

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT					See Privacy Act Statement in AR 623-3.	
PART I - ADMINISTRATIVE (Rated Officer)						
a. NAME (Last, First, Middle Initial) ROBINSON, MATTHEW W		b. SSN (or DOD ID No.) 111-11-1111		c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH FA
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 4-25 FA, FORT DRUM, NY				h. UIC		
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS 10	l. NON RATED CODES	m. NO. OF ENCLOSURES		
n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)						
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)						
a1. NAME OF RATER (Last, First, Middle Initial) RAYMOND, BRIAN			a2. SSN (or DOD ID No.) 222-22-2222	a3. RANK	a4. POSITION EXECUTIVE OFFICER	
a5. EMAIL ADDRESS (.gov or .mil) brian@unstructured.io			a6. RATER SIGNATURE			a7. DATE (YYYYMMDD)
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial) WOLFE, CRAG			b2. SSN (or DOD ID No.) 333-33-3333	b3. RANK	b4. POSITION COMPANY COMMANDER	
b5. EMAIL ADDRESS (.gov or .mil) crag@unstructured.io			b6. INTERMEDIATE RATER SIGNATURE			b7. DATE (YYYYMMDD)
c1. NAME OF SENIOR RATER (Last, First, Middle Initial) BERTL, ALAN			c2. SSN (or DOD ID No.) 444-44-4444	c3. RANK	c4. POSITION BATTALION COMMANDER	
c5. SENIOR RATER'S ORGANIZATION 4-25 FA		c6. BRANCH FA	c7. COMPONENT Regular Army	c9. EMAIL ADDRESS (.gov or .mil)		
		c8. SENIOR RATER PHONE NUMBER 867-5305		c10. SENIOR RATER SIGNATURE		c11. DATE (YYYYMMDD)
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				e1. RATED OFFICER SIGNATURE		e2. DATE (YYYYMMDD)
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No				f2. NAME OF REVIEWER (Last, First, Middle Initial)		
f3. RANK		f4. POSITION		f5. Comments Enclosed		
f6. SUPPLEMENTARY REVIEWER SIGNATURE			f7. DATE (YYYYMMDD)			
PART III - DUTY DESCRIPTION						
a. PRINCIPAL DUTY TITLE				b. POSITION AOC/BRANCH		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Personnel and Administration Officer (S1) for a training battalion in the U.S. Army reserve. Principal staff assistant to the battalion commander. Exercise staff supervisor in matters pertaining to strength management, personnel qualifications and evaluations, personnel assignment, clearance, recruiting, retention, and battalion administration. Responsible for the overall supervision of the battalion Personnel Administration Center (PAC) and its activities. Serves as commander of Headquarters and Headquarters Detachment. Additional duties include; Battalion Safety Officer, Equal Opportunity Officer, Records Management Officer, and Retention Officer.						
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)						
a. APFT Pass/Fail/Profile: _____ Date: _____ Height: _____ Weight: _____ Within Standard? _____ Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? Reset Item a. APFT/Pass/Fail/Profile						
b. This Officer's overall Performance is Rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.) I currently rate 15 Army Officers in this grade. A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review: <input type="checkbox"/> Yes <input type="checkbox"/> No (explain in comments below)						
EXCELS (49%) <input type="checkbox"/>		PROFICIENT <input checked="" type="checkbox"/>		CAPABLE <input type="checkbox"/>		UNSATISFACTORY <input type="checkbox"/>
Comments: 1LT X performed flawlessly in the execution of an overseas detention and area security mission at Guantanamo Bay, Cuba. Exceptional performance during this limited rating period by CPT X.						

NAME:	SSN (or DOD ID No.)	PERIOD COVERED: FROM (YYYYMMDD)	THRU (YYYYMMDD)
c. 1) Character: (Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)	1LT X's exceptional command presence and resilience lends itself to consistent mission accomplishment, good order and discipline, and a positive climate. 1LT X's outstanding attitude and thirst for knowledge exceeds those around him which contributes to his overall exceptional character.		
c. 2) Presence: (Military and Professional Bearing, Fitness, Confident, Resilient)	1LT X maintains an excellent fitness level and sets the standard for his Soldiers, with a score of 275 on his last APFT. 1LT X models the composure, outward calm, and control over his emotions that you want to see in a leader during adverse conditions.		
c. 3) Intellect: (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)	1LT X is able to analyze a situation and introduce new ideas when opportunities exist, approaching challenging circumstances with creativity and intellect. 1LT X is highly proficient in interacting with others, effectively adjusting behaviors when interacting with superiors, peers, and subordinates.		
c. 4) Leads: (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)	1LT X demonstrates the full range of required influence techniques enabling him to speak, lead and motivate every person in his unit. 1LT X works with the Alameda County Sheriff's office, as well as other outside agencies, in order to build positive relationships established that have enhanced unit training.		
c. 5) Develops: (Creates a positive command/workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)	Absolute professional and squared away for duty; current on all applicable skills, knowledge, and mental toughness by engaging in engages in continual self-development. Using his extensive experience, 1LT X works well after normal duty hours, provides coaching, and counseling and mentoring.		
c. 6) Achieves: (Gets Results)	Developed AAR reporting template that standardized information across the battalion and ensured compliance with Army Regulations. She consistently presented appropriate and useful monthly reports on security clearances, weather effects, and threat assessments.		

PART V - INTERMEDIATE RATER

1LT X is #2 of the 20 Lieutenants I intermediate rated. He is an asset for the future and will progress further in his military career. Keep assigning him to demanding position and select him for the Military Police Captains Career Course now. Promote ahead of peers to Captain and select him for the next Company Command.

PART VI - SENIOR RATER

a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)	b. I currently senior rate _____ Army Officers in this grade.
<input type="checkbox"/> MOST QUALIFIED (limited to 49%) <input checked="" type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED	c. COMMENTS ON POTENTIAL: 1LT X is #4 of the 44 Lieutenants I senior rated. 1LT X is an intelligent and creative Officer with the potential to progress in rank as a leader. 1LT X is ready for positions of increased responsibilities; he will excel as a Staff Officer followed by Company Command if given the opportunity. Select for Military Police Captains Career Course and promote to captain when eligible. d. List 3 future SUCCESSIVE assignments for which this Officer is best suited: Battalion FDO; Battalion AS3; Battalion S4

