



Revised Officer Evaluation Reports 1 APR 14 Implementation

OVERVIEW MOD 1



Background

- ❑ **Senior Leader focus for Evaluation Review:**
 - ✓ Re-establish the company grade box check
 - ✓ Reduce the frequency of reports
- ❑ **38th CSA Guidance:**
 - Establish and enforce rater accountability
 - Strengthen relationship to leadership doctrine (ADRP 6-22) and reinforce counseling via support form
 - Tied to Leader Development Strategy
 - Address the “one size may not fit all” assessment of different skills and competencies at different grades
 - Eliminate pooling
- ❑ **SECARMY guidance:**
 - Ensure responsibilities are clearly defined and vested with appropriate individuals
 - Assess the usefulness of Academic Evaluation Reports
 - Identify clear standards to assist raters with drafting evaluation reports

Informed By:

- SA Guidance
- 38th CSA reshaping and approval
- Other Services and Industry review
- Officer Selection Board AARs
- Profession of Arms Forum
- OPMS CoCs and GOSCs
- Army White Paper, The Profession of Arms
- OEMA & CSI Officer Corps Strategy Series
- Army Leader Development Strategy
- ADRP 6-22

OER remains the primary tool documenting officer performance and potential



OER CHANGES

- **Discourage creation of large senior rater populations (pooling)**
 - **Limits the use of Intermediate Raters**
- **Supplementary Review by an Army Officer for non-Army Rating Chains**
- **Assess performance based on leadership attributes and competencies**
- **Clear delineation of responsibilities: Rater-Performance; Senior Rater-Potential**
- **Four separate evaluation reports based on grade:**
 - **Company Grade (2LT-CPT & WO1-CW2)**
 - **Field Grade (MAJ-LTC & CW3-CW5)**
 - **Strategic Leaders (COL)**
 - **Brigadier General**
- **Implement a Rater Profile for the Company and Field Grade Forms**
- **Future Operational and Broadening Assignment Recommendations**
- **Redefine Senior Rater box label techniques (Less than 50% Top Box for LTC and below; 24/25% split for COL report (requires profile re-start))**
- **Support form realigned and mandatory for WO1-COL**
- **Evaluation Entry System (EES) replaces AKO**



Strengthening the Rating Chain

Develop regulatory guidance to strengthen rating chain accountability

- **The updated policy strengthens accountability within the members of a rating chain to maintain relationships that provide rated officers with leaders who have first-hand knowledge of their responsibilities, performance and potential.**
- **Still allows commanders and senior leaders to be responsible for designating rating schemes / approved one level up (up to 3-Star HQ)**
- **Intermediate Raters limited to special branches and dual supervisor situations**
- **When there are no uniformed Army designated rating official for the rated Officer, a supplementary review will be performed by the first U.S. Army officer above the Senior Rater in the organization or chain of supervision:**
 - **Applies in Joint Environments**
 - **Applies where DoD and DA Civilians serve as Rater and Senior Rater**
 - **Applies in multi-national environments**



OER Support Form Page 1

FINAL DRAFT

[Attachments Menu](#)

**MILPER 13-349
released 3 DEC 13**

- Data transferable between the support and evaluation forms within EES
- Facilitates the rater's ability to easily complete future OERs
- Performance based counseling tool
- Ties performance objectives to measurable accomplishments

HQDA#: _____

OFFICER EVALUATION REPORT SUPPORT FORM 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 (Rated Officer)					
a. NAME (Last, First, Middle Initial)	b. SSN	c. GRADE/ RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (STATUS CODE)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			h. UIC CODE	i. THRU DATE OF LAST COMPLETED EVALUATION	
j. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)			k. MSAF DATE		
PART II - AUTHENTICATION					
a1. NAME OF RATER (Last, First, Middle Initial)	a2. SSN	a3. RANK	a4. POSITION	a5. EMAIL ADDRESS (.gov or .mil)	
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)	b2. SSN (OPTIONAL)	b3. RANK	b4. POSITION	b5. EMAIL ADDRESS (.gov or .mil)	
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)	c2. SSN	c3. RANK	c4. POSITION	c5. EMAIL ADDRESS (.gov or .mil)	
c6. SENIOR RATER'S ORGANIZATION	c7. BRANCH	c8. COMPONENT	c9. SENIOR RATER PHONE NUMBER		
d1. INDIVIDUAL TO PERFORM SUPPLEMENTARY REVIEW (Last, First, Middle Initial) - (IF REQUIRED)		d2. RANK	d3. POSITION	d4. EMAIL ADDRESS (.gov or .mil)	
PART III - VERIFICATION OF FACE - TO - FACE DISCUSSION					
MANDATORY RATER/RATED OFFICER INITIAL FACE-TO-FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON (DATE) _____ RATED OFFICER INITIALS _____ RATER INITIALS _____ SENIOR RATER INITIALS _____					
RATED OFFICER ACCESS TO SUPPORT FORMS PRIOR TO INITIAL COUNSELING: RATER (Date _____) SENIOR RATER (Date _____)					
PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:					
DATE _____	RATED OFFICER INITIALS _____	RATER INITIALS _____	SENIOR RATER INITIALS _____		
DATE _____	RATED OFFICER INITIALS _____	RATER INITIALS _____	SENIOR RATER INITIALS _____		
DATE _____	RATED OFFICER INITIALS _____	RATER INITIALS _____	SENIOR RATER INITIALS _____		
PART IV - RATED OFFICER - DUTIES AND RESPONSIBILITIES					
a. PRINCIPAL DUTY TITLE:			b. POSITION AOC/BRANCH:		
c. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES					
PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS					
a. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:			b. LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:		



OER Support Form Page 2

HQDA#: _____

• Nested with the current leadership doctrine (ADRP 6-22)

- Character
- Presence
- Intellect
- Leads
- Develops
- Achieves

• Pages 3-5 of the form contain instructions to assist

PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS CONTINUED Describe adherence to leadership attributes and demonstration of competencies	
A. CHARACTER: (Army Values, Empathy, Warrior Ethos/Service Ethos, Discipline - see ADRP 6-22) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES: LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: 	
B. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience - see ADRP 6-22); (Safety/ Individual and unit deployment readiness/Support of behavioral health goals, AR 623-3 and Mission Command Principles, see ADP 6-0, addressed under fitness and resilience) AFPT GOALS: PU _____ SU _____ RUN _____ HEIGHT/WEIGHT _____ (ONLY AS NEEDED) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES: LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: 	
C. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, expertise - see ADRP 6-22 and ADRP 6-0) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES: LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: 	
D. LEADS: (Leads others, builds trust, extends influence beyond the chain of command, Leads by example, Communicates-see ADRP 6-22 and ADRP 6-0) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES: LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: 	
E. DEVELOPS: (Creates a positive environment/Fosters esprit de corps, prepares self, Develops others, Stewards the profession - see ADRP 6-22) MSAF PROJECTED COMPLETION DATES IAW AR 350-1 DATE: _____ INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES: LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: 	
F. ACHIEVES: (Gets Results - see ADRP 6-22 and ADRP 6-0) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES: LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: 	



Company Grade Form Page 1

Attachments Menu

HQDA#:		Attachments Menu				
COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT					<i>See Privacy Act Statement in AR 623-3.</i>	
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						
PART I - ADMINISTRATIVE (Rated Officer)						
a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			h. UIC	i. REASON FOR SUBMISSION		
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	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)		a2. SSN	a3. RANK	a4. POSITION		
a5. EMAIL ADDRESS (.gov or .mil)		a6. SIGNATURE		a7. DATE (YYYYMMDD)		
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (Optional)	b3. RANK	b4. POSITION		
b5. EMAIL ADDRESS (.gov or .mil)		b6. SIGNATURE		b7. DATE (YYYYMMDD)		
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)		c2. SSN	c3. RANK	c4. POSITION		
c5. SENIOR RATER'S ORGANIZATION		c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)		
		c8. SENIOR RATER PHONE NUMBER		c10. SIGNATURE		
c11. DATE (YYYYMMDD)		c11. DATE (YYYYMMDD)		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. SIGNATURE		e2. DATE (YYYYMMDD)		e2. DATE (YYYYMMDD)		
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No		f2. NAME OF REVIEWER (Last, First, Middle Initial)		f2. NAME OF REVIEWER (Last, First, Middle Initial)		
f3. RANK		f4. POSITION		f5. Comments Enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No		
f6. SIGNATURE		f7. DATE (YYYYMMDD)		g. MSAP Date (YYYYMMDD)		
PART III - DUTY DESCRIPTION						
a. PRINCIPAL DUTY TITLE			b. POSITION AOC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES						
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? <input type="button" value="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 60% in EXCELS.) I currently rate _____ Army Officers in this grade. A completed DA Form 57-10-1A 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%)		PROFICIENT		CAPABLE		
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		
c. Comments:						
Up to 4 lines of text						

• Administrative data remains consist with the old OER (67-9)

• Highlights the need for a supplementary reviewer is required by updated AR / DA PAM 623-3

• Addresses the completion of the multi-source assessment feedback

• Rater's comments pertaining to APFT move to page 1

• Performance block checks and the Rater's overall performance assessment



Company Grade Form Page 2

HQDA#:		SSN		PERIOD COVERED: FROM (YYYYMMDD)		THRU (YYYYMMDD)	
NAME:							
c. 1) Character: <i>(Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)</i>							
c. 2) Presence: <i>(Military and Professional Bearing, Fitness, Confident, Resilient)</i>							
c. 3) Intellect: <i>(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)</i>							
c. 4) Leads: <i>(Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)</i>							
c. 5) Develops: <i>(Creates a positive command/ workplace environment/ Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)</i>							
c. 6) Achieves: <i>(Gets Results)</i>							
PART V - INTERMEDIATE RATER							
Up to 5 lines of text							
PART VI - SENIOR RATER							
3. 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 <i>(limited to 49%)</i>				Up to 5 lines of text			
<input type="checkbox"/> HIGHLY QUALIFIED							
<input type="checkbox"/> QUALIFIED							
<input type="checkbox"/> NOT QUALIFIED							
c. COMMENTS ON POTENTIAL:							
d. List 3 future <u>SUCCESSIVE</u> assignments for which this Officer is best suited:							

• Focused on Attributes and Competencies (ADP 6-22)

