



# Creating a Company Grade OER from an OER Support Form

DEMONSTRATION MOD 2

NOTE: See slide note pages for detailed notes.



# Evaluation Entry System

## U.S. Army Human Resources Command



### Terms of Use

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- 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 misconduct (PM), law enforcement (LE), and counterintelligence (CI) investigations.
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- 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, work product, and records 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 0.4 Archetype Version: 1.5.4.1 © 2012

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





## Evaluation Entry System

### U.S. Army Human Resources Command



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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

## U.S. Army Human Resources Command



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### Support Links:

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#### External Links and Resources

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## Welcome to the HRC Evaluations Entry System

Please select an option below:

<a href="#">Create OER Support Form</a>	<a href="#">Edit OER Support Form</a>
<a href="#">Create NCOER Support Form</a>	<a href="#">Edit NCOER Support Form</a>
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<a href="#">View Senior Rater Profile where I am a delegate</a>	<a href="#">View my Rater and Senior Rater Profile</a>
<a href="#">Manage Rating Chain</a>	<a href="#">View Forms</a>
<a href="#">Signature Removal</a>	<a href="#">Manage Delegates</a>

### 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



# Evaluation Entry System

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### Active Support Forms:

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

31 items found, displaying 1 to 10.

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Support Form Id	Rated Soldier	Rater	Senior Rater	Your Role
<a href="#">1867</a>	NORTHROP, WILLIAM CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER
<a href="#">1867</a>	NORTHROP, WILLIAM CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
<a href="#">1746</a>	BAYS, BOBBY CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER
<a href="#">1746</a>	BAYS, BOBBY CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
<a href="#">1201</a>	VO, SON CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	SENIOR RATER
<a href="#">1201</a>	VO, SON CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
<a href="#">1122</a>	VO, SON CW2	FREEMAN, JASON CPT	JORDANO, JAMES LTC	SENIOR RATER
<a href="#">1122</a>	VO, SON CW2	FREEMAN, JASON CPT	JORDANO, JAMES LTC	RATER
<a href="#">1101</a>	CLINTON, YOLANDA CPT	FREEMAN, JASON LTC	JORDANO, JAMES COL	RATER
<a href="#">1101</a>	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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# Evaluation Entry System

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PART I - ADMINISTRATIVE DATA (Rated Officer)					
a. NAME (Last, First, Middle Initial) VO, SON, L	b. SSN XXX-XX-XXXX	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	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	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.	



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

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			
<b>PART I - ADMINISTRATIVE DATA</b>									
a. NAME (Last, First, Middle Initial) VO, SON, L		XXX-XX-XXX		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)		k. RATED MONTHS THRU (YYYYMMDD)		l. NONRATED CODES	m. NO. OF ENCL. 0	n. RATED OFFICER'S APO EMAIL ADDRESS son.l.vo.mil@mail.mil			
<b>PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)</b>									
a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L		XXX-XX-XXXX		b. RANK TC	c4. POSITION Battalion Commander		e5. SIGNATURE 	e6. 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	e7. SIGNATURE 	e8. 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	e7. SIGNATURE 	e8. Date (YYYYMMDD)	
b7. E-MAIL ADDRESS (gov or .mil)		c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W		XXX-XX-XXXX	l. RANK OL	c4. POSITION Brigade Commander	e5. SIGNATURE 	e6. 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. COMMENTS ENCLOSED <input type="checkbox"/> Yes <input type="checkbox"/> No			
f1. Supplemental Review Required: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No						g. MSAP 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	
<b>PART III - DUTY DESCRIPTION</b>									
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.									
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)</b>									
a. APFT Pass/Fail/Profile:		DATE:		HEIGHT: 0		WEIGHT: 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"/>		<input type="checkbox"/> I currently rate Army Officers in this grade. <input type="checkbox"/> 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) UNSATISFACTORY			



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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 xxx-xx-xxxx	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		
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO. OF ENCL. 0	n. RATED OFFICER'S EMAIL ADDRESS son.l.vo.mil@mail.mil	
FROM (YYYYMMDD)	THRU (YYYYMMDD)					

Admin Data

a. Last Name: VO      First Name: SON      M.I.: L      Suffix:   
 b. SSN: xxx-xx-xxxx

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

Exit Next Go to Signatures Print Draft

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



Step 1  
Admin Data -  
Rated Soldier

Step 2  
Admin Data -  
Continued



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Doc ID # 3916

VO - 901031601

<b>COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT</b> For use of this form, see AR 623-3 the proponent agency is DCS, G-1				SEE PRIVACY ACT STATEMENT IN AR 623-3		
<b>PART I - ADMINISTRATIVE DATA</b>						
a. NAME (Last, First, Middle Initial) VO, SON, L		b. SSN xxx-xx-xxxx	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 10	l. NONRATED CODES	m. NO. OF ENCL. 0	n. RATED OFFICER'S EMAIL ADDRESS son.l.vo.mil@mail.mil	
FROM (YYYYMMDD) 20120801		THRU (YYYYMMDD) 20130601				

Admin Data Continued

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



# Evaluation Entry System

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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			h. SSN xxx-xx-xxxx		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 THRU (YYYYMMDD) 20130601		l. NONRATED CODES 10	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 XXX-XX-XXXX		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 XXX-XX-XXXX		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:	
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.									



