
AUTHORITY: Title 10 United States Code, Section 8013 and Exec	utive Order 9397, 22 November 1943.					
PURPOSE: Information is needed for verification of the individual's	name and Social Security Number (SSN) as captured on the form at the time of re	ating.				
ROUTINE USES: May specifically be disclosed outside the DoD as	, , , , ,					
DISCLOSURE: Disclosure is mandatory: SSN is used for positive i	geninication.					

	PERFORMAN		EPORT <i>(Lt t</i>	hru	Col)		
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully befor		1)	T	1			
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-94	3. GRADE 1st I	Lt	4. DAFSC K13N2	5. R	EASON FOR REPO	RT	6. PAS CODE FWGSFHCM
7. ORGANIZATION. COMMAND. LOCATION. AND COMPONENT		8	B. PERIOD OF RE	PORT		9. NO	. DAYS SUPV.
90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY			16 Sep 2012	THRU	31 Jul 2013		243
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ICBM Instructor Deputy Combat Crew Com	mander					10. SF	RID GS090
- Select instructor; conducts launch control center,	missile proce	edures	trainer and	class	sroom training	5	
 Develops training materials that maintain proficie 					_	,	aff officers
- Accountable to the President, SECDEF & CDRU	-		-				
- Monitors 100 additional ICBMs, directs 14 missi						•	
·			D	OES N	IOT MEE	TS	FITNESS
III. PERFORMANCE FACTORS Job Knowledge, Leadership Skills, Professional Qualities, Organizationa	l Skills Tudament :	and	MEET	STANI	DARDS STAND	ARDS	EXEMPTION
Decisions, Communication Skills, and Physical Fitness (see reverse if r	marked Does Not M	leet Stan	dards)			<u> </u>	
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)							
 Brilliant instr; crushed duty reserved for top 15% of 196 MCCMsled sq to OG's Cheyenne Trophy nom, #1/5 sqs Ops ace; dominated HHQ eval with 3rd consec Q1 rtgboosted wing to highest-possible "Sat" in AFGSC NSI '13 OG metrics guru; tracked 123 key data setslifted wg to '12 Lee R. Williams Award as AFGSC's "best ICBM wg" Prep'd gp crews with 72 sim hrsvaulted 12/12 crews to pass AFGSC '13 NORI ops evalswg 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 cdrPDE ASAP! 							
Last performance feedback was accomplished on: 23 May 2013							
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE					DA	
ANDREW A. FOX, Capt, USAF	Chief, ICBN	M Traii	ning Requiren	nents	<u> </u>	7	7 Nov 2013
90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY	ssn 4702	SIGNA		X.AN	DREW.A.106247	9775	
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 li	ines)	CONCL	JR		NON-CONCUR		
- #2/16 deputy instrs; stellar 99.7% avg on 33 EW - Gave 288 hrs of expert sim trngvital to sq's '12 - Sage trng raised gp proficiencyaided "best EW - Solid-gold nuc ldr/ofcr with amazing diligence; s NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION STEVEN T. SANDERS, Maj, USAF 90th Operations Support Squadron (AFGSC)	AFGSC McAO"/"best WS' elected for ea DUTY TITLE Asst Operations	Adoo . "/"bes arly up	Awd win, "b t crew"/"bes ograderetur fficer, ICBM TURE	est on t open to Curr	ops support so s tm" wins at instr/eval sho ent Operations	with 12 A pPI	n ICBM msn" AFGSC comp DE a must! TE 7 Nov 2013
Francis E. Warren AFB WY	2181		SANDER	₹S.S	TEVEN.TODD.10	62038	8248
VI. REVIEWER (If required, limit text to 4 lines)	X	CONC	JR		NON-CONCUR		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE						TE 2012
TRACEY L. HAYES, Colonel, USAF 90th Missile Wing (AFGSC)	Commander		TUDE			\perp	2 Dec 2013
Francis E. Warren AFB WY	SSN 6647	SIGNA		ES.T	RACEY.L.10746	17928	.
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	FUNCTION	NAL EXA	Г		AIR FORCE ADVISO		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE					DA	ATE
	SSN	SIGNA	TURE				
VIII. DATEE'S ACKNOW! FROMENT							
VIII. RATEE'S ACKNOWLEDGMENT I understand my signature does not constitute agreement or Yes No	SIGNATURE						TE
disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.		HNSON	N.BENNETT.R.:	1240	533724		Dec 2013
				~~	INICODMATICS: T'		the state of the s

RATEE NAME: JOHNSON, BENNETT R.					
IX. PERFORMANCE FACTORS (If Section III is marked Does I	Not Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS			
1. Job Knowledge. Has knowledge required to perform duties non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle	MEET STANDARDS			
subordinates. Has respect and confidence of subordinates. Fair					
personal responsibility. Is fair and objective.	on, integrity, honesty, and officership. Adheres to Air Force standards. Accepts				
 Organizational Skills. Plans, coordinates, schedules and equitably and effectively. Anticipates and solves problems. 	uses resources effectively. Meets suspenses. Schedules work for self and other	ers			
5. Judgment and Decisions. Makes timely and accurate dec	isions. Emphasizes logic in decision making. Retains composure in stressful pational health requirements. Acts to take advantage of opportunities.				
6. Communication Skills. Listens, speaks, and writes effective	ely.				
7. Physical Fitness. Maintains Air Force physical fitness stands	ards.				
X. REMARKS (use this section to spell out acronyms from the from t	ont)				
	erations Group (OG); Qualification Level 1 (Q1); Nucle less Inspection (NORI); Emergency War Order (EWO); OSS)	•			
XI. REFERRAL REPORT (Complete only if report contains refer	rral comments or the overall standards block is marked as does not meet standa	ards)			
I am referring this OPR to vou according to AFI 36-2406, para 3.9. I Specifically,	t contains comment(s)/rating(s) that make(s) the report a referral as defined in AF	1 36-2406. para. 3.9.			
agreement with the ratings or comments on the report. Once signed comments to:	nerely acknowledges that a referral report has been rendered; it does not imply ac d. you are entitled to a copy of this memo. You may submit rebuttal comments. S	Send vour written			
above. You may submit attachments (limit to 10 pages), but they melsewhere will remain attached to the report for file in your personne package prior to filing since these documents are already filed in you conduct, integrity, or motives of the evaluator unless you can fully su Center if you require any assistance in preparing your reply to the ref for other personnel related actions (e.g. assignments, promotions, e information on this subject. If you believe this report is inaccurate, un	ar date below. If you need additional time, you may request an extension from the ust directly relate to the reason this report was referred. Pertinent attachments not el record. Copies of previous reports, etc. submitted as attachments will be removeur records. Your rebuttal comments/attachments may not contain any reflection of ubstantiate and document them. Contact the MPF career enhancement section, of erral report. It is important for you to be aware that receiving a referral report may a tec.). You may consult your commander and/or MPF or Air Force Contact Center in fjust, or unfairly prejudicial to your career, you may apply for a review of the report of the tolerance of record as defined in AFI 36-2406, Attachment 1.	ot maintained red from your rebuttal on the character, or the AF Contact affect your eligibility if you desire more			
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE			
	SIGNATURE				
SIGNATURE OF RATEE		DATE			
	INSTRUCTIONS				
on completion of or enrollment in Developmental Education, advan endorsement levels, family activities, marital status, race, sex, ethni	potential based on that performance. Promotion recommendations are prohibite- ced education, previous or anticipated promotion recommendations on AF Form c origin, age, or religion. Evaluators enter only the last four numbers of SSN.	709, OPR			
	id, how well he or she did it, and how the officer contributed to mission accomplish ecommendations for assignment. Provide a copy of the report to the ratee prior to now how their performance resulted in this final product.				
	ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the ratil disagree with the rater, mark "NON-CONCUR" and explain. You may include re				
REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.					
evaluation appeal through the Evaluation Reports Appeals Board IA	of this report. It does not constitute concurrence. If you disagree with the content W AFI 36-2401 (Correcting Officer and Enlisted Evaluation Reports), or through the Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air F	he Air Force Board for			
	PRIVACY ACT STATEMENT				
AUTHORITY: Title 10 United States Code, Section 8013 and Execution 801	utive Order 9397, 22 November 1943.				
PURPOSE: Information is needed for verification of the individual's	name and Social Security Number (SSN) as captured on the form at the time of r	ating.			
ROUTINE USES: May specifically be disclosed outside the DoD as	, , , ,				
DISCLOSURE: Disclosure is mandatory; SSN is used for positive in	dentification.				

