

**NCO EVALUATION REPORT (SSG-1SG/MSG)**

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

**SEE PRIVACY ACT STATEMENT  
IN AR 623-3****PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) MC SHANE, JOHN, T	b. SSN (or DOD ID No.) 1367656030	c. RANK MSG	d. DATE OF RANK 20221201	e. PMOSC 27D5O
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND HQ, 108TH TRAINING COMMAND, CHARLOTTE, 28205-512, AR	g. STATUS CODE TPU	h. UIC W71TAA	i. REASON FOR SUBMISSION 08   SR-Option	
j. PERIOD COVERED  FROM                    THRU YEAR MONTH DAY      YEAR MONTH DAY 20240102              20241023	k. RATED MONTHS 10	l. NONRATED CODES	m. NO OF ENCLOSURES 0	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil) john.t.mcshane.mil@mail.mil

**PART II - AUTHENTICATION**

a1. NAME OF RATER (Last, First, Middle Initial) LESLIE, KEVIN, R	a2. SSN (or DOD ID No.) 1087604949	a3. RATER'S SIGNATURE LESLIE.KEVIN.RICHARD.1087604 Digitally signed by _____	a4. DATE (YYYYMMDD) 20251217
a5. RANK PMOSC/BRANCH LTC                    27A	ORGANIZATION 108th Training Command (IET)	DUTY ASSIGNMENT Deputy Staff Judge Advocate	a6. RATER'S EMAIL ADDRESS (.gov or .mil) kevin.r.leslie.mil@mail.mil
b1. NAME OF SENIOR RATER (Last, First, Middle Initial) FREIN, KEVIN, C	b2. SSN (or DOD ID No.) 1058499770	b3. SENIOR RATER'S SIGNATURE FREIN.KEVIN.CHRISTOPHER.105 Digitally signed by _____	b4. DATE (YYYYMMDD) 20260105
b5. RANK PMOSC/BRANCH COL                    27A	ORGANIZATION 108th Training Command (IET)	DUTY ASSIGNMENT Staff Judge Advocate	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil) kevin.c.frein.mil@army.mil
c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c3. RANK PMOSC/BRANCH ORGANIZATION	DUTY ASSIGNMENT
c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE(YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES INITIAL 20240203	LATER 20240406	LATER 20240803	LATER 20241006	d2. RATED NCO'S SIGNATURE MC SHANE, JOHN, THOMAS.13676 Digitally signed by _____	d3. DATE (YYYYMMDD) 20260106
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**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE <b>CHIEF PARALEGAL NCO</b>	b. DUTY MOSC <b>27D5O</b>
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars) <b>Serve as the Chief Paralegal Noncommissioned Officer for a two-star command consisting of three divisions and 7,200 Soldiers; supervise and manage all paralegal and legal administrative operations within the command; advise the Staff Judge Advocate and command staff on legal matters affecting the organization; oversees the processing of legal actions including military justice, administrative separations, claims, and operational law issues; coordinate legal support with subordinate units and higher headquarters to ensure mission readiness; mentor and develop junior paralegal Soldiers and Noncommissioned Officers; ensures compliance with Army regulations and policies; responsible for the accountability, training, and professional development of paralegal Soldiers within the command.</b>	

d. AREAS OF SPECIAL EMPHASIS  
**Mentorship and Professional Development, Military Justice, Coordination of Paralegal Support to Subordinate Units.**

e. APPOINTED DUTIES  
**Federal Notary; Primary POC for TPU administrative support; MICP Internal Control Administrator for the OSJA.**

**PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

a. APFT Pass/Fail/Profile:	Date: _____	b. Height: 72	Weight: 190	Within Standard? YES
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(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

