

OFFICER PERFORMANCE REPORT (Lt thru Col)

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

1. NAME (Last, First, Middle Initial) JOHNSON, BENNETT R.	2. SSN 088-74-9468	3. GRADE Capt	4. DAFSC K13N3	5. REASON FOR REPORT Annual	6. PAS CODE FWGSFDV4
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 321st Missile Squadron (AFGSC), F. E. Warren AFB WY			8. PERIOD OF REPORT 8 Jul 2014 THRU 7 Jul 2015		9. NO. DAYS SUPV. 156

II. JOB DESCRIPTION (Limit text to 4 lines)

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

III. PERFORMANCE FACTORS

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

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

<ul style="list-style-type: none"> - Experienced operator; participated in missile wing exchange program--performed nuclear alert at 3/3 missile wings - Executed 89 ICBM simulator events; resulted in 27 Q1 evaluation ratings--34 MCCMs upgraded and certified CMR - Operations guru; restored power/air amid emergency equipment failure--prevented damage to \$2M nuclear C2 node - Unrivaled instructor; provided 150 hours of ICBM procedures training--vital to group's 100% evaluation pass rate - Composed 228 pages of training material & scenarios--guaranteed proficiency of 210 combat-ready crew members - #1/7 CGOs! Outstanding operator with unrivaled leadership abilities; ready for flight commander duty--PDE ASAP
Last performance feedback was accomplished on: 27 Apr 2015 (IAW AFI 36-2406) (If not accomplished, state the reason)

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

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

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

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

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

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

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

VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE JOHNSON.BENNETT.R.1240633724	DATE 13 Aug 2015
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RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards, fill in applicable block[s])		DOES NOT MEET STANDARDS
1. Job Knowledge. Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.		<input type="checkbox"/>
2. Leadership Skills. Sets and enforces standards. Promotes a Healthy Organizational Climate. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates Subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>
3. Professional Qualities. Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>
4. Organizational Skills. Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.		<input type="checkbox"/>
5. Judgment and Decisions. Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.		<input type="checkbox"/>
6. Communication Skills. Listens, speaks, and writes effectively.		<input type="checkbox"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Qualification Level 1 (Q1); Missile Combat Crew Member (MCCM); Combat Mission Ready (CMR); Command and Control (C2); Nuclear Surety Inspection (NSI); Nuclear Control Order Procedures (NCOP); In-Flight Emergency (IFE); Liaison Officer (LNO); Force Improvement Program (FIP)		
XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
I am referring this OPR to you according to AFI 36-2406, para 1.10. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para. 1.10. Specifically,		
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to:		
not later than 3 duty days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individuals named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPS, Force Management section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPS or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2406, Chapter 10, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 2.		
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
INSTRUCTIONS		
ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, religion or sexual orientation. Evaluators enter only the last four numbers of SSN.		
RATER: Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.		
ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendation for assignment.		
REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.		
RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2406 Chapter 10 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).		
PRIVACY ACT STATEMENT		
AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force: AFI 36-2406, and Executive Order 9397 (SSN), as amended.		
PURPOSE: Used to document effectiveness/duty performance history; promotion, school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.		
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.		
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.		