OFFICER PERFORMANCE REPORT (Lt thru Col)						
I. RATEE IDENTIFICATION DATA (Read AFI 36-240				•		
,	. SSN	3. GRADE	4. DAFSC	5. REASON FOR		6. PAS CODE
	088-74-9468	Capt	13N3	CR	.0	FWGSFDV4
7. ORGANIZATION, COMMAND, LOCATION, AND COMP	ONENT		8. PER	IOD OF REPORT		9. NO. DAYS SUPV.
321st Missile Squadron (AFGSC), F. E. W	arren AFB W	ΥY	1 Au	g 2013 THRU 7	Jul 2014	341
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ICBM Combat Crew Commande	er					10. SRID GSN20
- Commands a combat-ready missile cr	ew, techous	ble for crew	's proficiency a	nd profession	al develon	ment
- While on nuclear alert at an LCC, dire	_		-	-	_	
- Accountable to the President, SECDE						
 Supervises daily activities of 9 operat 						
<u> </u>	ions, securit	y Torces and	support person	DOES NOT	MEETS	FITNESS
III. PERFORMANCE FACTORS				ET STANDARDS	STANDARDS	EXEMPTION
Job Knowledge, Leadership Skills (to include Promoting Qualities, Organizational Skills, Judgment and Decisions		· · · · · · · · · · · · · · · · · · ·			\times	
(see reverse if marked Does Not Meet Standards)	s, communication	okiio, and i nyok	, at 1 till 033			
IV. RATER OVERALL ASSESSMENT (Limit text to 6	lines)					
- Dedicated operator; performed 61 flav	wless nuclea	r alertscrit	ical to 2013 Wi	lliams Award	, "best MW	/" in AFGSC
- Guided sq through 2 global NC3 event						
- Expertly led targeting for 5 sorties; ali						0
- Directly supported wing's largest char	_				_	_
- Removed 3 degraded ICBMs' launch o	-			_		
- Superior officer, leader and missileer;						
Last performance feedback was accomplished on: 15	•					
Last performance reedback was accomplished on.) Jaii 2014 (1	AW AI I 30-2400)	(ii not accomplianea, a	iate the reason)		
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCA	TION	DUTY TITLE				ATE
JEFFREY S. REES, Capt, USAF		ICBM Com	oat Crew Flight (Commander	1	11 Aug 2014
321st Missile Squadron (AFGSC)		SSN	SIGNATURE		OTT 404000	1.01
F. E. Warren AFB WY		8548	REE	S.JEFFREY.SCO	311.1249966	0181
V. ADDITIONAL RATER OVERALL ASSESSMENT			CONCUR		ONCUR	
- #4/39 sq Lts; led 2 deputy upgrade sec						
- Performed perfect LCC restart; C2 ctr		0 0				•
- Selflessly reinforced critical MCC sho	0	•		, ,		1 0
- Highly-motivated officer, selfless lead	der; fully pro	epared for to	p-tier instr/eval	l position, the	n Flt/CC dı	utyPDE now
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCA		DUTY TITLE				ATE
CYNTHIA L. GUNDERSON, Lt Col, USA	AF	Commander			1	11 Aug 2014
321st Missile Squadron (AFGSC)		SSN	SIGNATURE	DEDCON CVNITI	IIA I 117717	0000
F. E. Warren AFB WY		9361	GUN	DERSON.CYNTH	HIA.L.II//I/	9660
VI. REVIEWER (If required, limit text to 3 lines)		X	CONCUR	NON-C	ONCUR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCA	ATION	DUTY TITLE			D	ATE
TRACEY L. HAYES, Colonel, USAF	TION	Commander	•			19 Aug 2014
90th Missile Wing (AFGSC)		SSN	SIGNATURE			
F. E. Warren AFB WY		6647		IAYES.TRACEY.	L.107461792	8
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISO (Indicate applicable review by marking the appropriate by		FUNCTION	NAL EXAMINER	AIR FORCE	E ADVISOR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCA		DUTY TITLE			D	ATE
		SSN	SIGNATURE		l I	
VIII. RATEE'S ACKNOWLEDGMENT						
I understand my signature does not constitute agreement disagreement. I acknowledge all required feedback was	tor Yes No	SIGNATURE			D	ATE
accomplished during the reporting period and upon recei	pt of	JOH	HNSON.BENNETT.	R.1240633724	2	1 Aug 2014
this report.				DIVACY ACT INFORMAT		

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

OFFICER PERFORMANCE REPORT (Lt thru Col)						
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before			00	I DEACON FOR	DEDODT	C DAC CODE
1. NAME (Last, First, Middle Initial) 2. SSN JOHNSON, BENNETT R. 088-74-9468	3. GRADE Capt	4. DAF	SC 3N3	5. REASON FOR Ann		6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND. LOCATION, AND COMPONENT	Cupi	KI		D OF REPORT	- Iuui	9. NO. DAYS SUPV.
321st Missile Squadron (AFGSC), F. E. Warren AFB W	ΥY		8 Jul 2	014 THRU 7	Jul 2015	156
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ICBM Instructor Combat Crew Commander						10. SRID GS090
- Select instructor; conducts launch control center, r	nissile proce	dures trair	ner and	l classroom t	raining for	53 personnel
 Develops training material that maintain proficience Accountable to the President, SECDEF, & CDRUS Monitors 100 additional ICBMs, directs 15 missil 	cy for squad SSTRATCO	ron comba M for laur	t-ready ich act	crews and sions of 50 IC	senior staff CBMs upon	officers direction
III. PERFORMANCE FACTORS			MEE.	DOES NOT T STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION
Job Knowledge, Leadership Skills (to include Promoting a Healthy Organiz Qualities, Organizational Skills, Judgment and Decisions, Communication (see reverse if marked Does Not Meet Standards)					X	
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)						
 Experienced operator; participated in missile wing Executed 89 ICBM simulator events; resulted in 2° Operations guru; restored power/air amid emergen Unrivaled instructor; provided 150 hours of ICBM Composed 228 pages of training material & scena #1/7 CGOs! Outstanding operator with unrivaled 	7 Q1evaluat cy equipment I procedures riosguarar	ion ratings nt failure s training tteed profi	34 M preventicular vital to ciency	ICCMs upgrated damage of group's 10 of 210 com	aded and co to \$2M nuo 0% evaluat bat-ready c	ertified CMR clear C2 node cion pass rate rew members
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	DUTY TITLE	l T				ATE
STERLING D. WILLIAMS, Capt, USAF 321st Missile Squadron (AFGSC)	Chief, Wear	SIGNATURE	icues			16 Jul 2015
F. E. Warren AFB WY	0413		VILLIAM	S.STERLING.E	DUWAN.1073	193920
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 line		CONCUR		NON-C	ONCUR	
 Prepared 66 personnel for NSI; delivered focused Maintained C2 during helicopter IFE; assured airc Catalyst for change; LNO for 91 MW FIP implemed Superior leader, officer & mentor; excelled as squ 	raft/personn entationga	el safetyl mered vita	benchn l insig	narked proce ht & experie	edures for c nce for 90	rew training MW transition
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE Commander					ATE 21 Jul 2015
JOHNNY L. GALBERT, Lt Col, USAF 321st Missile Squadron (AFGSC)	SSN	SIGNATURE				21 Jul 2015
F. E. Warren AFB WY	9361	SIGNATORE	GAL	BERT.JOHNN	Y.L.11159602	33
VI. REVIEWER (If required, limit text to 3 lines)	X	CONCUR		NON-C	ONCUR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION STEPHEN M. KRAVITSKY, Colonel, USAF	DUTY TITLE Commander	•				ate 31 Jul 2015
90th Missile Wing (AFGSC) F. E. Warren AFB WY	SSN 5740	SIGNATURE	KRAV	ITSKY.STEPHE	EN.M.1023390	0660
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)	FUNCTION	NAL EXAMINER	?	AIR FORC	E ADVISOR	
NAME. GRADE. BR OF SVC. ORGN. COMMAND & LOCATION	DUTY TITLE				D	ATE
	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 JO	HNSON.BEN	NETT.R	2.1240633724		ATE 3 Aug 2015
A.F. F.O.D.M. 707, 004 404 04			DDIV	ACV ACT INCODMAT	FIONI. The informs	stian in this farm is

