

OFFICER PERFORMANCE REPORT (Lt thru Col)

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

1. NAME (Last, First, Middle Initial) JOHNSON, BENNETT R.	2. SSN 088-74-9468	3. GRADE 1st Lt	4. DAFSC K13N2	5. REASON FOR REPORT CRO	6. PAS CODE FWGSFHCM
7. ORGANIZATION. COMMAND. LOCATION. AND COMPONENT 90th Operations Support Squadron (AFGSC) Francis E. Warren AFB WY			8. PERIOD OF REPORT 16 Sep 2012 THRU 31 Jul 2013		9. NO. DAYS SUPV. 243

II. JOB DESCRIPTION (Limit text to 4 lines)

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

III. PERFORMANCE FACTORS

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

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

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

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

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

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

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

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

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

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

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

VIII. RATEE'S ACKNOWLEDGMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	SIGNATURE JOHNSON.BENNETT.R.1240633724	DATE 6 Dec 2013
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RATEE NAME: JOHNSON, BENNETT R.		
IX. PERFORMANCE FACTORS (If Section III is marked Does Not Meet Standards, fill in applicable block[s])		DOES NOT MEET STANDARDS
1. Job Knowledge. Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle non-routine situations.		<input type="checkbox"/>
2. Leadership Skills. Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Motivates subordinates. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>
3. Professional Qualities. Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>
4. Organizational Skills. Plans, coordinates, schedules and uses resources effectively. Meets suspenses. Schedules work for self and others equitably and effectively. Anticipates and solves problems.		<input type="checkbox"/>
5. Judgment and Decisions. Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Adheres to safety and occupational health requirements. Acts to take advantage of opportunities.		<input type="checkbox"/>
6. Communication Skills. Listens, speaks, and writes effectively.		<input type="checkbox"/>
7. Physical Fitness. Maintains Air Force physical fitness standards.		<input type="checkbox"/>
X. REMARKS (use this section to spell out acronyms from the front)		
Missile Combat Crew Member (MCCM); Operations Group (OG); Qualification Level 1 (Q1); Nuclear Surety Inspection (NSI); Nuclear Operational Readiness Inspection (NORI); Emergency War Order (EWO); Weapon System (WS); Operations Support Squadron (OSS)		
XI. REFERRAL REPORT (Complete only if report contains referral comments or the overall standards block is marked as does not meet standards)		
I am referring this OPR to you according to AFI 36-2406, para 3.9. It contains comment(s)/rating(s) that make(s) the report a referral as defined in AFI 36-2406, para. 3.9. Specifically, _____		
Acknowledge receipt by signing and dating below. Your signature merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit rebuttal comments. Send your written comments to: _____		
not later than 10 calendar days (30 for non-EAD members) from your date below. If you need additional time, you may request an extension from the individual named above. You may submit attachments (limit to 10 pages), but they must directly relate to the reason this report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc. submitted as attachments will be removed from your rebuttal package prior to filing since these documents are already filed in your records. Your rebuttal comments/attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you can fully substantiate and document them. Contact the MPF career enhancement section, or the AF Contact Center if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (e.g. assignments, promotions, etc.). You may consult your commander and/or MPF or Air Force Contact Center if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2401, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.		
NAME, GRADE, BR OF SVC OF REFERRING EVALUATOR	DUTY TITLE	DATE
	SIGNATURE	
SIGNATURE OF RATEE		DATE
INSTRUCTIONS		
<p>ALL: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in Developmental Education, advanced education, previous or anticipated promotion recommendations on AF Form 709, OPR endorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion. Evaluators enter only the last four numbers of SSN.</p> <p>RATER: Focus your evaluation in Section IV on what the officer did, how well he or she did it, and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section IV may include recommendations for assignment. Provide a copy of the report to the ratee prior to the report becoming a matter of record and provide follow-up feedback to let the ratee know how their performance resulted in this final product.</p> <p>ADDITIONAL RATER: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.</p> <p>REVIEWER: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NON-CONCUR" and explain in Section VI. Do not use "NON-CONCUR" simply to provide comments on the report.</p> <p>RATEE: Your signature is merely an acknowledgement of receipt of this report. It does not constitute concurrence. If you disagree with the content, you may file an evaluation appeal through the Evaluation Reports Appeals Board IAW AFI 36-2401 (Correcting Officer and Enlisted Evaluation Reports), or through the Air Force Board for Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records) and AFPAM 36-2607 (Applicants' Guide to the Air Force Board for Correction of Military Records (AFBCMR)).</p>		
PRIVACY ACT STATEMENT		
AUTHORITY: Title 10 United States Code, Section 8013 and Executive Order 9397, 22 November 1943.		
PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.		
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).		
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.		