

## COMMANDANT'S GUIDANCE

The completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion, augmentation, resident schooling, command, and duty assignments. Therefore, the completion of this report is one of an officer's most critical responsibilities. Inherent in this duty is the commitment of each Reporting Senior and Reviewing Officer to ensure the integrity of the system by giving close attention to accurate marking and timely reporting. Every officer serves a role in the scrupulous maintenance of this evaluation system, ultimately important to both the individual and the Marine Corps. Inflationary markings only serve to dilute the actual value of each report. Reviewing Officers will not concur with inflated reports.

### A. ADMINISTRATIVE INFORMATION

1. Marine Reported On:

a. Last Name	b. First Name	c. MI	d.ID	e. Grade	f. DOR	g. PMOS	h. BILMOS
NIEVES II	MIGUEL	A	1025632679	CAPT	20201001	3002	3002

2. Organization:

a. MCC	b. RUC	c. Unit Description
TMG	53720	COMBINED JOINT SPECIAL OPERATIONS JOINT TASK FORCE - LEVANT

3. Occasion and Period Covered:

a. OCC	b. From	To	c. Type
FD	20231028	20240428	B

4. Duty Assignment ( descriptive title ):

a. OCC	b. From	To	c. Type	Duty Assignment ( descriptive title )
FD	20231028	20240428	B	CTEF-IRAQ PROGRAM MANAGER

5. Special Case:

a. Adverse	b. Not Observed	c. Extended
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Marine Subject Of:

a. Commendatory Material	b. Derogatory Material	c. Disciplinary Action
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Recommended For Promotion:

a. Yes	b. No	c. N/A
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. Special Information:

a. QUAL	b. PFT	c. CFT	d. HT(in.)	e. WT	f. Body Fat	g. Reserve Component	h. Status	i. Future Use
NN	NREQ	NREQ	67	170				

9. Duty Preference:

a. Code	b. Descriptive Title
1st Y27	OVERSEAS WITHOUT DEPENDENTS
2nd Y01	FMF OVERSEAS
3rd Y10	POST OR STATION OVERSEAS

10. Reporting Senior:

a. Last Name	b. Init	c. Service	d.ID	e. Grade	f. Duty Assignment
REID	NB	USN	1039679988	CDR	J7 DIRECTOR

11. Reviewing Officer:

a. Last Name	b. Init	c. Service	d.ID	e. Grade	f. Duty Assignment
MULHERN	BG	USA	1013514301	COL	CSOJTF-L DCOM-S

### B. BILLET DESCRIPTION

- Manage the Counter-ISIS Train and Equip Fund (CTEF) program in Iraq for CSOJTF-L in accordance with the intent set by the J7 Director.
- Work alongside the Special Operations Advisory Group (SOAG) and its downtrace units (SOAT-M and SOAT-I) to directly support their mission with the CTEF program.
- Maintain relationships with the various entities and stakeholders that also have a significant role in the CTEF-I program, including: the Military Advisory Group (MAG), the Office of Security Cooperation- Iraq (OSC-I) at the U.S. Embassy, and the Commander Joint Task Force-Operation Inherent Resolve Directorate of Military Assistance (DMA).
- Meet regularly with the Iraqi Counter Terrorism Service (CTS) in order to gain a direct understanding for requirements and clearly communicate CTEF-I program developments
- Work with the deployed MSOC to support their mission with our Partner Force in Sulaymaniyah, known as the Sulay SWAT team.

### C. BILLET ACCOMPLISHMENTS

- Coordinated with OSC-I, MAG, DMA, and CSOJTF-L to align efforts between DoS and multiple levels within the DoD, enhancing advisory efforts to the U.S.'s most trusted partners in Iraq
- Meticulously managed and analyzed \$92M worth of open CTEF-Iraq cases in support of CTS and Sulay SWAT
- Developed innovative ways to synthesize 9 years-worth of disparate CTEF data, enhancing decision-making ability on CTEF matters multiple levels above this billet's area of responsibility including the MAG and CSOJTF-L
- Maximized use of the program in support of advisory operations, often at no additional cost to the U.S. government
- Facilitated the fielding of over \$19M worth of vehicles, weapons, ammunition, and communications equipment
- Generated \$12M worth of new requests to support force generation, communication infrastructure improvements, and intelligence collection capabilities