RATEE NAME: JOHNSON, BENNETT R.							
IX. PERFORMANCE FACTORS (If Section III is marked Does N	Not Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS					
1. Job Knowledge. Has knowledge required to perform duties non-routine situations.	effectively. Strives to improve knowledge. Applies knowledge to handle						
2. Leadership Skills. Sets and enforces standards. Promotes	a Healthy Organizational Climate. Works well with others. Fosters teamwo spect and confidence of subordinates. Fair and consistent in evaluation of	rk.					
	on, integrity, honesty, and officership. Adheres to Air Force standards. Acce	pts					
	uses resources effectively. Meets suspenses. Schedules work for self an	d others					
5. Judgment and Decisions. Makes timely and accurate deci	sions. Emphasizes logic in decision making. Retains composure in stress ational health requirements. Acts to take advantage of opportunities.	iful					
6. Communication Skills. Listens, speaks, and writes effective	ely.						
7. Physical Fitness. Maintains Air Force physical fitness standa	ards.						
X. REMARKS (use this section to spell out acronyms from the front)							
· · · · · · · · · · · · · · · · · · ·	rew Member (MCCM); Combat Mission Ready (CM; Nuclear Control Order Procedures (NCOP); In-Flinent Program (FIP)						
XI. REFERRAL REPORT (Complete only if report contains refer	rral comments or the overall standards block is marked as does not meet s	tandards)					
I am referring this OPR to vou according to AFI 36-2406, para 1.10. Specifically,	It contains comment(s)/rating(s) that make(s) the report a referral as define	d in AFI 36-2406. para. 1.10.					
	nerely acknowledges that a referral report has been rendered; it does not im I you are entitled to a conv of this memo. You may submit rebuttal commen						
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.							
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE					
	SIGNATURE						
SIGNATURE OF RATEE		DATE					
	INSTRUCTIONS						
ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.							
	 d, how well he or she did it, and how the officer contributed to mission acco ecommendations for assignment. Provide a copy of the report to the ratee power 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.							
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	PRIVACY ACT STATEMENT						
• • • • • • • • • • • • • • • • • • • •	r of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as ameno ory; promotion, school and assignment selection; reduction-in-force; control						
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.

OFFICER PERFORMANCE REPORT (Lt thru Col)							
I. RATEE IDENTIFICATION DATA (Read AFI 36-2							
1. NAME (Last, First, Middle Initial) JOHNSON, BENNETT R.	2. SSN 088-74-9468	3. RANK Capt	4. DAFSC 13N3	5. REAS	ON FOR REPORT CRO	6. PAS CODE FWGSFDV4	
7. ORGANIZATION, COMMAND, LOCATION, AND COM	MPONENT	1 *		8.	PERIOD OF REPORT	9. NO. DAYS SUPV. 238	
321st Missile Squadron (AFGSC), F. E.	Warren AFB	WY			тнки 1 Mar 2016	NO. DAYS NON-RATED	
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Flight Commander, ICBM Or	perations			1		10. SRID GS090	
 Commands flight of 19 missile com While on ACP alert, directs 15 missile - Accountable to the President, SECI Responsible for the upkeep of five 	sile crews, mo DEF & CDRU	onitors 150 JSSTRAT) ICBMs & COM for ex	oversee xecution	es \$3.3B in weapon actions of 50 IC 45 ops, security &	on system assets BMs upon direction support personnel	
III. PERFORMANCE FACTORS					DOES NOT MEET STANDARDS	MEETS STANDARDS	
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun						\times	
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)						
 Conducted 18 major RS/RV mx even Phenomenal leader; drove flight to Oversaw code component removal/ Spearheaded daily ops; flawlessly selected and selected are designed. Guided sq thru second RTM training #4/57 sq CGOs, #2/4 Flt/CCs; supe 	6 instructor/e installs; trans scheduled 1,3; g cycle; track	valuator h ferred to s 56 training ted comple	irescultiva ecured loca g, evaluation etion of 6,89	ated nuc ationer n & ops 92 tasks	clear combat squansured positive converse for 63 converses for 63 converses.	dron's top-tier talent ontrol of nuclear codes mbat ready personnel oficiency restrictions	
Last performance feedback was accomplished on:	27 Jan 2016 (. <u>6</u> 10 10 12 11 10 11	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE				DATE	
JOHNNY L. GALBERT, Lt Col, USAF		Command	ler			02 Mar 2016	
321st Missile Squadron (AFGSC) F. E. Warren AFB WY		SSN 8205	GALBERT.JOHNNY.L.11159602 DN: cells Go				
V. ADDITIONAL RATER OVERALL ASSESSME	ENT (Limit text to 4 I	ines)	CONCUR		NON-CONCUF		
- Outstanding Flt/CC; superb leader - Led sq during 2015 code change op - Impact mentor; supervised 34K ale: -#15/270 group CGOs; well respected	os; prepped 30 rt hours & gro ed leader who) Amn/5 Noomed cre	IAFs for su ws to 12 Q1	ıccessf 1 evalua	flawless execution tion ratings, 5 qu	n at 50 LFs & 5 LCCs arterly award winners	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	Command	ler			DATE 15 Mar 2016	
TODD A. SAULS, Colonel, USAF 90th Missile Wing (AFGSC)		SSN	SIGNATURE	CALILC	FODD A 1075025120 DN:	ally signed by SAULS.TODD.A.1075835120 c=US. c=U.S. Government. ou=DoD. ou=PKL ou=USAF.	
F. E. Warren AFB WY		0115		SAULS.		AULS.TODD.A.1075835120 .2016.03.15 13:23:56-06'00'	
VI. REVIEWER (If required, limit text to 3 lines)			CONCUR		NON-CONCUP	₹	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC STEPHEN M. KRAVITSKY, Colonel, 90th Missile Wing (AFGSC)		Command SSN				16 Mar 2016	
F. E. Warren AFB WY		5740	OIGIWATORE	390660	DN: 1 .STETTIETV.IVI. TO 25 DN: cn=K	ally signed by KRAVITSKY.STEPHEN.M.1023390660 =US, o=U.S. Government, ou=DoD, ou=PKI, ou=USAF, :RAVITSKY.STEPHEN.M.1023390660 2016.03.16 10:27:26-06'00'	
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV (Indicate applicable review by marking the appropriate bo		FUNC	TIONAL EXAMINE	ER	AIR FORCE ADVIS	SOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LO	•	DUTY TITLE				DATE	
		SSN	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT							
		SIGNAT	URE			DATE	
I understand my signature does not constitute agreement disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receit of this report.			JOHNSON.B	BENNETT.R.124	Digasily signal by KRINNON BENETT R [1466][274] Dig-cils city Genement, ov-End, ov-PKI, ov-US, Digasily Signal 12, 12, 12, 12, 12, 12, 12, 12, 12, 12,	28 Mar 2016	