- Character
- Presence
- Intellect
- Leads
- Develops
- Achieves

• Intermediate Rater if applicable

• Senior Rater block checks redefined to better identify leader potential

- Most Qualified
- Highly Qualified
- Qualified
- Not Qualified



Rater Assessment: Company Grade Form

- Focused on core attributes and competencies in ADP 6-22
- More prescriptive
- Performance based assessment
- Narrative only (4 lines per entry)
- Mandatory entry for each Attribute/Competency
- Encourages specific discussion with Rated Officer on desired traits

Comments on performance – not potential

<p>c. 1) Character: <i>(Include narrative comments addressing Rated Officer's performance as it relates to adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline.)</i></p>	<p>A true professional and leader; embodies the Army Values in all that he does. Bill tactfully instills discipline and the Warrior Ethos in his subordinates. He consistently uses sound, informed judgment.</p>
<p>c. 2) Presence: <i>(Military and Professional Bearing, Fitness, Confident, Resilient)</i></p>	<p>Displays confidence and enthusiasm while projecting a positive command presence that permeates his unit; evidenced by his company's 275 APFT average, best in the brigade.</p>
<p>c. 3) Intellect: <i>(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)</i></p>	
<p>c. 4) Leads: <i>(Leads Others, Builds Trust Extends Influence beyond the Chain of Command, Leads by Example, Communicates)</i></p>	
<p>c. 5) Develops: <i>(Creates Positive Environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)</i></p>	
<p>c. 6) Achieves: <i>(Gets Results)</i></p>	



Rater Profile

- **Maintain less than 50% of reports written by grade in the “Excels” box (for Raters of LTCs and below)**
- **Flexibility - Raters have a “credit” of 3 in the “Proficient” box to start profile**
- **OER profiles calculated based on date Rater “Locks” the profile**
 - **May not Lock profile earlier than 14 days prior to report THRU Date**
- **OERs are due at HRC within 90 days after the thru date of evaluation**
 - **Senior Rater sequencing does not interfere with the Rater’s Locked profile**
- **Maintain a working copy of your rater profile and monitor for accuracy**
- **Profile calculators will be provided in EES for raters to use, which will assist with profile management**



Rater Box Check

Rater overall assessment of rated officer's performance compared to officers in same grade

- Limited to Company and Field Grade forms

e. 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 ____ Army Officers in this grade.

EXCELS

PROFICIENT

CAPABLE

UNSATISFACTORY

Comments:

Example Rater Label:

HQDA COMPARISON OF THE RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

PROFICIENT

RO: RANK SOLDIERS NAME

SSN: xxx-xx-xxxx

DATE:

RATINGS THIS OFFICER:

R: RANK/GRADE NAME

SSN: xxx-xx-xxxx

TOTAL RATINGS:

Comments:



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How to Lock the Rater Profile

FIELD GRADE PLATE (O4 - O5; CW3 - CW5) OFFICER EVALUATION REPORT

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

e. 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 known in your career. Managed at less than 50% in EXCELS.) I currently rate 3 Army Officers in this grade.

EXCELS
(49%)

PROFICIENT

CAPABLE

UNSATISFACTORY



Comments:

Allows Raters to see their profile

Performance Evaluation Comments Continued

Overall Performance Rating [Profile Stats](#)

No. of Officers currently rated in this grade

Performance Rating has been locked for profiling.

An overall performance indication of EXCELS is not authorized as your profile does not support. If you have other evaluations to process that would allow this report to process with an EXCELS indication, process those first. If you have any further questions, please contact Human Resources Command Evaluation Policy Section at (502) 613-9019, DSN 635

EXCELS
(49%)

PROFICIENT

CAPABLE

UNSATISFACTORY



Lock

Are you serving as both the rater and senior rater?

Yes No

Comments for Overall Performance Rating:

MAJ Lewis performs at the level expected of a junior Field Grade Officer.

Previous

Exit

Next

Go to Signatures

Print Draft



Rater Profile Stats

U.S. ARMY



Evaluation Entry System U.S. Army Human Resources Command



Profile Stats

[See entire profile](#)

One item found.

Role	Rank Rated	EXCELS	PROFICIENT	CAPABLE	UNSATISFACTORY
RATER	CPT	0	3	0	0



Field Grade Form O4/O5; CW3-CW5 Page 1

Attachments Menu

FIELD GRADE PLATE (O4 - O5; CW3 - CW5) OFFICER EVALUATION REPORT						See Privacy Act Statement in AR 623-3.
PART I - ADMINISTRATIVE (Rated Officer)						
a. NAME (Last, First, Middle Initial)	b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)	
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			h. UIC	i. REASON FOR SUBMISSION		
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	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)	a2. SSN	a3. RANK	a4. POSITION			
a5. EMAIL ADDRESS (.gov or .mil)	a6. SIGNATURE			a7. DATE (YYYYMMDD)		
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)	b2. SSN (Optional)	b3. RANK	b4. POSITION			
b5. EMAIL ADDRESS (.gov or .mil)	b6. SIGNATURE			b7. DATE (YYYYMMDD)		
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)	c2. SSN	c3. RANK	c4. POSITION			
c5. SENIOR RATER'S ORGANIZATION	c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)			
c8. SENIOR RATER PHONE NUMBER			c10. 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. 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 <input type="checkbox"/> Yes <input type="checkbox"/> No			
f6. SIGNATURE		f7. DATE (YYYYMMDD)		g. MSAF Date (YYYYMMDD)		
PART III - DUTY DESCRIPTION						
a. PRINCIPAL DUTY TITLE			b. POSITION AOC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES						
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)						
a. APFT Pass/Fail/Profile: <input type="checkbox"/> Date: _____ Height: _____ Weight: _____ Within Standard? _____ Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? <input type="button" value="Reset Item a. APFT/Pass/Fail/Profile"/>						
b. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING BROADENING ASSIGNMENTS						
c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING OPERATIONAL ASSIGNMENTS						
d1. Character: (Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)						

• Administrative data remains consist with the CO Grade evaluation

• Raters have the opportunity to comment on possible broadening and operational assignments

• Attribute of Character is highlighted on the Field Grade Form



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Rater Recommended Assignments

(Field Grade)

Field Grade Plate- Rater Recommended

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

a. APFT Pass/Fail: _____ DATE: _____ b. HEIGHT _____ WEIGHT: _____ WITHIN STANDARD? Yes/No: _____
(Comments required for “failed” APFT, or “profile” when precludes performance of duty, and “no” for Army weight standards)

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING BROADENING ASSIGNMENTS:

d. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING OPERATIONAL ASSIGNMENTS:



Field Grade Form O4/O5; CW3-CW5 Page 2

- Rater comments on the Officer's performance against the Attributes and Competencies during the rating period

- Box checking philosophy remain consistent; less than 50% Excels

- Rater's overall performance is further codified in the Comments section

HQDA#:			
NAME		SSN	PERIOD COVERED: FROM (YYYYMMDD) THRU (YYYYMMDD)
<small>d2. Provide narrative comments which demonstrate <u>performance</u> regarding field grade competencies and attributes in the Rated Officer's current duty position. (i.e. demonstrates excellent presence, confidence and resilience in expected duties and unexpected situation, adjusts to external influence on the mission or taskings and organization, prioritizes limited resources to accomplish mission, proactive in developing others through individual coaching counseling and mentoring, active learner to master organizational level knowledge, critical thinking and visioning skills, anticipates and provides for subordinates on-the-job needs for training and development, effective communicator across echelons and outside the Army chain of command, effective at engaging others, presenting information and recommendations and persuasion, highly proficient at critical thinking, judgment and innovation, proficient in utilizing Army design method and other to solve complex problems, uses all influence techniques to empower others; proactive in gaining trust in negotiations, remains respectful, firm and fair. Fully supports SHARP and creates a positive command/workplace environment.)</small>			
COMMENTS:			
Up to 5 lines of text			
<small>e. 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 60% in EXCELS.)</small>			
I currently rate _____ 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)			
<input type="checkbox"/> EXCELS (48%) <input type="checkbox"/> PROFICIENT <input type="checkbox"/> CAPABLE <input type="checkbox"/> UNSATISFACTORY			
Comments:			
Up to 4 lines of text			
PART V - INTERMEDIATE RATER			
Up to 5 lines of text			
PART VI - SENIOR RATER			
<small>a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)</small>		<small>b. I currently senior rate _____ Army Officers in this grade.</small>	
<input type="checkbox"/> MOST QUALIFIED (limited to 40%) <input type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED		C. COMMENTS ON POTENTIAL:	
		Up to 5 lines of text	
<small>d. List 3 future <u>SUCCESSIVE</u> assignments for which this Officer is best suited:</small>			



Senior Rater Box Check

- Four box profile remains consistent with current system; provides more options for senior raters
 - Highly Qualified and Qualified enable greater stratification
- Most Qualified becomes the control box (limited to less than 50%)
- No restart of profile; no close-out reports
- Continue to mask 2LT/1LT after promotion to CPT; WO1 after selection to CW3

a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)	
	<input type="checkbox"/> Most Qualified (limited to 49%)
= Current COM	<input type="checkbox"/> Highly Qualified
Not Referred	<input type="checkbox"/> Qualified
	<input type="checkbox"/> Not Qualified

MOST QUALIFIED: Strong potential for BZ and CMD; potential ahead of peers

HIGHLY QUALIFIED: Strong potential for promotion with peers

QUALIFIED: Capable of success at the next level; promote if able

NOT QUALIFIED: Not recommended for promotion



Senior Rater Box Check

Sr. Rater Potential Rating

Compared Potential [Profile Stats](#) No. of Officers currently rated in this grade

Do you meet the requirements to be this Rated Soldier's senior rater?
 Yes No

Rate the officer's potential compared with other officers of the same grade.

Most Qualified (49%)	Highly Qualified	Qualified	Not Qualified
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment on Potential:

You have 215 characters remaining

List 3 future successive assignments for which the officer is best suited:

You have 43 characters remaining

Allows Senior Raters to see their profile



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Senior Rater Profile Stats



Evaluation Entry System U.S. Army Human Resources Command



Profile Stats

[See entire profile](#)

One item found.