1. Marine Reported On:		2. Occasion and P Period Covered:	
a. Last Name	b. First Name	c. MI	d. ID
NIEVES II		MIGUEL	A
		1025632679	FD
		20231028	20240428

D. MISSION ACCOMPLISHMENT

1. PERFORMANCE. Results achieved during the reporting period. How well those duties inherent to a Marine's billet, plus all additional duties, formally and informally assigned, were carried out. Reflects a Marine's aptitude, competence, and commitment to the unit's success above personal reward. Indicators are time and resource management, task prioritization, and tenacity to achieve positive ends consistently.

ADV	Meets requirements of billet and additional duties. Aptitude, commitment, and competence meet expectations. Results maintain status quo.	Consistently produces quality results while measurably improving unit performance. Habitually makes effective use of time and resources; improves billet procedures and products. Positive impact extends beyond billet expectations.	Results far surpass expectations. Recognizes and exploits new resources; creates opportunities. Emulated; sought after as an expert with influence beyond unit. Impact significant; innovative approaches to problems produce significant gains in quality and efficiency.		N/O
A	B	C	D	E	F
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input checked="" type="checkbox"/>

2. PROFICIENCY. Demonstrates technical knowledge and practical skill in the execution of the Marine's overall duties. Combines training, education and experience. Translates skills into actions which contribute to accomplishing tasks and missions. Imparts knowledge to others. Grade dependent.

ADV	Competent. Possesses the requisite range of skills and knowledge commensurate with grade and experience. Understands and articulates basic functions related to mission accomplishment.	Demonstrates mastery of all required skills. Expertise, education and experience consistently enhance mission accomplishment. Innovative troubleshooter and problem solver. Effectively imparts skills to subordinates.	True expert in field. Knowledge and skills impact far beyond those of peers. Translates broad-based education and experience into forward thinking, innovative actions. Makes immeasurable impact on mission accomplishment. Peerless teacher, selflessly imparts expertise to subordinates, peers, and seniors.		N/O
A	B	C	D	E	F
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
					<input type="checkbox"/>

JUSTIFICATION:

1. Performance: Capt Nieves consistently outperformed peers, and utilized creative problem resolution to routinely propose viable and innovative solutions to long-standing challenges. Capt Nieves is independently capable and deeply dedicated to mission success.

2. Proficiency: Capt Nieves is the SME for CTEF and overall program management, widely recognized as the GO-TO resource by General Officers and below.

E. INDIVIDUAL CHARACTER

1. COURAGE. Moral or physical strength to overcome danger, fear, difficulty or anxiety. Personal acceptance of responsibility and accountability, placing conscience over competing interests regardless of consequences. Conscious, overriding decision to risk bodily harm or death to accomplish the mission or save others. The will to persevere despite uncertainty.

ADV	Demonstrates inner strength and acceptance of responsibility commensurate with scope of duties and experience. Willing to face moral or physical challenges in pursuit of mission accomplishment.	Guided by conscience in all actions. Proven ability to overcome danger, fear, difficulty or anxiety. Exhibits bravery in the face of adversity and uncertainty. Not deterred by morally difficult situations or hazardous responsibilities.	Uncommon bravery and capacity to overcome obstacles and inspire others in the face of moral dilemma or life-threatening danger. Demonstrated under the most adverse conditions. Selfless. Always places conscience over competing interests regardless of physical or personal consequences.		N/O
A	B	C	D	E	F
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>

2. EFFECTIVENESS UNDER STRESS. Thinking, functioning and leading effectively under conditions of physical and/or mental pressure. Maintaining composure appropriate for the situation, while displaying steady purpose of action, enabling one to inspire others while continuing to lead under adverse conditions. Physical and emotional strength, resilience and endurance are elements.

ADV	Exhibits discipline and stability under pressure. Judgment and effective problem-solving skills are evident.	Consistently demonstrates maturity, mental agility and willpower during periods of adversity. Provides order to chaos through the application of intuition, problem-solving skills, and leadership. Composure reassures others.	Demonstrates seldom-matched presence of mind under the most demanding circumstances. Stabilizes any situation through the resolute and timely application of direction, focus and personal presence.		N/O
A	B	C	D	E	F
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
					<input type="checkbox"/>

3. INITIATIVE. Action in the absence of specific direction. Seeing what needs to be done and acting without prompting. The instinct to begin a task and follow through energetically on one's own accord. Being creative, proactive and decisive. Transforming opportunity into action.