RATEE NAME: JOHNSON, BENNETT R.						
IX. PERFORMANCE FACTORS (If Section III is marked Does N	ot Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS				
1. Job Knowledge. Has knowledge required to perform duties effe	ectively. Strives to improve knowledge. Applies knowledge to handle non-routing	ne situations.				
	Healthy Organizational Climate. Works well with others. Fosters teamwork. Dinfidence of subordinates. Fair and consistent in evaluation of subordinates.	splays				
dress and appearance, customs and courtesies, and professional cond						
effectively. Anticipates and solves problems.	s resources effectively. Meets suspenses. Schedules work for self and others	· ·				
5. Judgment and Decisions. Makes timely and accurate decision Recognizes opportunities. Adheres to safety and occupational health recognizes opportunities.	ons. Emphasizes logic in decision making. Retains composure in stressful situa requirements. Acts to take advantage of opportunities.	ations.				
6. Communication Skills. Listens, speaks, and writes effectively						
X. REMARKS (use this section to spell out acronyms from the front						
Alternate Command Post (ACP); Inspector Go Missile Alert Facility (MAF); Nuclear Surety Tasking Memorandum (RTM); Re-entry Systo	eneral (IG); Launch Control Center (LCC); Launch Inspection (NSI); Qualification Level 1 (Q1); Read em (RS); Re-entry Vehicle (RV)	l Facility (LF); ly ICBM Program				
XI. REFERRAL REPORT (Complete only if report contains referred	al comments or the overall standards block is marked as does not meet standar	rds)				
I am referring this OPR to you according to AFI 36-2406, para 1.10. It Specifically,	contains comment(s)/rating(s) that make(s) the report a referral as defined in A	FI 36-2406, para, 1.10.				
	ely acknowledges that a referral report has been rendered; it does not imply accopy of this memo. You may submit rebuttal comments. Send your written					
submit attachments (limit to 10 pages), but they must directly relate to report for file in your personnel record. Copies of previous reports, etc already filed in your records. Your rebuttal comments/attachments ma substantiate and document them. Contact the MPS, Force Manageme It is important for you to be aware that receiving a referral report may a your commander and/or MPS or Air Force Contact Center if you desire	elow. If you need additional time, you may request an extension from the indivi- the reason this report was referred. Pertinent attachments not maintained else between the substantial straining and reflection on the character, conduct, integrity, or motives of the ent section, or the AF Contact Center if you require any assistance in preparing affect your eligibility for other personnel related actions (e.g. assignments, prome a more information on this subject. If you believe this report is inaccurate, unjust thapter 10, Correction of Officer and Enlisted Evaluation Reports, once the repor-	where will remain attached to the filing since these documents are the evaluator unless you can fully your reply to the referral report. otions, etc.). You may consult st, or unfairly prejudicial to your				
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE				
	SIGNATURE					
SIGNATURE OF RATEE		DATE				
SIGNATURE OF RATEE		DATE				
completion of or enrollment in Developmental Education, advanced ed	INSTRUCTIONS ential based on that performance. Promotion recommendations are prohibited. ucation, previous or anticipated promotion recommendations on AF Form 709, sexual orientation. Evaluators enter only the last four numbers of SSN.	Do not comment on OPR endorsement levels,				
RATER: Focus your evaluation in Section IV on what the officer did, "bullet" format. Your comments in Section IV may include recommend record and provide follow-up feedback to let the ratee know how their provides to be the ratee know how their provides to let the ratee know how their provides the ratee know how the ratee know how their provides the ratee know how their provides the ratee know how the ratee know how their provides the ratee know how how the ratee know how how how how how how how how how h	how well he or she did it, and how the officer contributed to mission accomplish ations for assignment. Provide a copy of the report to the ratee prior to the reportrormance resulted in this final product.	ment. Write in concise ort becoming a matter of				
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 rating form. If you disagree with previous evaluators, you may ask them to re additional rater, mark "NON-CONCUR" and explain in Section VI. Do	s and comments. If their evaluations are accurate, unbiased and uninflated, ma eview their evaluations. You may not direct them to change their appraisals. If not use "NON-CONCUR" simply to provide comments on the report.	ark "CONCUR" and sign the you still disagree with the				
RATEE: Your signature is merely an acknowledgement of receipt of appeal through the Evaluation Reports Appeals Board IAW AFI 36-240 Correction of Military Records IAW AFI 36-2603 (Air Force Board for C Military Records (AFBCMR).	this report. It does not constitute concurrence. If you disagree with the content 06 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Ai	, you may file an evaluation the Air Force Board for r Force Board for Correction of				
	PRIVACY ACT STATEMENT					
PURPOSE: Used to document effectiveness/duty performance his separation; research and statistical analysis. ROUTINE USES: May specifically be disclosed outside the DoD a	ry of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as am story; promotion, school and assignment selection; reduction-in-force; con as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Us not be processed or to positively identify the person being evaluated. Records	trol roster; reenlistment;				

OFFICER PERFORMANCE REPORT (Lt thru Col)								
I. RATEE IDENTIFICATION DATA (Read AFI 36-				_t tinu	COI)			
1. NAME (Last, First, Middle Initial)	2. SSN	3. RANK	4. DAFSC	5. REA	SON FOR F	_	6. PAS (
JOHNSON, BENNETT R.	088-74-9468	Capt	8710		Annı			WGSFDWV
7. ORGANIZATION, COMMAND, LOCATION, AND COM	MPONENT					OF REPORT		NO. DAYS SUPV. 365
004 M. 1 M. (VEGGG) E E M.	A ED MAY					2 Mar 2016	l NC	D. DAYS NON-RATED
90th Missile Wing (AFGSC), F. E. War	ren AFB WY				THRU	1 Mar 2017	7	0
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Wing Inspection Team Manag	ger							10. SRID GS090
- Coordinates on inspection activities	s, corrective a	ctions, and	conducts C	Comm	ander's	Inspection	Progr	am evaluations
- Assesses programs & capabilities, l								
- Informs NAF/wg/gp/sq CCs on mis	ssion efficienc	y/morale; e	enacts polic	cy; tra	ins base	on IG rig	hts &	responsibilities
- While on nuclear alert at the wing A	Alternate Con	mand Post,	directs 15	missi				
III. PERFORMANCE FACTORS						DOES NOT T STANDARDS		EETS NDARDS
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun								\boxtimes
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)							
 MW/CC hand-selected as IG Inspectional ICBM operator/IG inspectional inspection. Spearheaded 5-day wing-level inspection. Completed 24 hours of on-line trained. Trained, certified, and administered. Leader in critical wg staff position; 	pector; master ections to 8 M ning and 5-day I oath to 43 ne	red eighth o IAFS; led 8 y AF IG Tra ew WIT me	perational wg/MAJC aining Cou mberstea	Q1 ev COM i irsee am cer	valuation inspecton hanced tified to	nthe MA. orsidentif d ability, 1 o cover all	JCOM fied 19 of 4 c aspect	I'S highest rating deficient areas ertified to teach s of wing CCIP
Last performance feedback was accomplished on:		IAW AFI 36-2406)			*		TILC	
-		,		,		,		
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE						IDATE
JEFFREY A. HAAKINSON, GS-13, D.		Director of	Inspections	S				01 Mar 2017
90th Missile Wing (AFGSC)		SSN	SIGNATURE		NSON IEEE	REY.A.1141 Dig	gitally signed by HAA	KINSON.JEFFREY.A.1141535982
F. E. Warren AFB WY		1064		535982	NSON.JETT	Dat	l: c=US, o=U.S. Gove =HAAKINSON.JEFF te: 2017.03.01 10:54:0	rnment, ou=DoD, ou=PKI, ou=USAF, REY.A.1141535982 03 -0700°
V. ADDITIONAL RATER OVERALL ASSESSME	NT (Limit text to 4 li	ines)	CONCUR			NON-CONCUI	R	
 Revamped AFIA/BIC training for V Lead CCIP planner; 4 wg exercises Authored 9 inspection reports and i Superb staff officer; impeccable CC 	, 16 sections, dentified area GO with stand	136 commus of potenti	unicators, 1 al non-con	1,732 i nplian	inspecti ceassi	on items sted wing	outstar with "	nding oversight Sat" for '17 NSI
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	Inspector G	lanaral					13 Mar 2017
BARRY D. KISTLER, GS-14, DAF 90th Missile Wing (AFGSC)		SSN	SIGNATURE			0		
F. E. Warren AFB WY		6005	SIGNATURE	KISTLE	R.BARRY.D	0.1143746441	itally signed by KIST : c=US, o=U.S. Gover KISTLER.BARRY D e: 2017.03.13 09:29:5	T.ER.BARRY.D.1143746441 rmment, ou=DoD, ou=PKI, ou=USAF, D.1143746441 77-0600°
VI. REVIEWER (If required, limit text to 3 lines)		×	CONCUR			NON-CONCU	R	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC		DUTY TITLE						DATE
STEPHEN M. KRAVITSKY, Colonel,	USAF	Commande						15 Mar 2017
90th Missile Wing (AFGSC) F. E. Warren AFB WY		5740	SIGNATURE	KRAVIT 390660	TSKY.STEP	DN:	c=US, o=U.S. Gover KRAVITSKY.STEPI	
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV	/ISOR						e: 2017.03.15 09:43:4	7 -06'00'
(Indicate applicable review by marking the appropriate bo	•		ONAL EXAMINE	R	All	R FORCE ADVI	SOR	T
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	DCATION	DUTY TITLE						DATE
		SSN	SIGNATURE					
		9468						
VIII. RATEE'S ACKNOWLEDGMENT	-							T
I understand my signature does not constitute agreemen	t or Yes No	SIGNATU	RE					DATE
disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon recei of this report.			JOHNSON.BE 40633724	ENNETT.RIC	CHARD, 12 Digitally INC. e-12 Date 201	signed by JOHNSON BENNETT RICHARD. 12 S, evil. S. Government, our-Did, our-PKI, our-U. SKON BENNETT RICHARD 1240633724 77.03.20 In: 14:01-06X09	240633724 ISAF,	20 Mar 2017