<u>Role</u>	<u>Rank</u> <u>Rated</u>	<u>MOST</u> <u>QUAL /</u> <u>MULTI</u> <u>STAR</u>	<u>HIGHLY</u> <u>QUAL /</u> <u>PROMOTE TO</u> <u>BG</u>	<u>QUAL /</u> <u>RETAIN</u> <u>AS COL</u>	<u>UNQUAL /</u> <u>UNSATISFACTORY</u>
SENIOR RATER	CPT	0	3	0	0



COL Report Page 1

HQDA#:

Attachments Menu

• Admin data mirrors Company and Field Grade forms

• Raters will recommend future strategic assignments to assist talent managers in placing the Rated Officer into their next duty assignment

STRATEGIC GRADE PLATE (O6) OFFICER EVALUATION REPORT 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 (Rated Officer)							
a. NAME (Last, First, Middle Initial)			b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIIC	i. REASON FOR SUBMISSION		
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	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)			a2. SSN	a3. RANK	a4. POSITION		
a5. EMAIL ADDRESS (.gov or .mil)			a6. SIGNATURE			a7. DATE (YYYYMMDD)	
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)			b2. SSN (Optional)	b3. RANK	b4. POSITION		
b5. EMAIL ADDRESS (.gov or .mil)			b6. SIGNATURE			b7. DATE (YYYYMMDD)	
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)			c2. SSN	c3. RANK	c4. POSITION		
c5. SENIOR RATER'S ORGANIZATION		c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)			
			c8. SENIOR RATER PHONE NUMBER		c10. 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. 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 <input type="checkbox"/> Yes <input type="checkbox"/> No			
f6. SIGNATURE			f7. DATE (YYYYMMDD)		g. MSAF Date (YYYYMMDD)		
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE				b. POSITION AOC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES							
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 POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING STRATEGIC ASSIGNMENTS							
c1. Character: (Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)							



COL Report Page 2

• Rater's of COLs will comment on the Officer's potential

• Senior Rater box check labels change from Company and Field Grade Officer forms

HQDA#:			
NAME	SSN	PERIOD COVERED: FROM (YYYYMMDD)	THRU (YYYYMMDD)
<p>c. Provide narrative comments which demonstrate performance and potential regarding strategic competencies in the Rated Officer's current duty position. (i.e. providing vision, motivation, and inspiration, negotiating within and beyond national boundaries, building strategic consensus, leading and inspiring change, dealing with uncertainty and ambiguity, creates a positive environment to prepare for the future, expanding knowledge in cultural and geopolitical areas, self-awareness and recognition of impact on others, building team skills and processes, allocating the right resources, capitalizing on unified action partner assets, capitalizing on technology, accomplishes missions consistently and ethically. Fully supports SHARP and creates a positive command/workplace environment.)</p> <p>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)</p>			
COMMENTS ON PERFORMANCE:			
Up to 5 lines of text			
COMMENTS ON POTENTIAL:			
Up to 5 lines of text			
PART V - INTERMEDIATE RATER			
PART VI - SENIOR RATER			
3. 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"/> MULTI-STAR POTENTIAL (limited to 24%)		Cumulative percentage must remain below 50%	
<input type="checkbox"/> PROMOTE TO BG (25% to 49%)			
<input type="checkbox"/> RETAIN AS COLONEL			
<input type="checkbox"/> UNSATISFACTORY			
<p>Note: Combined cumulative percentages of both "MULTI-STAR POTENTIAL" and "PROMOTE TO BG" must be less than 50%.</p>		c. COMMENTS ON POTENTIAL:	
		d. List 3 future <u>SUCCESSIVE</u> assignments for which this Officer is best suited:	



Senior Rater Box Check

- No Rater “box check”
- Rater narrative comments focused on performance and potential
- Change Box Check Terminology and option of 24% and 25 - 49% limits (more restrictive than current system)
- More clearly identifies the best compared to current system
- Requires restart of COL population
- Senior Rater will receive a “credit” of 5 to start profile in “Retain as Colonel” block
- Senior Rater philosophy will best determine how to describe the rated officer’s General Officer Potential

a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)	Two ACOM Boxes	
<input type="checkbox"/> MULTI-STAR POTENTIAL (Limited to no more than 24%) <input type="checkbox"/> PROMOTE TO BG (25% to 49%)	CUMULATIVE % Remains less than 50%	Multi-Star limited to 24% of total reports
<input type="checkbox"/> RETAIN AS COLONEL <input type="checkbox"/> UNSATISFACTORY		Promote To BG limited to 25 – 49.9% of total reports
Note: Combined cumulative percentages of both “MULTI-STAR POTENTIAL” and “PROMOTE TO BG” will not exceed 49%		



Profile Credit of 5 for Colonel Report

Profile Credit of 5

Profile Credit at Implementation

	COL %		
MULTI-STAR	0		
PROMOTE TO BG	0		
RETAIN AS COL	5		
UNSATISFACTORY	0		
TOTAL	5		

Senior Rater Limit:

No more than 24% for Multi-Star

No more than 25-49% for Promote to BG

After first 5 Reports with Credit

	COL %		
MULTI-STAR	2	20.00%	
PROMOTE TO BG	2	20.00%	40.00%
RETAIN AS COL	6		
UNSATISFACTORY	0		
TOTAL	10		

Senior Rater may submit:

2 of first 5 reports as MULTI-STAR 24%

2 of first 5 as PROMOTE TO BG.

Top two boxes cannot equal (50%) cumulative profile limitation for the top two boxes

After first 10 Reports with Credit

	COL %		
MULTI-STAR	3	20.00%	
PROMOTE TO BG	4	26.67%	46.67%
RETAIN AS COL	8		
UNSATISFACTORY	0		
TOTAL	15		

Senior Rater may submit:

3 of first 10 reports as MULTI-STAR 24%

4 of first 10 as PROMOTE TO BG.

Top two boxes cannot equal (50%) cumulative profile limitation for the top two boxes

Upon system restart, your profile will look like this.



BG Report

Attachments Menu

- 1-Page OER for BGs
- Rater and Senior rater both comment on character and potential
- No rater and senior rater box check
- Processes thru HRC to Officers Army Military Human Resource Record

HQDA#:		Attachments Menu				
STRATEGIC GRADE PLATE (O7) OFFICER EVALUATION REPORT 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 (Rated Officer)						
a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			h. UIC	i. REASON FOR SUBMISSION		
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	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)		a2. SSN	a3. RANK	a4. POSITION		
a5. EMAIL ADDRESS (.gov or .mil)		a6. SIGNATURE		a7. DATE (YYYYMMDD)		
b1. NAME OF SENIOR RATER (Last, First, Middle Initial)		b2. SSN	b3. RANK	b4. POSITION		
b5. SENIOR RATER'S ORGANIZATION		b6. BRANCH	b7. COMPONENT	b9. EMAIL ADDRESS (.gov or .mil)		
		b8. SENIOR RATER PHONE NUMBER		b10. SIGNATURE		
c. 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		d1. SIGNATURE		d2. DATE (YYYYMMDD)		
PART III - DUTY DESCRIPTION						
a. PRINCIPAL DUTY TITLE			b. POSITION AOC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES						
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)						
a. APFT Pass/Fail/Profile: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		Date: _____	Height: _____	Weight: _____	Within Standard? _____	
Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? <input type="button" value="Reset item a. APFT/Pass/Fail/Profile"/>						
b. COMMENTS ON CHARACTER & POTENTIAL:						
PART V - SENIOR RATER EVALUATION						
COMMENTS ON CHARACTER & POTENTIAL:						



Evaluation Entry System (EES)

- **EES is the revised web-based tool in development at HRC, which will be used to complete and submit evaluations.**
- **EES will consolidate AKO MyForms wizard, IWRS, excel profile calculators, etc.**
- **Benefits of EES:**
 - **Enhanced wizard to guide rating chain and Human Resource professionals in preparing the evaluation**
 - **Multi-pane dashboard allows user to view data input and form simultaneously**
 - **Built-in tool to view and manage Rater and Senior Rater profiles**
 - **Provides quick reference to AR 623-3 and DA PAM 623-3**
 - **Eliminates accessing multiple systems and consolidates evaluation tools to one system**
 - **Does not delay evaluation processing due to rater profile “misfires” (automatic downgrade)**



U.S. ARMY

Questions



Creating a Company Grade OER from an OER Support Form

DEMONSTRATION MOD 2



CREATING A COMPANY GRADE EVALUATION REPORT

Go to Evaluations Entry System webpage at

<https://evaluations.hrc.army.mil>

Evaluation Entry System
U.S. Army Human Resources Command

Terms of Use

You are accessing a U.S. government (USG) information system (IS) that is provided for USG-authorized use only. By using this IS (which includes any device attached to this IS), you consent to the following conditions:

- The USG routinely intercepts and monitors communications on this IS for purposes including, but not limited to, penetration testing, COMSEC monitoring, network operations and defense, personnel threat/desertion (PTM), law enforcement, intelligence, and counterintelligence (CI) investigations.
- At any time, the USG may inspect and seize data stored on this IS.
- Communications using, or data stored on, this IS are not private, are subject to routine monitoring, interception, and search, and may be disclosed or used for any USG-authorized purpose.
- This IS includes security measures (e.g., authentication and access controls) to protect USG interests—not for your personal benefits or privacy.
- Notwithstanding the above, using this IS does not constitute consent to PM, I/E or CI investigative searching or monitoring of the content of privileged communications, or work product, related to personal representation or services by attorneys, psychotherapists, or clergy, and their assistants. Such communications, work product, and services are exempt from automatic interception and search.

I agree to the terms of the User Agreement.

Accept Terms Cancel

Warning

This is a developmental website and will not retain any test data entered when the system is fielded.

This system does not communicate with any database of record at this time.

DO NOT ENTER VIABLE Social Security Numbers on this system.
This system will have errors as it is being used for developmental and testing purposes.

Acknowledge

Version: 4.0.0 / ActiveSync Version: 1.1.4.10.2017

For optimal performance, a screen resolution setting of 1024 x 768 pixels or greater is recommended.