**o ACFT: PASS 20240724**

c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)  Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.  MET STANDARD                    DID NOT MEET STANDARD <input checked="" type="checkbox"/> <input type="checkbox"/>	COMMENTS:  <b>o highly respected within the organization for being principled and forthright</b>  <b>o fully supported Army SHARP/EO Programs</b>
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RATED NCO'S NAME (Last, First, Middle Initial) MC SHANE, JOHN, T				SSN (or DOD ID No.) 1367656030	THRU DATE 20241023								
<b>PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)</b>													
<p><b>d. PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)</p> <table style="width: 100%; text-align: center;"> <tr> <th>FAR EXCEEDED STANDARD</th> <th>EXCEEDED STANDARD</th> <th>MET STANDARD</th> <th>DID NOT MEET STANDARD</th> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>				FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:  <b>o provided exceptional leadership during a period of significant change within the command</b>  <b>o gifted in giving positive life and counseling/advice to subordinates, peers and superiors alike</b>  <b>o exemplified professionalism through a positive attitude and adherence to Army values, embodying Be, Know, Do</b></p>	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD										
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>										
<p><b>e. INTELLECT:</b> (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)</p> <table style="width: 100%; text-align: center;"> <tr> <th>FAR EXCEEDED STANDARD</th> <th>EXCEEDED STANDARD</th> <th>MET STANDARD</th> <th>DID NOT MEET STANDARD</th> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>				FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:  <b>o routinely offered innovative solutions to challenges, and never presented a problem to leadership without a viable solution</b>  <b>o strong critical thinker who anticipated issues and responses to address those issues</b>  <b>o vigorously pursued educational opportunities to advance professionally and personally</b></p>	
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<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<p><b>f. LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)</p> <table style="width: 100%; text-align: center;"> <tr> <th>FAR EXCEEDED STANDARD</th> <th>EXCEEDED STANDARD</th> <th>MET STANDARD</th> <th>DID NOT MEET STANDARD</th> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>				FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:  <b>o provided leadership and direction beyond the OSJA through well-reasoned recommendations to other staff sections</b>  <b>o strong leader who earned the respect of enlisted and officers throughout the 108th Training Command</b></p>	
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<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>										
<p><b>g. DEVELOPS:</b> (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)</p> <table style="width: 100%; text-align: center;"> <tr> <th>FAR EXCEEDED STANDARD</th> <th>EXCEEDED STANDARD</th> <th>MET STANDARD</th> <th>DID NOT MEET STANDARD</th> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>				FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:  <b>o outstanding at mentoring junior Soldiers and inspiring them to improve and give their best effort</b>  <b>o provided timely and candid guidance to paralegals at downtrace commands enhancing their career development</b></p>	
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<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<p><b>h. ACHIEVES:</b> (Gets results)</p> <table style="width: 100%; text-align: center;"> <tr> <th>FAR EXCEEDED STANDARD</th> <th>EXCEEDED STANDARD</th> <th>MET STANDARD</th> <th>DID NOT MEET STANDARD</th> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>				FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:  <b>o supervised the processing of nearly 100 administrative law actions</b>  <b>o prepared for and was reporter on four separation boards while managing a team of ten paralegals across the entire command</b></p>	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD										
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<b>RATER OVERALL PERFORMANCE</b>													
<p>i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate <b>1</b> Army NCOs in this grade.</p> <table style="width: 100%; text-align: center;"> <tr> <th>FAR EXCEEDED STANDARD</th> <th>EXCEEDED STANDARD</th> <th>MET STANDARD</th> <th>DID NOT MEET STANDARD</th> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>						FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>										
<p>j. COMMENTS:  <b>o outstanding performance! MSG McShane is a model Soldier and paralegal who embodies the Warrior Ethos.</b></p>													
<b>PART V - SENIOR RATER OVERALL POTENTIAL</b>													
<p>a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate <b>1</b> Army NCOs in this grade.</p> <table style="width: 100%; text-align: center;"> <tr> <td><input type="checkbox"/> MOST QUALIFIED (limited to 24%)</td> <td><input checked="" type="checkbox"/> HIGHLY QUALIFIED</td> <td><input type="checkbox"/> QUALIFIED</td> <td><input type="checkbox"/> NOT QUALIFIED</td> </tr> </table>		<input type="checkbox"/> MOST QUALIFIED (limited to 24%)	<input checked="" type="checkbox"/> HIGHLY QUALIFIED	<input type="checkbox"/> QUALIFIED	<input type="checkbox"/> NOT QUALIFIED	<p>b. COMMENTS:  <b>MSG McShane is an exemplary NCO with unlimited potential. MSG McShane led from the front and demonstrated his ability to serve at the next rank through his skill, intelligence and drive to reach mission success in everything assigned to him. Challenge with increasing, complex levels of responsibility and he will succeed. Select for the Sergeants Major Academy and promote ahead of his peers.</b></p>							
<input type="checkbox"/> MOST QUALIFIED (limited to 24%)	<input checked="" type="checkbox"/> HIGHLY QUALIFIED	<input type="checkbox"/> QUALIFIED	<input type="checkbox"/> NOT QUALIFIED										
<p>c. List two successive assignments and one broadening assignment (3-5 years).</p>													
Successive Assignment: 1) <b>TJAGLCS</b>			2) <b>377th TSC</b>			Broadening Assignment: <b>Company 1SG</b>							