RATEE NAME: JOHNSON, BENNETT R.						
IX. PERFORMANCE FACTORS (If Section III is marked Does N	ot Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS				
1. Job Knowledge. Has knowledge required to perform duties effe	ectively. Strives to improve knowledge. Applies knowledge to handle non-routing	ne situations.				
	Healthy Organizational Climate. Works well with others. Fosters teamwork. Dinfidence of subordinates. Fair and consistent in evaluation of subordinates.	splays				
dress and appearance, customs and courtesies, and professional cond		<u> </u>				
effectively. Anticipates and solves problems.	s resources effectively. Meets suspenses. Schedules work for self and others	· · ·				
5. Judgment and Decisions. Makes timely and accurate decision Recognizes opportunities. Adheres to safety and occupational health recognizes opportunities.	ons. Emphasizes logic in decision making. Retains composure in stressful situa requirements. Acts to take advantage of opportunities.	ations.				
6. Communication Skills. Listens, speaks, and writes effectively						
X. REMARKS (use this section to spell out acronyms from the front	-					
Air Force Inspection Agency (AFIA); Airborn Commander's Inspection Program (CCIP); Ins Alert Facility (MAF); Numbered Air Force (N Wing Inspection Team (WIT)	ne Launch Control System (ALCS); Basic Inspecto spector General (IG); Intercontinental Ballistic Mis NAF); Qualification Level 1 (Q1); Unit Effectivene	r Course (BIC); sile (ICBM); Missile ss Inspection (UEI);				
XI. REFERRAL REPORT (Complete only if report contains referred	al comments or the overall standards block is marked as does not meet standar	rds)				
I am referring this OPR to you according to AFI 36-2406, para 1.10. It Specifically,	contains comment(s)/rating(s) that make(s) the report a referral as defined in A	FI 36-2406, para, 1.10.				
	ely acknowledges that a referral report has been rendered; it does not imply act to a copy of this memo. You may submit rebuttal comments. Send your written					
submit attachments (limit to 10 pages), but they must directly relate to report for file in your personnel record. Copies of previous reports, etc already filed in your records. Your rebuttal comments/attachments ma substantiate and document them. Contact the MPS, Force Manageme It is important for you to be aware that receiving a referral report may a your commander and/or MPS or Air Force Contact Center if you desire	elow. If you need additional time, you may request an extension from the indivi- the reason this report was referred. Pertinent attachments not maintained else submitted as attachments will be removed from your rebuttal package prior to by not contain any reflection on the character, conduct, integrity, or motives of the ent section, or the AF Contact Center if you require any assistance in preparing affect your eligibility for other personnel related actions (e.g. assignments, prome a more information on this subject. If you believe this report is inaccurate, unjus chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the repo	where will remain attached to the filing since these documents are the evaluator unless you can fully your reply to the referral report. otions, etc.). You may consult st, or unfairly prejudicial to your				
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE				
	SIGNATURE					
SIGNATURE OF RATEE		DATE				
SIGNATURE OF RATEE		DATE				
completion of or enrollment in Developmental Education, advanced ed	INSTRUCTIONS ential based on that performance. Promotion recommendations are prohibited. ucation, previous or anticipated promotion recommendations on AF Form 709, sexual orientation. Evaluators enter only the last four numbers of SSN.	Do not comment on OPR endorsement levels,				
RATER: Focus your evaluation in Section IV on what the officer did, "bullet" format. Your comments in Section IV may include recommend record and provide follow-up feedback to let the ratee know how their page 1.	how well he or she did it, and how the officer contributed to mission accomplish ations for assignment. Provide a copy of the report to the ratee prior to the rep performance resulted in this final product.	ment. Write in concise ort becoming a matter of				
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).						
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PRIVACY ACT INFORMATION: The information in this form is FOR OFFICIAL USE ONLY. Protect IAW the Privacy Act of 1974.

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RATEE IDENTIFICATION DATA (Read I NAME (Last First, Middle Initial)	AFI 36-2406 cerefully before 2. SSN	9 filling in any ii 3 RANK	4 DAFSC	5 REASON FOR REPORT	6 PAS CODE
JOHNSON, BENNETT R.	088-74-9468	Capt	K13N3	Annual	ODGSFG19
7 ORGANIZATION, COMMAND LOCATION, AN	NO COMPONENT	-		B PERIOD OF REPORT	9 NO DAYS SUPV
The second secon				FROM 2 Mar 201	
625th Strategic Operations Squadro	on (AFGSC), Offu	HAFB NE		THRU 1 Mar 201	8 NO DAYS NON-RATED
II. JOB DESCRIPTION (Limit text to 4 fines)	(1.1. 4.1. 4.1.			11111 207	I 10 SAID
DUTY TITLE Chief, ICBM Current Op	erations	No. of the last of			GSN08
 Selectively manned position, c Manages and directs all targeti Directs the production of vital Optimizes ICBM utilization as 	ng activities for r ICBM targeting s	nation's 3 r software a	nissile wings nd databases	450 ICBMs, and 45 La required for operational overseeing all ops and n	aunch Control Center l use and test launche naintenance activities
III. PERFORMANCE FACTORS				DOES NOT MEET STANDARDS	MEETS STANDARDS
Job Knowledge, Leadership Skills (to include Prom Organizational Skills, Judgment and Decisions, Co					
IV. RATER OVERALL ASSESSMENT (Lim	it text to 6 lines)				
 Directed MW tgting audit; valid MW/CC hand-selected as IG in During this rating period, Capt Last performance feedback was accomplished on	spector; led 138- Johnson received	prsn multi l a LOR &	-agency WIT UIF for an o	teamidentified and co	
NAME GRADE BR OF SVC. ORGN. COMMAND	B LOCATION	DUTY TITLE			0.1997
		Flight Co	mmander		DATE
DANIEL M. HICKMAN, Capt, US 625th Strategic Operations Squadron	n (AFGSC)	SSN	SIGNATURE -		26 Mer 18
Offutt AFB NE	(111 000)	2476		>///	
V. ADDITIONAL RATER OVERALL ASSES	CREENT Western to		CONCUR	NON-CONCUR	
- I have carefully considered Cap - Tested/built critical ICBM exect - Dev'd tgt/range safety data for 2 - Capt Johnson has demo'd strong NAME GRADE BR OF SVC ORGN. COMMAND HAYLEY S. JAMES, Lt Col, USAF 625th Strategic Operations Squadror Offurt AFB NE	ation plan softwa \$21M test launch resiliency & pro accortion	re suite; up ies; assure	odated 350+ s d flt & airspace elf a highly ca	trike optionsmax'd PC ce suretyval'd MMIII	OTUS strike flexibility reliability/no mishaps
VI. REVIEWER (If required, limit text to 3 lines)		F	CONCUR	NON-CONCUR	
NAME, GRADE, BR OF SVC. ORGN COMMAND ITHOMAS A. BUSSIERE, Maj Gen. Eighth Air Force (AFGSC) Barksdale AFB LA	USAF ADVISOR	DUTY TITLE Command SSN 2613		☐ AIR FORCE ADVISO	DATE 3 MAY 18
NAME GRADE BRIOF SVC ORGN COMMAND		DUTY TITLE			DATE
		SSN	SIGNATURE	· · · · · · · · · · · · · · · · · · ·	
II. RATEE'S ACKNOWLEDGMENT			1		
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sagreement i acknowledge all required feedback v scomplished during the reporting period and upon re this report	vas		Patt 6	ful	9 May 18

RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does	s Not Meet Standards fill in applicable block[s]}	DOES NOT MEET STANDARDS
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	es resources effectively. Meets suspenses. Schedules work for self and others	equitably and
	sions. Emphasizes logic in decision making. Retains composure in stressful situ	ations
6. Communication Skills. Listens, speaks, and writes effective		
X. REMARKS (use this section to spell out acronyms from the fro	nt)	-
(GT); Intercontinental Ballistic Missile (ICB (MW); Operation Plan (OPLAN); Minutema Team (WIT)	nt Commander (CCDR); Designated Ground Zero (EM); Joint Force Air Component Commander (JFAC) in III (MMIII); President of the United States (POTU)	C); Missile Wing JS); Wing Inspection
	rat comments or the overall standards block is marked as does not meet standard. It contains comment(s)/rating(s) that make(s) the report a referral as defined in A [1]	
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report for file in your personnel record. Copies of previous reports, et already filed in your records. Your rebuttal comments/attachments in substantiate and document them. Contact the MPS, Force Managem It is important for you to be aware that receiving a referral report may	othe reason this report was referred. Pertinent attachments not maintained elsevic submitted as attachments will be removed from your rebuttal package prior to lay not contain any reflection on the character, conduct, integrity or motives of the lent section, or the AF Contact Center if you require any assistance in preparing affect your eligibility for other personnel related actions (e.g. assignments promise more information on this subject. If you believe this report is inaccurate, unjust Chapter 10 Correction of Officer and Enlisted Evaluation Reports once the report DUTY TITLE. Flight Commander. SIGNATURE	filing since these documents are e evaluator unless you can fully your reply to the referral report ptions, etc.) You may consult tor unfairly prejudicial to your
SIGNATURE OF RATEE		DATE DE M- 10
	INSTRUCTIONS Itential based on that performance. Promotion recommendations are prohibited ducation pravious or anticipated promotion recommendations on AF Form 709 (in sexual orientation. Evaluators enter only the last four numbers of SSN how well the or she did it, and how the officer contributed to mission accomplishing the property of the report o	mant White in concien
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REVIEWER: Carefully review the raters and additional raters rating form. If you disagree with previous evaluators, you may ask them to additional rater, mark "NON-CONCUR" and explain in Section VI. Do	gs and comments. If their evaluations are accurate, unbiased and uninfialed main review their evaluations. You may not direct them to change their appraisals. If you come "NON-CONCUR" simply to provide comments on the report.	rk "CONCUR" and sign the rou still disagree with the
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	PRIVACY ACT STATEMENT	
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DEPARTMENT OF THE AIR FORCE

29 Mar 2018

MEMORANDUM FOR REVIEWING OFFICIALS

FOR REVIEWING OFFICIALS

FROM:

CAPT BENNETT R. JOHNSON

SUBJECT: Rebuttal to Referral Officer Performance Report

- 1. I am writing in response to the Referral Officer Performance Report served to me on 26 March 2018. In the interest of clarification I'd like to include the following additional information.
- 2. I would like to provide you with the background information that I believe led to the circumstances mentioned in this report. I made a poor choice while celebrating my friend's arrival back in the continental United States and wanting to hear about his new job and tell him about mine. My decision has cost me the respect of my peers, family, future positions within my squadron. Fortunately, my decision did not cost anyone their life or property. I do not deny that my actions have far reaching consequences affecting my position as an Air Force Officer.
- 3. I would like to begin by addressing my previous performance. Prior to this incident I have always upheld and exceeded all standards. I have done well in all facets of missile operations. Throughout my short Air Force career, I have served as a Deputy Missile Combat Crew Commander, a Deputy Missile Combat Crew Commander, a 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

OF	FICER PERFO	DEMANCE B	PEPORT //	t thru (^()		
I. RATEE IDENTIFICATION DATA (Read AFI 36-)				_ cana c	<i>301)</i>		
1. NAME (Last, First, Middle Initial)	2. SSN		4. DAFSC	5. REAS	ON FOR REPORT		DGSFG19
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7. ORGANIZATION, COMMAND, LOCATION, AND COM	WPONENT			8.	FROM 2 Mar		NO. DAYS SUPV. 259
625th Strategic Operations Squadron (A	EGSC) Offirtt	AER NE				ov 2018	D. DAYS NON-RATED
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II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE Chief, ICBM Current Operation							GSN08
 Selectively manned position, create Manages and directs all targeting ac Directs the production of vital ICBI Optimizes ICBM utilization as AFG 	ctivities for na M targeting so	ations 3 mis oftware and	sile wings, databases	, 450 IC require	CBMs, and 4 ed for operateing all ops a	15 Launch (tional use and and mainten	Control Centers and test launches nance activities
III. PERFORMANCE FACTORS					DOES N MEET STANI		EETS IDARDS
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun							X
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)						
 Sync'd 140 msl mx requests for 3 M Built 1,025 time-sensitive ICBM tg Key player in 2 CCMD time-critical Provided weekly cross-tell mtgs f/3 Implemented new tgting pkg f/\$1.21 #2/5 ICBM planners; handles adverted 	t updates in re I ICBM tgting wgs & 2 NAF B nuc fuze upg	sponse to 50 sops; field'd ss; deconflic grade/ICBM	06 OPLAN urgent tgt eted major I test; ensu	Vehange updates ops/mx ur'd \$37	esCCDR's s to 104 DG: assur'd ma 'M launch su	highest-pri Zsreduc'd ax ICBM let access/prgn	itgts held at risk strike time 80% thality/readiness a sched integrity
Last performance feedback was accomplished on:	13 Aug 2018 (IAW AFI 36-2406)	(If not accompli	ished, state	the reason)		
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	CATION	DUTY TITLE					DATE
DANIEL M. HICKMAN, Maj, USAF	ECCO)	Flight Com					27 Nov 2018
625th Strategic Operations Squadron (A Offutt AFB NE	.FGSC)	2476	SIGNATURE	HICKMAI 590	N.DANIEL.M.1286	HICKMAN.DAN	IEL.M.1286422590
V. ADDITIONAL RATER OVERALL ASSESSME	ENT (Limit text to 4 li		CONCUR		NON-C	Date: 2018.11.27	11.50.57 -00 00
- Mng'd \$16M ICBM NC2 tgting ass - Oversaw \$108K prjct/3 tms/7 mos; - Built tgt/range safety pkg f/3 \$34M - Capt Johnson is a superb planner/ld	ets; sustained tested/update OTL; cert'd N r; passionate/p	100% sys red 1.7K laun MIII reliab proud about	readiness ach cmds/3 pilitydem	356 nuc 10'd strik	optnsmax ke capes/inc	'd POTUS s reased adve	strike flexibility ersary awareness ext, IDE soonest
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC HAYLEY S. JAMES, Lt Col, USAF	CATION	Commande	r				02 Dec 2018
625th Strategic Operations Squadron (A Offutt AFB NE	FGSC)	SSN 4170	SIGNATURE	JAMES.H. 87400330	AYLEY.SUZANN	JAMES.HAYLEY	
VI. REVIEWER (If required, limit text to 3 lines)		 	CONCUR	87400330	NON-C	Date: 2018.12.02 (6:52:02 -06'00'
TI. TETETTER (IF required, infinitesia to o lines)			<u> </u>				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC JAMES C. DAWKINS, JR., Maj Gen, U		Commande	r				09 Dec 2018
Eighth Air Force (AFGSC) Barksdale AFB LA		3084	SIGNATURE	DAWKINS 2443	S.JAMES.C.JR.113	Day Digitally signed by DAWKINS JAME Date: 2018.12.09 I	S.C.JR.1133532443
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV (Indicate applicable review by marking the appropriate bo		FUNCTIO	NAL EXAMINE	:R	AIR FORC	E ADVISOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	•	DUTY TITLE					DATE
		SSN	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT							
Lunderstand my signature does not constitute agreemen	tor Yes No	SIGNATUI	RÉ				DATE
disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon recei of this report.			JOHNSON.BE 40633724	ENNETT.RICHA	ARD .12 Digitally signed by JOHNSON BENNETT Date: 2018.12.10 15:27	T.RICHARD.1240633724 7:31 -06'00'	10 Dec 2018