CREATING A COMPANY GRADE EVALUATION REPORT

FOUO - Unclassified



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U.S. Army Human Resources Command



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- At any time, the USG may inspect and seize data stored on this IS.
- Communications using, or data stored on, this IS are not private, are subject to routine monitoring, interception, and search, and may be disclosed or used for any USG authorized purpose.
- This IS includes security measures (e.g., authentication and access controls) to protect USG interests—not for your personal benefit or privacy.
- Notwithstanding the above, using this IS does not constitute consent to PM, LE or CI investigative searching or monitoring of the content of privileged communications, or work product, related to personal representation or services by attorneys, psychotherapists, or clergy, and their assistants. Such communications and work product are private and confidential. See [User Agreement](#) for details.

I agree to the terms of the User Agreement.

Accept Terms

Cancel



Version: 4.0.0.4 Archetype Version: 1.5.4.1 © 2012

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Evaluation Entry System (EES) Landing Page



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Support Links:

Evaluation Support and Help

- [Evaluation and Training Tools](#)
- [Appeals and Corrections](#)
- [Evaluation Entry System Users Guide](#)
- [Ask an Expert](#)
- [Frequently Asked Questions](#)

External Links and Resources

- [AR623-3](#)
- [DA PAM 623-3](#)
- [S1 NET](#)
- [MYBOARDFILE](#)
- [IWRS](#)
- [USER Survey and Feedback](#)
- [Army Doctrine](#)
- [Army Doctrine References](#)

Welcome to the HRC Evaluations Entry System

Please select an option below:

Create OER Support Form	Edit OER Support Form
Create NCOER Support Form	Edit NCOER Support Form
Create New OER	Create New NCOER
Continue/View Active Evaluations	Evaluation Status and Management Tools (IWRS)
View Senior Rater Profile where I am a delegate	View my Rater and Senior Rater Profile
Manage Rating Chain	View Forms
Signature Removal	Manage Delegates

<https://evaluations.hrc.army.mil>

Rated Soldier	End Date	Status
ALVORD, ANDREW 1LT	20130801	In Progress
SMITH, CPT		In Progress
SMEDLAP, 1LT		In Progress

Name	Role	Signed?	View
HOLLIFIELD	Rater	No	<input type="button" value="Go"/>
JONES	Senior Rater	No	<input type="button" value="Go"/>

Rated Soldier	End Date	Status
ALVORD, ANDREW MAJ	20100531	In Progress
SMITH, 1LT		In Progress
SMITH, CPT		In Progress

*Click row for more information

Recent OER Support Form Activity:

Rated Soldier	End Date	Role
VO, SON CPT	20130531	Delegate
VO, SON CW2	20081205	Delegate
CLINTON, YOLANDA CPT	20081207	Delegate
TERRY, ERROL CPT	20130531	Delegate
MATEO, SAMUEL CPT	20130531	Delegate
DYER, ISAAC CPT	20130531	Delegate
MCHUGH, JEREMY CPT	20130531	Delegate
BALDUS, JOSHUA CPT	20130531	Delegate
CUNNANE, JOHN CPT	20120731	Delegate
PRESTON, NICHOLAS CPT	20120731	Delegate

*Click row for more information



Manage Delegates



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Manage Delegates

Delegates for **John Omohundro** in the role of **SENIOR RATER**

	Name	Manage Delegates	View Rating Profile	Edit and Submit Evaluations	Start	End	
1.	Benjamin Schrooten	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	20131217	20141217	<input type="button" value="Remove"/>
2.	Anthony Pete	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	20131127	20141127	<input type="button" value="Remove"/>
3.							
4.							
5.							
6.							
7.							
8.							
9.							
10.							

Instructions

Delegation allows Raters and Senior Raters to designate authority for the processing of evaluations in their organization. Creating delegates will allow up to two delegates to see/manage the Senior Rater's Profile or the Rater's Profile (The delegates must be authorized access to each profile individually).

Select the box under "View Rating Profile" to authorize viewing of the Senior Rater or Rater Profile

Only two delegates may be authorized to add names to this list. If "Manage Delegates" is checked, Up to two individuals will be authorized to add other administrative personnel authorized to assist in the preparation and submission of evaluations.

Select the box under "Manage Delegates" to authorize adding names to this list.

Up to ten delegates may be authorized to assist in the preparation and submission of evaluations on your behalf after signatures are applied.

Select the box under "Edit and Submit Evaluations" to authorize assistants in the preparation and submission of evaluations.



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CREATING A COMPANY GRADE EVALUATION

FOUO - Unclassified



Evaluation Entry System U.S. Army Human Resources Command



Main Menu ▾

Support Links:

Evaluation Support and Help

- [Evaluation and Training Tools](#)
- [Appeals and Corrections](#)
- [Evaluation Entry System Users Guide](#)
- [Ask an Expert](#)
- [Frequently Asked Questions](#)

External Links and Resources

- [AR623-3](#)
- [DA PAM 623-3](#)
- [S1 NET](#)
- [MYBOARDFILE](#)
- [IWRS](#)
- [USER Survey and Feedback](#)
- [Army Doctrine](#)
- [Army Doctrine References](#)

Welcome to the HRC Evaluations Entry System Please select an option below:

Create OER Support Form	Edit OER Support Form
Create NCOER Support Form	Edit NCOER Support Form
Create New OER	Create New NCOER
Continue/View Active Evaluations	Evaluation Status and Management Tools (IWRS)
View Senior Rater Profile where I am a delegate	View my Rater and Senior Rater Profile
Manage Rating Chain	View Forms
Signature Removal	Manage Delegates

Recent OER Activity:

Rated Soldier	End Date	Status
LARET, ROBERT CW2	20131102	In Progress
LARET, ROBERT CW2	20131102	In Progress
BAYS, BOBBY CPT	20130601	In Progress
BAYS, BOBBY CPT	20130601	In Progress
ALVORD, ANDREW CPT	20130601	In Progress
ALVORD, ANDREW CPT	20130601	In Progress
DETER, JAKE CW2	20131102	In Progress
DETER, JAKE CW2	20131102	In Progress
BARNLEY, RICHARD CW2	20131002	In Progress
BARNLEY, RICHARD CW2	20131002	In Progress

*Click row for more information

Recent OER Support Form Activity:

Rated Soldier	End Date	Role
BAYS, BOBBY CPT	20130531	RATER
BAYS, BOBBY CPT	20130531	SENIOR RATER
VO, SON CPT	20130531	SENIOR RATER
VO, SON CPT	20130531	RATER
VO, SON CW2	20081205	SENIOR RATER
VO, SON CW2	20081205	RATER

CREATING A COMPANY GRADE EVALUATION REPORT



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Logged

Active Support Forms:

Rated Soldier Last Name: Rated Soldier UIC: Support Form ID: SSN:

31 items found, displaying 1 to 10.

[First/Prev] 1, 2, 3, 4 [Next/Last]

Support Form Id	Rated Soldier	Rater	Senior Rater	Your Role
1867	NORTHROP, WILLIAM CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER
1867	NORTHROP, WILLIAM CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
1746	BAYS, BOBBY CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER
1746	BAYS, BOBBY CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
1201	VO, SON CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER
1201	VO, SON CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
1122	VO, SON CW2	FREEMAN, JASON CPT	JORDANO, JAMES LTC	SENIOR RATER
1122	VO, SON CW2	FREEMAN, JASON CPT	JORDANO, JAMES LTC	RATER
1101	CLINTON, YOLANDA CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
1101	CLINTON, YOLANDA CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER

Export options: CSV | Excel | PDF

*Click row to continue the Support Form.



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CREATING A COMPANY GRADE EVALUATION

REPORT



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

[Edit](#) [Create OER](#) [Manage Enclosures](#)

PART I - ADMINISTRATIVE DATA (Rated Officer)					
a. NAME (Last, First, Middle Initial) VO, SON, L	b. SSN 901-03-1601	c. GRADE/ RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	e. BRANCH AR	f. COMPONENT (STATUS CODE)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC			h. UIC CODE WC0101	i. THRU DATE OF LAST COMPLETED EVALUATION 20130531	
j. RATED OFFICERS AKO EMAIL ADDRESS (.gov or .mil) son.l.vo.mil@mail.mil			k. MSAF Date: 20131001		

PART II - AUTHENTICATION					
a1. NAME OF RATER (Last, First, Middle Initial) FREEMAN, JASON, L	a2. SSN 899-99-9999	a3. RANK LTC	a4. POSITION Battalion Commander	a5. E-MAIL ADDRESS (.gov or .mil) jason.l.freeman.mil@mail.mil	
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)	b2. SSN (OPTIONAL)	b3. RANK	b4. POSITION	b5. E-MAIL ADDRESS (.gov or .mil)	
c1. NAME OF SENIOR RATER (Last, First, Middle Initial) JORDANO, JAMES, W	c2. SSN 899-99-9999	c3. RANK COL	c4. POSITION Brigade Commander	c5. E-MAIL ADDRESS (.gov or .mil) james.w.jordano.mil@mail.mil	
c6. SENIOR RATERS ORGANIZATION 136th AR BDE Fort Carson, CO		c7. BRANCH AR	c8. COMPONENT RA	c9. SENIOR RATER PHONE NUMBER 502-613-9019	
d1. INDIVIDUAL TO PERFORM SUPPLEMENTAL REVIEW (Last, First, MI)-(IF REQUIRED)		d2. RANK	d4. POSITION	d5. E-MAIL ADDRESS (.gov or .mil)	

PART III - VERIFICATION OF FACE-TO-FACE DISCUSSION			
MANDATORY RATER/RATED OFFICER INITIAL FACE-TO-FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON			
DATE	RATED OFFICER INITIALS	RATER INITIALS	SENIOR RATER INITIALS
20130601	Click to Sign	Click to Sign	Click to Sign

RATED OFFICER ACCESS TO SUPPORT FORMS PRIOR TO INITIAL COUNSELING: RATER (Date) 20130601 SENIOR RATER (Date) 20130601

PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:			
DATE	RATED OFFICER INITIALS	RATER INITIALS	SENIOR RATER INITIALS
20130901	Click to Sign	Click to Sign	Click to Sign
20131201	Click to Sign	Click to Sign	Click to Sign
20140301	Click to Sign	Click to Sign	Click to Sign

PART IV - RATED OFFICER - DUTIES AND RESPONSIBILITIES	
a. PRINCIPAL DUTY TITLE: Company Commander	b. POSITION AOC/BRANCH: 19A00/AR

c. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES:
Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.