ADV	Demonstrates willingness to take action in the absence of specific direction. Acts commensurate with grade, training and experience.	Self-motivated and action-oriented. Foresight and energy consistently transform opportunity into action. Develops and pursues creative, innovative solutions. Acts without prompting. Self-starter.	Highly motivated and proactive. Displays exceptional awareness of surroundings and environment. Uncanny ability to anticipate mission requirements and quickly formulate original, far-reaching solutions. Always takes decisive, effective action.		N/O
A	B	C	D	E	F
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
					<input checked="" type="checkbox"/>

JUSTIFICATION:

Capt Nieves applies initiative in every task. As demonstrated through his independent assignment in support of SOAG and representing multiple commands, he performs without need for tasking, seeks additional responsibility and is highly accountable and dependable for outstanding results.

1. Marine Reported On:				2. Occasion and Period Covered:			
a. Last Name		b. First Name	c. MI	d. ID	a. OCC	b. From	To
NIEVES II		MIGUEL	A	1025632679	FD	20231028	20240428
F. LEADERSHIP							
1. LEADING SUBORDINATES. The inseparable relationship between leader and led. The application of leadership principles to provide direction and motivate subordinates. Using authority, persuasion and personality to influence subordinates to accomplish assigned tasks. Sustaining motivation and morale while maximizing subordinates' performance.							
ADV	Engaged; provides instructions and directs execution. Seeks to accomplish mission in ways that sustain motivation and morale. Actions contribute to unit effectiveness.	Achieves a highly effective balance between direction and delegation. Effectively tasks subordinates and clearly delineates standards expected. Enhances performance through constructive supervision. Fosters motivation and enhances morale. Builds and sustains teams that successfully meet mission requirements. Encourages initiative and candor among subordinates.		Promotes creativity and energy among subordinates by striking the ideal balance of direction and delegation. Achieves highest levels of performance from subordinates by encouraging individual initiative. Engenders willing subordination, loyalty, and trust that allow subordinates to overcome their perceived limitations. Personal leadership fosters highest levels of motivation and morale, ensuring mission accomplishment even in the most difficult circumstances.			N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. DEVELOPING SUBORDINATES. Commitment to train, educate, and challenge all Marines regardless of race, religion, ethnic background, or gender. Mentorship. Cultivating professional and personal development of subordinates. Developing team players and esprit de corps. Ability to combine teaching and coaching. Creating an atmosphere tolerant of mistakes in the course of learning.							
ADV	Maintains an environment that allows personal and professional development. Ensures subordinates participate in all mandated development programs.	Develops and institutes innovative programs, to include PME, that emphasize personal and professional development of subordinates. Challenges subordinates to exceed their perceived potential thereby enhancing unit morale and effectiveness. Creates an environment where all Marines are confident to learn through trial and error. As a mentor, prepares subordinates for increased responsibilities and duties.		Widely recognized and emulated as a teacher, coach and leader. Any Marine would desire to serve with this Marine because they know they will grow personally and professionally. Subordinate and unit performance far surpassed expected results due to MRO's mentorship and team building talents. Attitude toward subordinate development is infectious, extending beyond the unit.			N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. SETTING THE EXAMPLE. The most visible facet of leadership: how well a Marine serves as a role model for all others. Personal action demonstrates the highest standards of conduct, ethical behavior, fitness, and appearance. Bearing, demeanor, and self-discipline are elements.							
ADV	Maintains Marine Corps standards for appearance, weight, and uniform wear. Sustains required level of physical fitness. Adheres to the tenets of the Marine Corps core values.	Personal conduct on and off duty reflects highest Marine Corps standards of integrity, bearing and appearance. Character is exceptional. Actively seeks self-improvement in wide-ranging areas. Dedication to duty and professional example encourage others' self-improvement efforts.		Model Marine, frequently emulated. Exemplary conduct, behavior, and actions are tone-setting. An inspiration to subordinates, peers, and seniors. Remarkable dedication to improving self and others.			N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. ENSURING WELL-BEING OF SUBORDINATES. Genuine interest in the well-being of Marines. Efforts enhance subordinates' ability to concentrate/focus on unit mission accomplishment. Concern for family readiness is inherent. The importance placed on welfare of subordinates is based on the belief that Marines take care of their own.							
ADV	Deals confidently with issues pertinent to subordinate welfare and recognizes suitable courses of action that support subordinates' well-being. Applies available resources, allowing subordinates to effectively concentrate on the mission.	Instills and/or reinforces a sense of responsibility among junior Marines for themselves and their subordinates. Actively fosters the development of and uses support systems for subordinates which improve their ability to contribute to unit mission accomplishment. Efforts to enhance subordinate welfare improve the unit's ability to accomplish its mission.		Noticeably enhances subordinates well-being, resulting in a measurable increase in unit effectiveness. Maximizes unit and base resources to provide subordinates with the best support available. Proactive approach serves to energize unit members to "take care of their own," thereby correcting potential problems before they can hinder subordinates' effectiveness. Widely recognized for techniques and policies that produce results and build morale. Builds strong family atmosphere. Puts motto <i>Mission first, Marines always</i> , into action.			N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. COMMUNICATION SKILLS. The efficient transmission and receipt of thoughts and ideas that enable and enhance leadership. Equal importance given to listening, speaking, writing, and critical reading skills. Interactive, allowing one to perceive problems and situations, provide concise guidance, and express complex ideas in a form easily understood by everyone. Allows subordinates to ask questions, raise issues and concerns and venture opinions. Contributes to a leader's ability to motivate as well as counsel.							
ADV	Skilled in receiving and conveying information. Communicates effectively in performance of duties.	Clearly articulates thoughts and ideas, verbally and in writing. Communication in all forms is accurate, intelligent, concise, and timely. Communicates with clarity and verve, ensuring understanding of intent or purpose. Encourages and considers the contributions of others.		Highly developed facility in verbal communication. Adept in composing written documents of the highest quality. Combines presence and verbal skills which engender confidence and achieve understanding irrespective of the setting, situation, or size of the group addressed. Displays an intuitive sense of when and how to listen.			N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
JUSTIFICATION:							
NAVMC 10835C (Rev.4-03) (P A-PES 5.7.5) FOR OFFICIAL USE ONLY - Privacy sensitive when filled in. FITREP ID #3743670 PAGE 3 OF 5							