RATEE NAME: JOHNSON, BENNETT R.		
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6. Communication Skills. Listens, speaks, and writes effectively.		
X. REMARKS (use this section to spell out acronyms from the front		
(NAOC); New Strategic Arms Reduction Treat Launch (OTL)	bloyee Association (FEA); National Airborne Operaty (NST); Nuclear Command and Control (NC2);	Operational Test
XI. REFERRAL REPORT (Complete only if report contains referred	al comments or the overall standards block is marked as does not meet standar	rds)
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	FICER PERFO		EPORT (L	t thru Col)			
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7. ORGANIZATION, COMMAND, LOCATION, AND COM	MPONENT			8. PERIO	D OF REPORT 16 Nov 20		NO. DAYS SUPV. 365
625th Strategic Operations Squadron (A	FGSC), Offutt	AFB NE		THRU	1531 00	l NO). DAYS NON-RATED ()
II. JOB DESCRIPTION (Limit text to 4 lines)							10. SRID
DUTY TITLE Chief, ICBM Current Operation		,		•			GSN08
 AFSTRAT-Air ICBM planner resp. Authors, coordinates, publishes, dis. Directs synchronization of AFGSC. Oversees creation/verification of IC 	seminates AF ICBM ops/m	STRAT-Air naintenance/	Nuclear T weapons ca	asking Orde apabilities to	ers to nation meet CCN	n's field MDs' &	ded ICBM force NST objectives
III. PERFORMANCE FACTORS				ME	DOES NOT ET STANDARDS		EETS IDARDS
Job Knowledge, Leadership Skills (to include Promoting a Organizational Skills, Judgment and Decisions, Commun							X
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)						
 Lead TMCO for AFGSC; tracked a Built 172 NTOs; de-conflicted 3 M Oversaw 4 mbr AF & NGA TS dest Headed 5-mbr audit team; reviewed Planned 5,611 mi OPLAN software Ops focused leader! Able to stream 	Ws/235 main ruction op tea 13.1K targetie delivery; 172 time the most	tenance acti am; 856 mile ng actions for 2.5 man-hrs, complex tas	ons100% es/2K lbs C or 495 NC /7 mbrs/6 A sks/ready fo	coverage of COMSECz Sitesveri AFBsnew or moreser	of CCMD's latero compro fied NAF 10 war plan ind and to joint d	highest omise to 00% re stalled	t priority targets o NC2 materials eady for nuc msn at 45 NC2 sites
Last performance feedback was accomplished on:	7 Oct 2019 (IAW AFI 36-2406)	(If not accomplis	shed, state the rea	son)		
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LO	CATION	DUTY TITLE					DATE
CHRISTOPHER R. HALL, Capt, USAI 625th Strategic Operations Squadron (A		Flight Com	mander SIGNATURE				17 Dec 2019
Offutt AFB NE	i dsc)	6593 HALL.CHRISTOPHER.RYAN.1 Digitally signed by HALL.CHRISTOPHER.RYAN.1258837564 Date: 2019.12.17 07:44:31 -06'00'					
V. ADDITIONAL RATER OVERALL ASSESSME	NT (Limit text to 4 I	lines) X	CONCUR		NON-CONCU	R	
 Hand-picked to lead rapid-target op Steered targeting for \$21M ICBM to Processed 2nd largest target update Peer leader and mentor! Strategic of 	est launch; wr in sq history; operator that t	ote 120 lines verified 133 hrives under	s of codes /215 FDM	success valid s < 4 hrsv	dated MMII ital to ensur	II reliat ing NI	oility thru 2036+ OS & NST objs next, IDE ASAP
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LO MATTHEW J. HLIVKO, Lt Col, USAF		Commande	r				18 Dec 2019
625th Strategic Operations Squadron (A Offutt AFB NE	FGSC)	ssn 7967	SIGNATURE	HLIVKO.MATTH 435	HI	igitally signed by LIVKO.MATTH ate: 2019.12.18 1	EW.J.1244112435
VI. REVIEWER (If required, limit text to 3 lines)		×	CONCUR		NON-CONCU	IR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC JAMES C. DAWKINS, JR., Maj Gen, U		Commande	r				06 Jan 2020
Eighth Air Force (AFGSC) Barksdale AFB LA	SSN SIGNATURE DAWKINS.JAMES.C.JR.113353 Digitally signed by DAWKINS.JAMES.C.JR.113353 Digitally signed by DAWKINS.JAMES.C.JR.1133532443 Date: 2020.01.06 08:54:57-0600'						
VII. FUNCTIONAL EXAMINER/AIR FORCE ADV (Indicate applicable review by marking the appropriate bo		FUNCTIO	NAL EXAMINER	۶	AIR FORCE ADVI	ISOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LC	•	DUTY TITLE					DATE
		SSN	SIGNATURE				
VIII. RATEE'S ACKNOWLEDGMENT							
Lundorstand my signature does not	t or	SIGNATUR	RE				DATE
I understand my signature does not constitute agreement disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receip of this report.			JOHNSON.BEN 40633724	VIVETT.RICHARD.12	igitally signed by DHNSON.BENNETT.RICHARD.I: atae: 2020.01.09 16:17:28 -06'00'	240633724	09 Jan 2020

RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does N	Not Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS
1. Job Knowledge. Has knowledge required to perform duties eff	ectively. Strives to improve knowledge. Applies knowledge to handle non-routing	
	Healthy Organizational Climate. Works well with others. Fosters teamwork. Disonfidence of subordinates. Fair and consistent in evaluation of subordinates.	plays
dress and appearance, customs and courtesies, and professional con-	, integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness duct.) Accepts personal responsibility. Is fair and objective. s resources effectively. Meets suspenses. Schedules work for self and others	
effectively. Anticipates and solves problems.		
Recognizes opportunities. Adheres to safety and occupational health	ons. Emphasizes logic in decision making. Retains composure in stressful situa requirements. Acts to take advantage of opportunities.	tions.
6. Communication Skills. Listens, speaks, and writes effectively	<i>I</i> .	
X. REMARKS (use this section to spell out acronyms from the from		
Combatant Command (CCMD); Force Direct (MMIII); Missile Wings (MW); National Def New START Treaty (NST); Nuclear Comma (OPLAN); Target Materials Control Officer (tion Message (FDM); Joint Plan Interim Change (JP fense Strategy (NDS); National Geospatial-Intellige nd & Control (NC2); Nuclear Tasking Order (NTO) TMCO); Top Secret (TS)	IC); Minuteman III nce Agency (NGA); ı; Operations Plan
XI. REFERRAL REPORT (Complete only if report contains referr	ral comments or the overall standards block is marked as does not meet standard	ds)
I am referring this OPR to you according to AFI 36-2406, para 1.10. It Specifically,	t contains comment(s)/rating(s) that make(s) the report a referral as defined in Al	-I 36-2406, para, 1.10.
	rely acknowledges that a referral report has been rendered; it does not imply acc to a copy of this memo. You may submit rebuttal comments. Send your written	
submit attachments (limit to 10 pages), but they must directly relate to report for file in your personnel record. Copies of previous reports, etc already filed in your records. Your rebuttal comments/attachments may substantiate and document them. Contact the MPS, Force Managem It is important for you to be aware that receiving a referral report may your commander and/or MPS or Air Force Contact Center if you desire	below. If you need additional time, you may request an extension from the indiviculthe reason this report was referred. Pertinent attachments not maintained elsews, submitted as attachments will be removed from your rebuttal package prior to ay not contain any reflection on the character, conduct, integrity, or motives of the ent section, or the AF Contact Center if you require any assistance in preparing affect your eligibility for other personnel related actions (e.g. assignments, prome more information on this subject. If you believe this report is inaccurate, unjust Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the reports.	where will remain attached to the filing since these documents are e evaluator unless you can fully your reply to the referral report. bitions, etc.). You may consult t, or unfairly prejudicial to your
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
SIGNATURE OF NATEE		DATE
ALL: Recommendations must be based on performance and the pot completion of or enrollment in Developmental Education, advanced ed family activities, marital status, race, sex, ethnic origin, age, religion of	INSTRUCTIONS tential based on that performance. Promotion recommendations are prohibited. ducation, previous or anticipated promotion recommendations on AF Form 709, or sexual orientation. Evaluators enter only the last four numbers of SSN.	Do not comment on DPR endorsement levels,
RATER: Focus your evaluation in Section IV on what the officer did, "bullet" format. Your comments in Section IV may include recommend record and provide follow-up feedback to let the ratee know how their	how well he or she did it, and how the officer contributed to mission accomplish dations for assignment. Provide a copy of the report to the ratee prior to the report performance resulted in this final product.	nent. Write in concise ort becoming a matter of
ADDITIONAL RATER: Carefully review the rater's evaluation to er evaluation. You may not direct a change in the evaluation. If you still assignment.	nsure it is accurate, unbiased and uninflated. If you disagree, you may ask the radisagree with the rater, mark "NON-CONCUR" and explain. You may include re	eter to review his or her ecommendation for
REVIEWER: Carefully review the rater's and additional rater's rating form. If you disagree with previous evaluators, you may ask them to radditional rater, mark "NON-CONCUR" and explain in Section VI. Do	is and comments. If their evaluations are accurate, unbiased and uninflated, ma eview their evaluations. You may not direct them to change their appraisals. If y not use "NON-CONCUR" simply to provide comments on the report.	rk "CONCUR" and sign the you still disagree with the
RATEE: Your signature is merely an acknowledgement of receipt of appeal through the Evaluation Reports Appeals Board IAW AFI 36-24 Correction of Military Records IAW AFI 36-2603 (Air Force Board for Military Records (AFBCMR).	this report. It does not constitute concurrence. If you disagree with the content, 06 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through tl Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air	you may file an evaluation ne Air Force Board for Force Board for Correction of
	PRIVACY ACT STATEMENT	
PURPOSE: Used to document effectiveness/duty performance his separation; research and statistical analysis. ROUTINE USES: May specifically be disclosed outside the DoD	ary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as ame istory; promotion, school and assignment selection; reduction-in-force; cont as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Use to not be processed or to positively identify the person being evaluated. Records	trol roster; reenlistment;