CREATING A COMPANY GRADE EVALUATION REPORT

Evaluation Entry Report
U.S. Army Human Resources Command

Logged In: John.omohundro

Print For Manual Submission

Exit

Submit Evaluation

Manage Enclosures

Delete

To edit a particular selection, choose the appropriate button below:

Rated Soldier

Rater

Intermediate Rater

Senior Rater

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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) VO, SON, L		b. SSN 901-03-1801	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	e. BRANCH AR	f. COMP Status Code
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC			h. UIC CODE		i. REASON FOR SUBMISSION	
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	l. NONRATED CODES	m. NO. OF ENCL. 0	n. RATED OFFICER'S APO EMAIL ADDRESS son.l.vo.mil@mail.mil	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)						
a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L		b2. RANK 899-99-9999	b3. RANK LTC	b4. POSITION Battalion Commander	b5. SIGNATURE 	
a7. E-MAIL ADDRESS (gov or .mil) jason.l.freeman.mil@mail.mil		b6. Date (YYYYMMDD)				
b1. NAME OF INTERMEDIATE RATER (Last, First, MI)		b2. Not Required	b3. RANK	b4. POSITION	b5. SIGNATURE 	
b7. E-MAIL ADDRESS (gov or .mil)		b6. Date (YYYYMMDD)				
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W		c2. RANK 899-99-9999	c3. RANK COL	c4. POSITION Brigade Commander	c5. SIGNATURE 	
c6. Date (YYYYMMDD)						
c7. SENIOR RATER'S ORGANIZATION 136th AR BDE Fort Carson, CO		c8. BRANCH AR	c9. COMPONENT RA	c10. SENIOR RATER PHONE NUMBER 502-613-9019	c11. E-MAIL ADDRESS (gov or .mil) james.w.jordano.mil@mail.mil	
d. This is a referred report; do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments attached. <input type="checkbox"/> No				e1. SIGNATURE OF RATED OFFICER 		e2. Date (YYYYMMDD)
f1. Supplemental Review Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					g. MSAF Date:	
f2. NAME OF REVIEWER (Last, First, MI)		f3. RANK	f4. POSITION	f5. SIGNATURE 	f6. DATE (YYYYMMDD)	f7. COMMENTS ENCLOSED <input type="checkbox"/> Yes <input type="checkbox"/> No
PART III - DUTY DESCRIPTION						
a. PRINCIPAL DUTY TITLE Company Commander				b. POSITION ABBR 19A00/AR		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.						
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)						
a. APFT Pass/Fail/Profile: DATE: HEIGHT: 0 VWEIGHT: 0 WITHIN STANDARD? Yes/No: (Comments required for "failed" APFT, or "profile" when it precludes performance of duty, and "no" for Army weight standards)						
b. This Officer's Overall Performance is Rated As: (Select one box representing Rated Officers overall performance compared to others of the same grade whom you have known in your career. Managed at less than 50% in EXCELS.)						
EXCELS (49%) <input type="checkbox"/>		PROFICIENT <input type="checkbox"/>		CAPABLE <input type="checkbox"/>		UNSATISFACTORY <input type="checkbox"/>

I currently rate Army Officers in this grade.
A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review YES NO (explain)

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Exit Next Go to Signatures Print Draft

Doc ID # 3916

VO - 901031601

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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) VO, SON, L		b. SSN 901-03-1601	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	f. COMP Status Code RA
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC			h. UIC CODE W90101	i. REASON FOR SUBMISSION	
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	l. NONRATED CODES	m. NO. OF ENCL. 0	n. RATED OFFICER'S EMAIL ADDRESS son.l.vo.mil@mail.mil

Admin Data

a. Last Name: VO First Name: SON M.I.: L Suffix: b. SSN: 901031601

c. Rank: CPT d. Date of Rank: 20071203

Promotable Info

Is the Rated Officer promotable and serving in a position authorized for the next higher grade? Yes No

Frooked Info

Is the Rated Officer frooked to the next higher grade and serving in a position authorized for the rank to which he/she is frooked? Yes No

e. Branch: AR - ARMOR f. Component: RA Status Code:

g. Unit, Org.: HHC, 2D MECH IN g. Station: FT CARSON g. Zip or APO: 80913 g. Major Command: FC

h. UIC Code: W90101 n. Rated Officer's AKO Email Address: son.l.vo.mil@mail.mil
Recommend you use a .gov or .mil

Note: Yellow highlighted tab indicates which step you are completing in the wizard



Exit Next Go to Signatures Print Draft

Step 1 Admin Data - Rated Soldier

Step 2 Admin Data - Continued

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Doc ID # 3916

VO - 901031601

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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) VO, SON, L	b. SSN 901-03-1601	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	e. BRANCH AR	f. COMP Status Code RA
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC			h. UIC CODE W90101	i. REASON FOR SUBMISSION 03 - Change of Rater	
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO. OF ENCL.	n. RATED OFFICER'S EMAIL ADDRESS
FROM (YYYYMMDD) 20120801	THRU (YYYYMMDD) 20130601	10		0	son.l.vo.mil@mail.mil

Admin Data Continued

i. Reason for Submission	<input type="text" value="03 - Change of Rater"/>
j. From Date	<input type="text" value="20120801"/>
j. Thru Date	<input type="text" value="20130601"/>
k. Rated Months	<input type="text" value="10"/>
Rated Days	<input type="text" value="304"/>
l. Non-Rated Codes	<input type="text"/> <input type="button" value="SELECT NON-RATED CODES"/>

Step 1
Admin Data -
Rated Soldier

Step 2
Admin Data -
Continued

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

[Print For Manual Submission](#)

[Exit](#)

[Submit Evaluation](#)

[Manage Enclosures](#)

[Delete](#)

To edit a particular selection, choose the appropriate button below:

[Rated Soldier](#)

[Rater](#)

[Intermediate Rater](#)

[Senior Rater](#)

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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) VO, SON, L		b. SSN 901-03-1601	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	e. BRANCH AR	f. COMP Status Code	
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC				h. UIC CODE W90101	i. REASON FOR SUBMISSION 03 - Change of Rater		
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO. OF ENCL	n. RATED OFFICER'S AKO EMAIL ADDRESS		
FROM (YYYYMMDD) 20120801	THRU (YYYYMMDD) 20130601	10		0	son.l.vo.mil@mail.mil		
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)							
a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L		a2. SSN 899-99-9999	a3. RANK LTC	a4. POSITION Battalion Commander	a5. SIGNATURE 		a6. Date(yyyymmdd)
				a7. E-MAIL ADDRESS(.gov or .mil) jason.l.freeman.mil@mail.mil			
b1. NAME OF INTERMEDIATE RATER (Last, First, MI)		b2. Not Required	b3. RANK	b4. POSITION	b5. SIGNATURE 		b6. Date(yyyymmdd)
				b7. E-MAIL ADDRESS(.gov or .mil)			
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W		c2. SSN 899-99-9999	c3. RANK COL	c4. POSITION Brigade Commander	c5. SIGNATURE 		c6. Date(yyyymmdd)
c7. SENIOR RATER'S ORGANIZATION 136th AR BDE Fort Carson, CO		c8. BRANCH AR	c9. COMPONENT RA	c10. SENIOR RATER PHONE NUMBER 502-613-9019	c11. E-MAIL ADDRESS(.gov or .mil) james.w.jordano.mil@mail.mil		
		d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments attached. <input type="checkbox"/> No		e1. SIGNATURE OF RATED OFFICER 		e2. Date(yyyymmdd)	
f1. Supplemental Review Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No						g. MSAF Date:	
f2. NAME OF REVIEWER (Last, First, MI)		f3. RANK	f4. POSITION	f5. SIGNATURE 		f6. DATE(yyyymmdd)	f7. COMMENTS ENCLOSED <input type="checkbox"/> Yes <input type="checkbox"/> No
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE Company Commander				b. POSITION AOC/BR 19A00/AR			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.							

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Logged In:

Exit

Next

Go to Signatures

Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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 II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)					
a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L	a2. SSN 519-78-7337	a3. RANK LTC	a4. POSITION Battalion Commander	a5. SIGNATURE	a6. Date(yyyymmdd)
				a7. E-MAIL ADDRESS(.gov or .mil) jason.l.freeman.mil@mail.mil	

Rater Info

a1: Rater's Last Name First Name M.I. Suffix a2: Rater's SSN
FREEMAN JASON L 899999999

a3: Rater's Rank Is the Rater promotable and serving in a position authorized for the next higher grade? Yes No
LTC

a4: Rater's Position a7: Rater's E-mail Address
Battalion Commander jason.l.freeman.mil@mail.mil
Recommend you use a .gov or .mil

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data

Step 2
Duty Description

Step 3
Performance Evaluation

Step 4
Performance Evaluation
Comments

Step 5
Performance Evaluation
Comments Cont.

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Logged In:

Main Menu ▾

Home

Logout

Previous

Exit

Next

Go to Signatures

Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT For use of this form, see AR 623-3 the proponent agency is DCS, G-1		SEE PRIVACY ACT STATEMENT IN AR 623-3
f1. Supplemental Review Required: <input type="radio"/> Yes <input checked="" type="radio"/> No		g. MSAF Date: 20131009
PART III - DUTY DESCRIPTION		
a. PRINCIPAL DUTY TITLE Company Commander	b. POSITION AOC/BR 19A00/AR	
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.		

Duty Description

Enter Principal Duty Title and Position AOC/Branch that matches with unit force structure documents. The information will reflect the duty title found on the DA Form 4037 (Officer Record Brief).

MSAF Date

20131009



PRINCIPAL DUTY TITLE

Company Commander

POSITION AOC/BR

19A00/AR

State the rated soldier's significant duties and responsibilities.

Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.

You have 229 characters remaining

Previous

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data

Step 2
Duty Description

Step 3
Performance Evaluation

Step 4
Performance Evaluation
Comments

Step 5
Performance Evaluation
Comments Cont.

CREATING A COMPANY GRADE EVALUATION

Previous

Exit

Next

Go to Signatures

Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT
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 IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)

a. APFT Pass/Fail/Profile: P DATE: 20130401 HEIGHT: 70 WEIGHT: 189 WITHIN STANDARD? Yes/No: Y
(Comments required for "failed" APFT, or "profile" when it precludes performance of duty, and "no" for Army weight standards)
Scored a 300 on the APFT.

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 known in your career. Managed at less than 50% in EXCELS.) I currently rate 5 Army Officers in this grade.