1. Marine Reported On:				2. Occasion and Period Covered:			
a. Last Name		b. First Name		c. MI	d. ID	a. OCC	b. From To
NIEVES II		MIGUEL		A	1025632679	FD	20231028 20240428

G. INTELLECT AND WISDOM							
1. PROFESSIONAL MILITARY EDUCATION (PME). Commitment to intellectual growth in ways beneficial to the Marine Corps. Increases the breadth and depth of warfighting and leadership aptitude. Resources include resident schools; professional qualifications and certification processes; nonresident and other extension courses; civilian educational institution coursework; a personal reading program that includes (but is not limited to) selections from the Commandant's Reading List; participation in discussion groups and military societies; and involvement in learning through new technologies.							
ADV	Maintains currency in required military skills and related developments. Has completed or is enrolled in appropriate level of PME for grade and level of experience. Recognizes and understands new and creative approaches to service issues. Remains abreast of contemporary concepts and issues.	PME outlook extends beyond MOS and required education. Develops and follows a comprehensive personal program which includes broadened professional reading and/or academic course work; advances new concepts and ideas.	Dedicated to life-long learning. As a result of active and continuous efforts, widely recognized as an intellectual leader in professionally related topics. Makes time for study and takes advantage of all resources and programs. Introduces new and creative approaches to services issues. Engages in a broad spectrum of forums and dialogues.				N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. DECISION MAKING ABILITY. Viable and timely problem solution. Contributing elements are judgment and decisiveness. Decisions reflect the balance between an optimal solution and a satisfactory, workable solution that generates tempo. Decisions are made within the context of the commander's established intent and the goal of mission accomplishment. Anticipation, mental agility, intuition, and success are inherent.							
ADV	Makes sound decisions leading to mission accomplishment. Actively collects and evaluates information and weighs alternatives to achieve timely results. Confidently approaches problems; accepts responsibility for outcomes.	Demonstrates mental agility; effectively prioritizes and solves multiple complex problems. Analytical abilities enhanced by experience, education, and intuition. Anticipates problems and implements viable, long-term solutions. Steadfast, willing to make difficult decisions.	Widely recognized and sought after to resolve the most critical, complex problems. Seldom matched analytical and intuitive abilities; accurately foresees unexpected problems and arrives at well-timed decisions despite fog and friction. Completely confident approach to all problems. Masterfully strikes a balance between the desire for perfect knowledge and greater tempo.				N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. JUDGMENT. The discretionary aspect of decision making. Draws on core values, knowledge, and personal experience to make wise choices. Comprehends the consequences of contemplated courses of action.							
ADV	Majority of judgments are measured, circumspect, relevant and correct.	Decisions are consistent and uniformly correct, tempered by consideration of their consequences. Able to identify, isolate and assess relevant factors in the decision making process. Opinions sought by others. Subordinates personal interest in favor of impartiality.	Decisions reflect exceptional insight and wisdom beyond this Marine's experience. Counsel sought by all; often an arbiter. Consistent, superior judgment inspires the confidence of seniors.				N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