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	FFICER PERF			Lt thru	ı Col)			
I. RATEE IDENTIFICATION DATA (Read AFI 36- 1. NAME (Last, First, Middle Initial)	-2406 carefully before 2. SSN	e filling in any item 3. RANK	4. DAFSC	5 RFA	SON FOR F	REPORT	6 PAS	S CODE
JOHNSON, BENNETT R.	088-74-9468		K13N3	0	CR		1 -	ODGSFG19
7. ORGANIZATION, COMMAND, LOCATION, AND CO		1			8. PERIOD	OF REPOR	RT 9	9. NO. DAYS SUPV.
					FROM	16 Nov	2019	285
625th Strategic Operations Squadron (A	AFGSC), Offut	t AFB NE			THRU	26 Aug	2020	NO. DAYS NON-RATED ()
II. JOB DESCRIPTION (Limit text to 4 lines)						8		10. SRID
DUTY TITLE Chief, ICBM Current Operation	ions							GSN08
- AFSTRAT-Air ICBM planner resp	onsible for th	ree missile	wing's read	liness	to exec	ute the	nation's	nuclear war plan
- Authors, coordinates, publishes, dis	sseminates A	FSTRAT-A	ir Nuclear	Taski	ng Orde	rs to na	tion's fi	elded ICBM force
- Directs synchronization of AFGSC	C ICBM ops/n	naintenance	/weapons ca	apabil	lities to	meet C	CMDs'	& NST objectives
- Oversees creation/verification of IC	CBM targetin	g packages	and trajecto	ry/rai		-		
III. PERFORMANCE FACTORS						DOES NOT T STANDAI		MEETS ANDARDS
Job Knowledge, Leadership Skills (to include Promoting Organizational Skills, Judgment and Decisions, Commur								
IV. RATER OVERALL ASSESSMENT (Limit text	to 6 lines)							
- Led 3x ICBM test targeting builds;								
- Directed 7-mbr tm for OPLAN upo								
- Revamped 2 NAF-level courses; ta								
- Conducted \$102K SPO database te								
Executed contingency travel; couriDynamic leader/mentor who drives								
Last performance feedback was accomplished on:		(IAW AFI 36-2406	*				icat, tile	III IDL absolutely
-	14 Jul 2020	(, (ii iiot doodiipiid	, ota		,		
NAME, RANK, BR OF SVC, ORGN, COMMAND & LOC	CATION DUTY T	ITI F					SSN	DATE
MICHAEL W. KRAFT, Capt, USAF		t Commande	r, ICBM Pla	ns & T	Targeting		9171	10 Sep 2020
625th Strategic Operations Squadron (A	FOOO	Signature	SIGNATURE				14 Digitally sign	ned by
Offutt AFB NE	Digital	1		104064			KKAI I .WIC	CHAEL.WILLIAM.1410406400 9.10 09:06:33 -05'00'
V. ADDITIONAL RATER OVERALL ASSESSMI	ENT // imit toyt to 4	lines)	CONCUR			NON-CON	ICUR	
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RATEE NAME: JOHNSON, BENNET	ΓΤ R.		
IX. PERFORMANCE FACTORS (If Section	III is marked Does N	ot Meet Standards, fill in applicable block[s])	DOES NOT MEET STANDARDS
1. Job Knowledge. Has knowledge required	to perform duties effe	ectively. Strives to improve knowledge. Applies knowledge to handle non-routine situation	ations.
		Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays nfidence of subordinates. Fair and consistent in evaluation of subordinates.	
dress and appearance, customs and courtesies, a	and professional cond	integrity, honesty, and officership. Adheres to Air Force Standards (i.e. Fitness standards.) Accepts personal responsibility. Is fair and objective.	
effectively. Anticipates and solves problems.		s resources effectively. Meets suspenses. Schedules work for self and others equitate	ly and
		ons. Emphasizes logic in decision making. Retains composure in stressful situations. equirements. Acts to take advantage of opportunities.	
6. Communication Skills. Listens, speaks, a			
X. REMARKS (use this section to spell out acr			
Combatant Commander (CCDR (ICBM): Management Internal (Command and Control (NC2); N Top Secret (TS)); Combatant Control Toolso New Start Trea	Command (CCMD); Checklist (C/L); Intercontinental I et (MICT); Missile Wing (MW); Numbered Air Force (aty (NST); Operations Plan (OPLAN); System Program	Ballistic Missile NAF); Nuclear Office (SPO);
XI. REFERRAL REPORT (Complete only if r	eport contains referra	al comments or the overall standards block is marked as does not meet standards)	
		contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2	406, para, 1.10.
		ely acknowledges that a referral report has been rendered; it does not imply acceptanc copy of this memo. You may submit rebuttal comments. Send your written comments	
submit attachments (limit to 10 pages), but they me report for file in your personnel record. Copies of already filed in your records. Your rebuttal commensubstantiate and document them. Contact the MF it is important for you to be aware that receiving a your commander and/or MPS or Air Force Contact.	nust directly relate to previous reports, etc ents/attachments ma PS, Force Manageme referral report may a ct Center if you desire	elow. If you need additional time, you may request an extension from the individuals of the reason this report was referred. Pertinent attachments not maintained elsewhere was submitted as attachments will be removed from your rebuttal package prior to filing sily not contain any reflection on the character, conduct, integrity, or motives of the evaluates section, or the AF Contact Center if you require any assistance in preparing your reflect your eligibility for other personnel related actions (e.g. assignments, promotions, more information on this subject. If you believe this report is inaccurate, unjust, or un hapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report beco	will remain attached to the noe these documents are lator unless you can fully ply to the referral report etc.). You may consult fairly prejudicial to your
NAME, RANK, BR OF SVC OF REFERRING EVA	ALUATOR	DUTY TITLE	DATE
		Type of Signature SIGNATURE Digital	
Type of Signature Digital	SIGNATURE OF R	ATEE	DATE
		INSTRUCTIONS	
ALL: Recommendations must be based on perficompletion of or enrollment in Developmental Edufamily activities, marital status, race, sex, ethnic o	ormance and the pote ucation, advanced ed origin, age, religion or	ential based on that performance. Promotion recommendations are prohibited. Do not ucation, previous or anticipated promotion recommendations on AF Form 709, OPR er sexual orientation. Evaluators enter only the last four numbers of SSN.	comment on adorsement levels,
RATER: Focus your evaluation in Section IV on "bullet" format. Your comments in Section IV may record and provide follow-up feedback to let the ra	y include recommend	how well he or she did it, and how the officer contributed to mission accomplishment. ations for assignment. Provide a copy of the report to the ratee prior to the report beco- performance resulted in this final product.	Write in concise oming a matter of
ADDITIONAL RATER: Carefully review the ratevaluation. You may not direct a change in the exassignment.	ter's evaluation to en valuation. If you still o	sure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to disagree with the rater, mark "NON-CONCUR" and explain. You may include recomm	eview his or her endation for

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

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

PRIVACY ACT STATEMENT

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

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

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

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