EXCELS

PROFICIENT

CAPABLE

UNSATISFACTORY



Evaluation Entry System U.S. Army Human Resources Command

Profile Stats

See entire profile

One item found.

Role	Rank Rated	EXCELS	PROFICIENT	CAPABLE	UNSATISFACTORY
RATER	CPT	4	5	0	0

Scored a 300 on the APFT.

You have 215 characters remaining

Overall Performance Rating [Profile Stats](#)

An overall performance indication of EXCELS is not authorized as your profile does not support it if you have other evaluations to process that would allow this report to process with an EXCELS indication, process those first. You may view your profile by selecting the "See entire profile" button above the performance indication blocks. If you have any further questions, please contact Human Resources Command Evaluation Policy Section at (502) 619-9019, DSN 635

EXCELS
(49%)

PROFICIENT

CAPABLE

UNSATISFACTORY

Lock

Comments for Overall Performance Rating:

Clearly the best of 4 Captains I rate. His performance has been nothing less than phenomenal.

You have 145 characters remaining

Are you serving as both the rater and senior rater?

Yes No

AR 623-3, para 2-20

AR 623-3, para 2-21

Previous

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data

Step 2
Duty Description

Step 3
Performance Evaluation

Step 4
Performance Evaluation
Comments

Step 5
Performance Evaluation
Comments Cont.

CREATING A COMPANY GRADE EVALUATION REPORT



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu

Logged In: j

Previous Exit Next Go to Signatures Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801 -

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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 IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)			
a. APFT Pass/Fail/Profile: <u>P</u> DATE: <u>20130401</u> HEIGHT: <u>70</u> WEIGHT: <u>189</u> WITHIN STANDARD? Yes/No: <u>Y</u> (Comments required for "failed" APFT, or "profile" when it precludes performance of duty, and "no" for Army weight standards) Scored a 300 on the APFT.			
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 known in your career. Managed at less than 50% in EXCELS.) I currently rate <u>5</u> Army Officers in this grade.			
EXCELS (49%) <input type="radio"/>	PROFICIENT <input checked="" type="radio"/>	CAPABLE <input type="radio"/>	UNSATISFACTORY <input type="radio"/>
Comments:			



Profile Stats

See entire profile

One item found.

Role	Rank Rated	EXCELS	PROFICIENT	CAPABLE	UNSATISFACTORY
RATER	CPT	4	6	0	0

Weight
189
standards
 No

Note: Once you have locked in your performance rating the page will refresh and then show in red that your rating has been locked for profiling

Note: Before or after the performance rating has been locked you can click the profile stats link to see your profile in real time. After locking a performance rating the math will automatically be calculated

You have 215 characters remaining

Overall Performance Rating [Profile Stats](#) No. of Officers currently rated in this grade 5

Performance Rating has been locked for profiling.

EXCELS (49%) PROFICIENT CAPABLE UNSATISFACTORY

Comments for Overall Performance Rating:
Clearly the best of 4 Captains I rate. His performance has been nothing less than phenomenal.

You have 145 characters remaining

Are you serving as both the rater and senior rater?
 Yes No

Lock

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Logged In: [User Name]

Previous

Exit

Next

Go to Signatures

Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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 IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)		
c. 1) Character: (Adherence to Army values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)	CPT X displayed tremendous character throughout rated period. He could always be counted on to do what is right despite the challenges he encountered. He fully supports the Commander's SHARP program and fosters a climate of dignity and respect.	
c. 2) Presence: (Military and Professional Bearing, Fitness, Confident, Resilient.)	CPT X leads from the front and radiates a role model attitude and appearance at all times. He displays confidence and enthusiasm while projecting a positive command presence. His unit APFT average was 275, the highest in the Battalion.	
c. 3) Intellect: (Mental Agility, Sound Judgement, Innovation, Interpersonal Tact, Expertise.)		

Performance Evaluation Comments

Character:

CPT X displayed tremendous character throughout rated period. He could always be counted on to do what is right despite the challenges he encountered. He fully supports the Commander's SHARP program and fosters a climate of dignity and respect.

You have 176 characters remaining

Presence:

CPT X leads from the front and radiates a role model attitude and appearance at all times. He displays confidence and enthusiasm while projecting a positive command presence. His unit APFT average was 275, the highest in the Battalion.

You have 176 characters remaining

Intellect:

CPT X is wise beyond his years. He develops courses of action to overcome transportation challenges in a very demanding operational environment. He quickly analyzes every situation and applies well thought guidance to his subordinates.

You have 176 characters remaining

Previous

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data



Step 2
Duty Description



Step 3
Performance Evaluation

Step 4
Performance Evaluation
Comments

Step 5
Performance Evaluation
Comments Cont.

CREATING A COMPANY GRADE EVALUATION REPORT

Evaluation Entry System
U.S. Army Human Resources Command

Main Menu ▾

Logged In: [User Name]

Previous Exit Next Go to Signatures Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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 IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)		
c. 4) Leads: (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates.)	CPT X leads from the front in all endeavors. He is the first to accomplish every assigned task. He sets the other for others to follow. He was the key planner on the Shindand Joint Facilities Utilization Board for the eventual move of the SSA to the east side of the airfield.	
c. 5) Develops: (Creates a positive command/workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession.)	CPT X possesses incredible team building skills as evidenced while standing up his unit. He has built tremendous teams who can work with minimal supervision. He willingly shares his technical skills and abilities. He is a true team player who cares more about his organization.	
c. 6) Achieves: (Gets Results.)	CPT X delivers the most incredible results. He maintained every DA standard from inventory accuracy to zero balance with due outs while working in an extremely high OPTEMPO. He implemented a supply accountability program and performs 100% inventories monthly on over \$65M of equipment.	

Performance Evaluation Comments Continued

Leads:
CPT X leads from the front in all endeavors. He is the first to accomplish every assigned task. He sets the other for others to follow. He was the key planner on the Shindand Joint Facilities Utilization Board for the eventual move of the SSA to the east side of the airfield.
You have 176 characters remaining

Develops:
CPT X possesses incredible team building skills as evidenced while standing up his unit. He has built tremendous teams who can work with minimal supervision. He willingly shares his technical skills and abilities. He is a true team player who cares more about his organization.
You have 176 characters remaining

Achieves:
CPT X delivers the most incredible results. He maintained every DA standard from inventory accuracy to zero balance with due outs while working in an extremely high OPTEMPO. He implemented a supply accountability program and performs 100% inventories monthly on over \$65M of equipment.
You have 176 characters remaining

Have you annotated any negative comments within your narrative?
 Yes No

Previous Exit Next Go to Signatures Print Draft

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Logge

Print For Manual Submission

Exit

Submit Evaluation

Manage Enclosures

To edit a particular selection, choose the appropriate button below:

Rated Soldier

Rater

Intermediate Rater

Senior Rater

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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) VO, SON, L		b. SSN 901-03-1601	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	e. BRANCH AR	f. COMP Status Code
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC			h. UIC CODE W90101		i. REASON FOR SUBMISSION 03 - Change of Rater	
j. PERIOD COVERED FROM (YYYYMMDD) 20120801		k. RATED MONTHS 10	l. NONRATED CODES	m. NO. OF ENCL. 0	n. RATED OFFICER'S AKO EMAIL ADDRESS son.l.vo.mil@mail.mil	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)						
a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L		a2. SSN 899-99-9999	a3. RANK LTC	a4. POSITION Battalion Commander	a5. SIGNATURE  Click to Sign	a6. Date (yyyyymmdd)
				a7. E-MAIL ADDRESS (gov or .mil) jason.l.freeman.mil@mail.mil		
b1. NAME OF INTERMEDIATE RATER (Last, First, MI)		b2. Not Required	b3. RANK	b4. POSITION	b5. SIGNATURE  Click to Sign	b6. Date (yyyyymmdd)
				b7. E-MAIL ADDRESS (gov or .mil)		
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W		c2. SSN 899-99-9999	c3. RANK COL	c4. POSITION Brigade Commander	c5. SIGNATURE  Click to Sign	c6. Date (yyyyymmdd)
c7. SENIOR RATER'S ORGANIZATION 136th AR BDE Fort Carson, CO		c8. BRANCH AR	c9. COMPONENT RA	c10. SENIOR RATER PHONE NUMBER 502-613-9019	c11. E-MAIL ADDRESS (gov or .mil) james.w.jordano.mil@mail.mil	
		d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments attached. <input type="checkbox"/> No			e1. SIGNATURE OF RATED OFFICER  Click to Sign	e2. Date (yyyyymmdd)
f1. Supplemental Review Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					g. MSAF Date 20131009	
f2. NAME OF REVIEWER (Last, First, MI)		f3. RANK	f4. POSITION	f5. SIGNATURE  Click to Sign	f6. DATE (yyyyymmdd)	f7. COMMENTS ENCLOSED <input type="checkbox"/> Yes <input type="checkbox"/> No
PART III - DUTY DESCRIPTION						
a. PRINCIPAL DUTY TITLE Company Commander				b. POSITION AOC/BR 19A00/AR		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.						
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)						
a. APFT Pass/Fail/Profile: Pass		DATE: 20130401		HEIGHT: 70		WEIGHT: 189
WITHIN STANDARD? Yes/No:						

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Main Menu ▾

Logged In:

Exit

Next

Go to Signatures

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VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT				SEE PRIVACY ACT STATEMENT	
For use of this form, see AR 623-3 the proponent agency is DCS, G-1				IN AR 623-3	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)					
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W	c2. SSN 519-78-7337	c3. RANK COL	c4. POSITION Brigade Commander	c5. SIGNATURE	c6. Date(yyyymmdd)
c7. SENIOR RATER'S ORGANIZATION 136th AR BDE Fort Carson, CO	c8. BRANCH AR	c9. COMPONENT RA	c10. SENIOR RATER PHONE NUMBER 502-613-9019	c11. E-MAIL ADDRESS(.gov or .mil) james.w.jordano.mil@mail.mil	
d. This is a referred report; do you wish to make comments? <input type="radio"/> Referred <input checked="" type="radio"/> Yes, comments attached. <input type="radio"/> No				e1. SIGNATURE OF RATED OFFICER	e2. Date(yyyymmdd)