JUSTIFICATION:

G (1) Capt Nieves passed his PMP during this deployment.

G (2) Capt Nieves exceeded all expectations in decision making, as evidenced through his independent performance in this position while deployed. His judgment is outstanding and I have complete confidence in his ability to represent the command and the partner force development program from his position in Baghdad.

H. FULFILLMENT OF EVALUATION RESPONSIBILITIES							
1. EVALUATIONS. The extent to which this officer serving as a reporting official conducted, or required others to conduct, accurate, uninflated, and timely evaluations.							
ADV	Occasionally submitted untimely or administratively incorrect evaluations. As RS, submitted one or more reports that contained inflated markings. As RO, concurred with one or more reports from subordinates that were returned by HQMC for inflated marking.	Prepared uninflated evaluations which were consistently submitted on time. Evaluations accurately described performance and character. Evaluations contained no inflated markings. No reports returned by RO or HQMC for inflated marking. No subordinates' reports returned by HQMC for inflated marking. Few, if any, reports were returned by RO or HQMC for administrative errors. Section Cs were void of superlatives. Justifications were specific, verifiable, substantive, and where possible, quantifiable and supported the markings given.	No reports submitted late. No reports returned by either RO or HQMC for administrative correction or inflated markings. No subordinates' reports returned by HQMC for administrative correction or inflated markings. Returned procedurally or administratively incorrect reports to subordinates for correction. As RO nonconcurred with all inflated reports.				N/O
A	B	C	D	E	F	G	H
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

JUSTIFICATION:

NIEVES II

MIGUEL

A

1025632679

FD

20231028

20240428

I. DIRECTED AND ADDITIONAL COMMENTS

A one man show for managing military assistance, Capt Nieves is a fire and forget asset to the task force. Operating largely independent in a complex, dynamic interagency environment, MRO rapidly adapted and became the subject matter expert for the command in managing military assistance to strategically critical partners in Iraq. I not only rely on Capt Nieves to cover the entire portfolio for Iraq but value his insights and assistance in supporting operations in Syria as well. With incredible initiative and sound judgement, Capt Nieves is the kind of officer every command wants, needs, and appreciates. MRO is without any doubt my go-to officer for results, a sentiment also shared by several General Officers in this theater. Absolutely outstanding performance and a must for retention, promotion ahead of peers, and assignment to even more challenging billets where he will excel.

J. CERTIFICATION

1. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality and that I have provided a signed copy of this report to the Marine Reported on.