Senior Rater Info

c1. Senior Rater's Last Name JORDANO	First Name JAMES	M.I. W	Suffix	c2. Senior Rater's SSN 899999999
c3. Senior Rater's Rank COL	Is the Senior Rater promotable and serving in a position authorized for the next higher grade? <input type="radio"/> Yes <input checked="" type="radio"/> No			
c4. Senior Rater's Position Brigade Commander		c7. Senior Rater's Organization 136th AR BDE Fort Carson, CO		
c8. Senior Rater's Branch ARMOR		c9. Senior Rater's Component RA		
c10. Senior Rater's Phone Number 5026139019		c11. Senior Rater's E-mail Address james.w.jordano.mil@mail.mil Recommend you use a .gov or .mil		

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data -
Senior Rater

Step 2
Potential Rating -
Senior Rater

Step 3
Supplemental Review -
Senior Rater

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command

Main Menu ▾

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Previous

Exit

Next

Go to Signatures

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Doc ID # 3916

VO - 901031601

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COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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 VI - SENIOR RATER		
a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) <input type="radio"/> Most Qualified (limited to 49%) <input type="radio"/> Highly Qualified <input type="radio"/> Qualified <input type="radio"/> Not Qualified	b. I currently senior rate: <u>25</u> Army Officers in this grade. c. COMMENT ON POTENTIAL CPT Xs potential ranks among the top 26 Company Commanders I currently Senior Rate, and in the top CPTs with whom I've observed in 24 years. His discipline and professionalism transcends to members of his unit and the sister companies in the Battalion. Promote to Major and select for resident ILE. Future Battalion Commander.	
d. LIST 3 FUTURE SUCCESSIVE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. BN S3, BN XO, BN CDR		

Sr. Rater Potential Rating

Compared Potential [Profile Stats](#) No. of Officers currently rated in this grade: 25

Do you meet the requirements to be this Rated Soldier's senior rater?
 Yes No

Rate the officer's potential compared with other officers of the same grade.

<input checked="" type="radio"/> Most Qualified (49%)	<input type="radio"/> Highly Qualified	<input type="radio"/> Qualified	<input type="radio"/> Not Qualified
---	--	---------------------------------	-------------------------------------

Comment on Potential:
CPT Xs potential ranks among the top 26 Company Commanders I currently Senior Rate, and in the top CPTs with whom I've observed in 24 years. His discipline and professionalism transcends to members of his unit and the sister companies in the Battalion. Promote to Major and select for resident ILE. Future

You have 215 characters remaining.

List 3 future successive assignments for which the officer is best suited:
BN S3, BN XO, BN CDR

You have 43 characters remaining.

Have you annotated any negative comments within your narrative?
 Yes No

Previous

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data -
Senior Rater

Step 2
Potential Rating -
Senior Rater

Step 3
Supplemental Review -
Senior Rater

CREATING A COMPANY GRADE EVALUATION



Evaluation Entry System
U.S. Army Human Resources Command



Main Menu ▾

Logged In:

Previous

Exit

Next

Go to Signatures

Print Draft

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT 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 II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)					
f1. Supplemental Review Required: <input type="radio"/> Yes <input checked="" type="radio"/> No				g. MSAF Date: 20131009	
f2. NAME OF REVIEWER (Last, First, MI)	f3. RANK	f4. POSITION	f5. SIGNATURE	f6. DATE (yyyymmdd)	f7. COMMENTS ENCLOSED <input type="radio"/> Yes <input checked="" type="radio"/> No

Supplemental Review

Supplemental Review Required? Yes No

Previous

Exit

Next

Go to Signatures

Print Draft

Step 1
Admin Data -
Senior Rater



Step 2
Potential Rating -
Senior Rater



Step 3
Supplemental Review -
Senior Rater



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For optimum presentation, a screen area resolution setting of 1024 x 768 pixels or greater is recommended.



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Main Menu ▾

Print For Manual Submission

Exit

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Manage Enclosures

To edit a particular selection, choose the appropriate button below:

Rated Soldier

Rater

Intermediate Rater

Senior Rater

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT
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) VO, SON, L		b. SSN 901-03-1601	c. RANK CPT	d. DATE OF RANK (YYYYMMDD) 20071203	e. BRANCH AR	f. COMP Status Code
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 2D MECH IN, FT CARSON, 80913, FC				h. UIC CODE W90101	i. REASON FOR SUBMISSION 03 - Change of Rater	
j. PERIOD COVERED		k. RATED MONTHS 10	l. NONRATED CODES	m. NO. OF ENCL 0	n. RATED OFFICER'S APO EMAIL ADDRESS son.l.vo.mil@mail.mil	
FROM (YYYYMMDD) 20120801	THRU (YYYYMMDD) 20130601					

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)

a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L	a2. SSN 519-78-7337	a3. RANK LTC	a4. POSITION Battalion Commander	a5. SIGNATURE Click to Sign	a6. Date(yyyymmdd)
				a7. E-MAIL ADDRESS(.gov or .mil) jason.l.freeman.mil@mail.mil	
b1. NAME OF INTERMEDIATE RATER (Last, First, MI)	b2. Not Required	b3. RANK	b4. POSITION	b5. SIGNATURE Click to Sign	b6. Date(yyyymmdd)
				b7. E-MAIL ADDRESS(.gov or .mil)	
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W	c2. SSN 519-78-7337	c3. RANK COL	c4. POSITION Brigade Commander	c5. SIGNATURE Click to Sign	c6. Date(yyyymmdd)
c7. SENIOR RATER'S ORGANIZATION 136th AR BDE Fort Carson, CO	c8. BRANCH AR	c9. COMPONENT RA	c10. SENIOR RATER PHONE NUMBER 502-613-9019	c11. E-MAIL ADDRESS(.gov or .mil) james.w.jordano.mil@mail.mil	
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments attached. <input type="checkbox"/> No				e1. SIGNATURE OF RATED OFFICER Click to Sign	e2. Date(yyyymmdd)
f1. Supplemental Review Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					g. MSAF Date: 20131009
f2. NAME OF REVIEWER (Last, First, MI)	f3. RANK	f4. POSITION	f5. SIGNATURE Click to Sign	f6. DATE(yyyymmdd)	f7. COMMENTS ENCLOSED <input type="checkbox"/> Yes <input type="checkbox"/> No

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Company Commander	b. POSITION AOC/BR 19A00/AR
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.	

Evaluations can be signed not earlier than 14 days prior to the thru date and must be signed in the correct order. Once signed it can then be submitted to HQDA (see 1-4)

4.

1.

2.

3.



U.S. ARMY

Questions

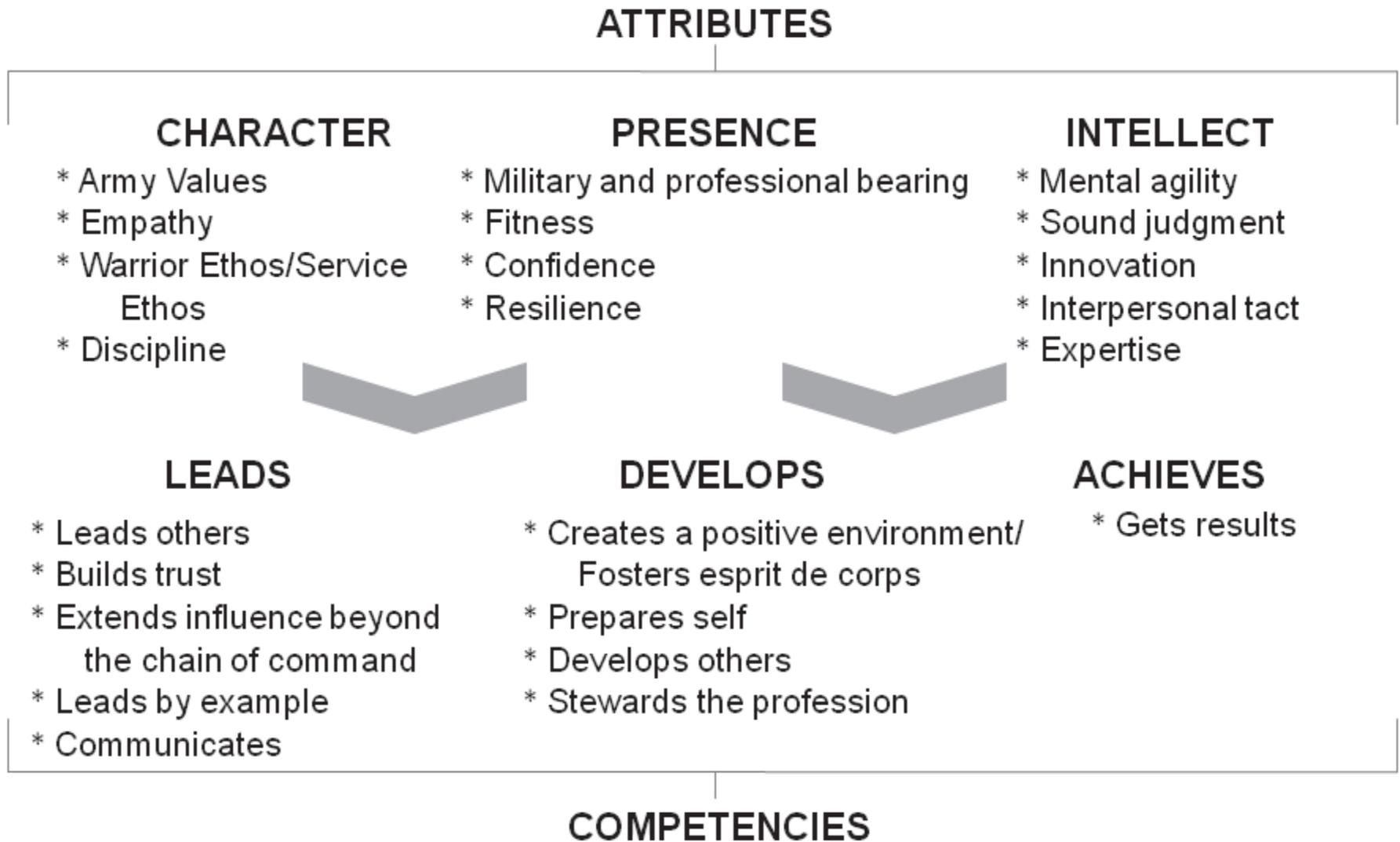


U.S. ARMY

Backup Data



Army Leadership Requirements



ADRP 6-22 AUG 2012 Figure 1-1. The Army leadership requirements model



U.S. ARMY

O-4 Broadening Experiences

Functional

- ASCC
 - OPS/Plans Officer
 - WFF Chief
- ASA/DCS
 - Asst XO
 - ADC
 - Division Chief (BR/FA Specific)
- USACE
 - DCO
- ARCIC WFF Chief/Manager
- AMC
 - COCOM LNO
 - OCLL LNO
- CTC
 - Senior OC-T
 - JRTC Village Stability Director
- AC/RC OC-T
- DA/ASA/DCS
 - Division Chief
 - Director.
- AWG (Forward Ops Chief)
- TRADOC
 - CAC WFF Chief/SME

Institutional

- CIG Action Officer
- SA/CSA/ASA/DCS
 - Asst XO
 - ADC
 - Special Assistant
 - Strategic Plans Officer
 - AOC Action Officer
 - Speech writer
- DA Staff Asst XO
- HRC Branch Chief
- AWC Staff
- CGSC Faculty
- Recruiting Command HQs (BDE XO, S3)
- TRADOC HQs (LNO, ARCIC Chief, DIV Chief)
- CAC
 - DIV Chief
 - Doctrine Dev
 - CDID Project Officer
 - Exercise Officer
 - Action Officer
- ASCCs
 - OPS/Plans Officer
- Cadet Command HQs
- USAREC HQs
- 1st Army/5th Army Staff
- FORSCOM HQs

Academia & Civilian Enterprise

- Fellowships
- PMS/APMS
- USMA Faculty/Staff
 - Directorate
 - BTO
- Training With Industry

JIIM

- AIDE TO PRES/VP
- COCOM/Joint Staff Asst XO
- COCOM HQs Commandant
- UN Staff Officer
- DCE Region OPS Officer
- DOS Defense Trade Analyst
- OSD
 - Analyst
 - Planner
 - Emergency Ops officer Assistant
 - Watch Officer
- COCOM/Joint Staff
 - Analyst
 - OPS/PLANS/JOC
 - WFF Chief
 - Chiefs/Liaisons
 - IA Liaisons
 - Watch Officer
- NORTHCOM Regional Support Chief
- State IG
- OCLL Liaison
- Sister Service Faculty
- TRADOC Sister Service LNO
- Transition Team
- Military Observer
- Allied Program Manager
- NGB Staff
- CGSC IA Fellow



U.S. ARMY

O-5 Broadening Experiences

Functional

- ASCC
 - OPS/Plans Officer
 - WFF Chief
- ASA/DCS
 - Asst XO
 - ADC
 - Division Chief (BR/FA Specific)
- USACE
 - DCO
- ARCIC WFF Chief/Manager
- AMC
 - COCOM LNO
 - OCLL LNO
- CTC
 - Senior OC-T
 - JRTC Village Stability Director
- AC/RC OC-T
- DA/ASA/DCS
 - Division Chief
 - Director.
- AWG (Forward Ops Chief)
- TRADOC
 - CAC WFF Chief/SME

Institutional

- CIG Action Officer
- SA/CSA/ASA/DCS
 - Asst XO
 - ADC
 - Special Assistant
 - Strategic Plans Officer
 - Speech writer
- DA Staff Asst XO
- HRC Branch Chief
- AWC Staff
- CGSC Faculty
- Recruiting Command HQs (BDE XO, S3)
- TRADOC HQs (LNO, ARCIC Chief, DIV Chief)
- CAC
 - DIV Chief
 - Doctrine Dev
- ASCCs
 - OPS/Plans Officer
- Cadet Command HQs
- USAREC HQs
- 1st Army/5th Army
- IMCOM
- CSA Strategic Studies Group
- Army Strategic Planner
- FORSCOM HQs

Academia & Civilian Enterprise

- Fellowships
- PMS/APMS
- USMA Faculty/Staff
 - RTO
 - Instructor
 - HQs/Staff
- AWC Faculty
- CGSC Faculty

JIIM

- AIDE TO PRES/VP
- COCOM/Joint Staff Asst XO
- COCOM HQs Commandant
- JCS Regional COCOM Desk Chief
- OSD
 - Analyst
 - Planner
 - Strategist
 - Desk Chief
 - POL-MIL Planner
 - Military Assistant
 - Speechwriter
- COCOM/Joint Staff
 - Division Chief
 - TNG/Readiness
 - OPS/PLANS/JOC
 - WFF Chief
 - Chiefs/Liaisons
 - IA Liaisons
- NORTHCOM Regional Support Chief
- State IG
- OCLL Liaison
- Sister Service Faculty
- TRADOC Sister Service LNO
- Transition Team
- Military Observer
- Allied Program Manager
- NGB Staff



U.S. ARMY

O-6 Broadening Experiences

Functional

- ASCC
 - Division Chief
 - Red Team
 - OPS
 - Plans
 - IG
- ASA/DCS
 - XO
 - Mil Assistant
 - Division Chief (BR/FA Specific)
- USACE
 - DCO
- TRADOC Capabilities Mgr
- AMC
 - Command Directors
 - PM
 - COS
 - XO
- CTC COG
- DA/ASA/DCS
 - Division Chief
 - Director.

Institutional

- HRC CIG Chief
- SA/CSA/ASA/DCS
 - XO
 - Mil Assistant
 - Division Chief (BR/FA Specific)
- DA Staff XO
- HRC DIV Chief
- CAC Director
- AWC Director
- CGSC Faculty
- Recruiting Command HQs
- TRADOC HQs
- CAC Director
 - CAL
 - COIN
 - DTAC
 - SAMS
- ASCCs
 - Division Chief
- Cadet Command HQs
- USAREC HQs
- 1st Army/5th Army
- IMCOM
- CSA Strategic Studies Group
- Army Strategic Planner
- FORSCOM HQs

Academia & Civilian Enterprise

- SSC Fellowships
- PMS
- USMA Faculty/Staff
- AWC Faculty
- CGSC Faculty
- SAMS Faculty

JIIM

- AIDE TO VP
- COCOM/Joint Staff XO
- JCS Regional COCOM Desk Chief
- OSD
 - Analyst
 - Planner
 - Strategist
 - Desk Chief
 - POL-MIL Planner
 - Military Assistant
- COCOM/Joint Staff
 - Division Chief
 - TNG/Readiness
 - OPS/PLANS
 - IG
 - Special OPS Chiefs/Liaisons
 - IA Liaisons
- DOS Desk Chief
- AWC Director Joint Multi-national studies
- CAC Joint Allied Studies
- Defense Coordination Officer
- State IG
- OCLL Director/Liaison
- ALSA Director
- Sister Service Faculty
- Allied PM Foreign Mil Sales
- DISA DIV Chief



U.S. ARMY

O-3 Broadening Experiences

Functional

- ASCC
 - OPS/Plans Officer
 - WFF Chief
- CTC
 - OC-T
- AC/RC
 - OC-T
- TRADOC
 - SGL
 - Training/Ops officer
- INSCOM
 - G2 Watch Officer

Institutional

- CIG Action Officer
- SA/CSA/ASA/DCS
 - ADC
 - Special Assistant
- HRC
 - Assignment Officer
 - HQs
- TRADOC
 - Ops Officer
 - Analyst
- CAC
 - Doctrine Dev
 - Project Officer
 - Officer
 - Action Officer
- ASCCs
 - OPS/Plans Officer
- USAREC
 - Staff
 - Company CMD

Academia & Civilian Enterprise

- Fellowships
- ACS
- Training with Industry
- APMS
- USMA Faculty/Staff
 - TAC
 - Instructor

JIIM

- JCS Intern
- PEOC Watch Officer
- OSD
 - Watch Officer
- Transition Team



Rater Box Check Defined

Excels:

Results far surpass expectations. The officer readily (fluently/naturally/effortlessly) demonstrates a high level of the all attributes and competencies. Recognizes and exploits new resources; creates opportunities. Demonstrates initiative and adaptability even in highly unusual or difficult situations. Emulated; sought after as expert with influence beyond unit. Actions have significant, enduring, and positive impact on mission, the unit and beyond. Innovative approaches to problems produce significant gains in quality and efficiency.

Proficient:

Consistently produces quality results with measurable improvement in unit performance. Consistently demonstrates a high level of performance for each attribute and competency. Proactive in challenging situations. Habitually makes effective use of time and resources; improves position procedures and products. Positive impact extends beyond position expectations.

Capable:

Meets requirements of position and additional duties. Capable of demonstrating Soldier attributes and competencies and frequently applies them; Actively learning to apply them at a higher level or in more situations. Aptitude, commitment, competence meets expectations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration.



Senior Rater Profile Calculator COL

Name	Type Rpt	Thru Date	Box Checks				Profile				Total Reports	Date Due to HRC	% Total Multi Star	% Total Prom to BG	COMB %
			MULTI STAR	PROMOT E TO BG	RETAIN ASCOL	NOT QUAL	MULTI STAR	PROMOT E TO BG	RETAIN ASCOL	NOT QUAL					
Credit	NA	NA		0	5		0	0	5	0	5	NA	0	#VALUE!	
Example, Mark	ANN	20140415		1	0		0	1	5	0	6	20140715	0	16.7	16.67%
Example, Sam	CTR	20140501		1			0	2	5	0	7	20140801	0	28.6	28.57%
Example, Amb	SRO	20140515		1			0	3	5	0	8	20140815	0	37.5	37.50%
Example, Bob	SRO	20140530		1			0	4	5	0	9	20140830	0	44.4	44.44%
Example, June	ANN	20140601		1			0	5	5	0	10	20140901	0	50	50.00%
Example, Tom	ANN	20140615		1			0	6	5	0	11	20140915	0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%
							0	6	5	0	11		0	54.5	54.55%

- 1: Senior Rater given a credit of 5 Retain as Colonel.
- 2: Senior Rater profile calculated upon Electronic Submission via EES or Hard Copy to HQDA
- 3: Senior Rater must stay below 50% for MOST QUALIFIED evaluations.
- 4: Officers will be evaluated and profiled at promotable grade if listed as (P) in the Part I.c. rank block of the OER.
- 5: (P) means officer is promotable and serving in an authorized position at the promotable grade.