Electronically Signed By  
*Nicholas B Reid*  
(Signature of Reporting Senior)

20240514  
(Date in YYYYMMDD format)

2. I ACKNOWLEDGE the adverse nature of this report and

☐ I have no statement to make

☐ I have attached a statement

(Signature of Marine Reported On)

(Date in YYYYMMDD format)

K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: ☒ Sufficient ☐ Insufficient

2. EVALUATION: ☒ Concur ☐ Do Not Concur

3. COMPARATIVE ASSESSMENT: Provide a comparative assessment of potential by placing an "X" in the appropriate box. In making the comparison, consider all Marines of this grade whose professional abilities are known to you personally.	DESCRIPTION	COMPARATIVE ASSESSMENT
	THE EMINENTLY QUALIFIED MARINE	<input type="checkbox"/>
	ONE OF THE FEW	<input checked="" type="checkbox"/>
	EXCEPTIONALLY QUALIFIED MARINES	<input type="checkbox"/>
	ONE OF THE MANY HIGHLY QUALIFIED	<input type="checkbox"/>
	PROFESSIONALS WHO FORM THE	<input type="checkbox"/>
	MAJORITY OF THIS GRADE	<input type="checkbox"/>
	A QUALIFIED MARINE	<input type="checkbox"/>
	UNSATISFACTORY	<input type="checkbox"/>

4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

Entrusted with a high priority portfolio, Captain Nieves's efforts have paved the way for future success in the theater. Showcasing impeccable staff work and analysis, outstanding subject matter expertise, and outstanding coordination in the interagency environment, Captain Nieves is a force multiplier to the task force and a go to advisor for the commander. Promote this Marine ahead of peers, send to resident PME, and absolutely retain. MRO should be assigned to billets of even greater challenge around the world and in joint environments where he will continue to excel.

5. I CERTIFY that to the best of my knowledge and belief all entries made hereon are true and without prejudice or partiality.

Electronically Signed By  
*Brian G Mulhern*  
(Signature of Reviewing Officer)

20240618  
(Date in YYYYMMDD format)

6. I ACKNOWLEDGE the adverse nature of this report and

☐ I have no statement to make

☐ I have attached a statement

(Signature of Marine Reported On)

(Date in YYYYMMDD format)

L. ADDENDUM PAGE

ADDENDUM PAGE ATTACHED:

☒ YES

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:		
a. Last Name	b. First Name	c. M.I	d.ID	e. Grade	a. OCC	b. From	To
NIEVES II	MIGUEL	A	1025632679	CAPT	FD	20231028	20240428

3. Purpose:

a. Continuation of Com ments Justification	Section I	RO	b. Accelerated Promotion Justification	c. Adverse Report MRO Statement 3rd Officer Sighter	d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

Directed Comment Sect A.3.C. During the reporting period, MRO was in direct service support within the combat area against the enemy while supporting Operation Inherent Resolve and Spartan Shield in the CENTCOM AOR; MRO was in receipt of imminent danger pay and under tax exclusion. This combat deployment was comprised of multi-disciplined joint special operations and interagency elements, operating in a distributed fashion, in remote or politically sensitive environments.

Directed Comment Sect A.6.A. MRO received a Joint Service Commendation Medal and an Impact Joint Service Achievement Medal for meritorious performance of their duties over the course of this deployment.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
REID	NICHOLAS	B	1039679988	USN	CDR

Electronically Signed By

Nicholas B Reid

Signature

20240514

(Date in YYYYMMDD format)

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade

5. Title

Signature

(Date in YYYYMMDD format)

ADDENDUM PAGE

A. PURPOSE

1. Marine Reported On:					2. Occasion and Period Covered:			
a. Last Name	b. First Name	c. M.I	d.ID	e. Grade	a. OCC	b. From	To	
NIEVES II	MIGUEL	A	1025632679	CAPT	FD	20231028	20240428	
3. Purpose:								
a. Continuation of Com ments Justification    Section I   RO		b. Accelerated Promotion Justification		c. Adverse Report MRO Statement   3rd Officer   Sighter		d. Admin Review	e. Supplemental Material	f. HQMC Use
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B. TEXT

I certify this report is administratively and procedurally correct.

C. SUBMITTED BY

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
FOWLER	RYAN	M	1396321820	USMC	MAJ
Electronically Signed By <i>Ryan M Fowler</i>				<div>20240625</div>	
Signature				(Date in YYYYMMDD format)	

D. GENERAL/SENIOR OFFICER ADVERSE REPORT SIGHTING

1. a. Last Name	b. First Name	c. MI	2.ID	3. Service	4. Grade
5. Title				<div></div>	
<div></div>				(Date in YYYYMMDD format)	
Signature					