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Doc ID # 3916

VO - 901031601

Rating Period: 20120801

<b>COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT</b> <small>For use of this form, see AR 623-3 the proponent agency is DCS, G-1</small>				SEE PRIVACY ACT STATEMENT <small>IN AR 623-3</small>	
<b>PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)</b>					
a1. NAME OF RATER (Last, First, MI) FREEMAN, JASON, L	a2. SSN xxx-xx-xxxx	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 <input type="text" value="FREEMAN"/>	First Name <input type="text" value="JASON"/>	M.I. <input type="text" value="L"/>	Suffix <input type="text"/>	a2. Rater's SSN <input type="text" value="xxx-xx-xxxx"/>
a3. Rater's Rank <input type="text" value="LTC"/>		Is the Rater promotable and serving in a position authorized for the next higher grade? <input type="radio"/> Yes <input checked="" type="radio"/> No		
a4. Rater's Position <input type="text" value="Battalion Commander"/>		a7. Rater's E-mail Address <input type="text" value="jason.l.freeman.mil@mail.mil"/> <small>Recommend you use a .gov or .mil</small>		





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Logged In:

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 type="radio"/> No		g. MSAF Date: 20131009
<b>PART III - DUTY DESCRIPTION</b>		
a. PRINCIPAL DUTY TITLE Company Commander		b. POSITION AOC/BR 19A00/AR
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Company Commander of the 138th 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:

PRINCIPAL DUTY TITLE:

POSITION AOC/BR:

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

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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 (49%)      PROFICIENT      CAPABLE      UNSATISFACTORY

phenomenal.

**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

APFT Date      Height      Weight  
20130401      70      189

**Overall Performance Rating Warning**

You are locking the Overall Performance Rating for profiling. Once the record is locked you will not be able to unlock/change the rating. Additionally, by locking this rating, you understand that the indications for rated Soldier rank, promotable status, and frocking will also lock and cannot be edited.

**Lock**      Cancel

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 meet the minimum requirements for 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) 614-9019, DSN 635

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

AR 623-3, para 2-20  
 AR 623-3, para 2-21

Previous

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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

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  **Performance Rating has been locked for profiling.**

EXCELS (49%) PROFICIENT CAPABLE UNSATISFACTORY

No. of Officers currently rated in this grade: 5

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



Doc ID # 3916

VO - 901031601

Rating Period: 20120801

<b>COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT</b> <small>For use of this form, see AR 623-3 the proponent agency is DCS, G-1</small>		<small>SEE PRIVACY ACT STATEMENT IN AR 623-3</small>
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)</b>		
c. 1) <b>Character:</b> <small>(Adherence to Army values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)</small>	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) <b>Presence:</b> <small>(Military and Professional Bearing, Fitness, Confident, Resilient.)</small>	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) <b>Intellect:</b> <small>(Mental Agility, Sound Judgement, Innovation, Interpersonal Tact, Expertise.)</small>		

**Performance Evaluation Comments**

**Character:**  
  
 You have 176 characters remaining

**Presence:**  
  
 You have 176 characters remaining

**Intellect:**  
  
 You have 176 characters remaining



Doc ID # 3916

VO - 901031601

Rating Period: 20120801

<b>COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT</b> <small>For use of this form, see AR 623-3 the proponent agency is DCS, G-1</small>		<small>SEE PRIVACY ACT STATEMENT IN AR 623-3</small>
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)</b>		
c. 4) <b>Leads:</b> (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) <b>Develops:</b> (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) <b>Achieves:</b> (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:**

You have 176 characters remaining

**Develops:**

You have 176 characters remaining

**Achieves:**

You have 176 characters remaining

CPT X deliv... can to

Have you annotated any negative comments within your narrative?

Yes  No







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





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 xxx-xx-xxxx	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 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	b1. SSN xxx-xx-xxxx	c1. RANK TC	d1. POSITION Battalion Commander	e1. SIGNATURE  <a href="#">Click to Sign</a>	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	c3. RANK	d4. POSITION	e5. SIGNATURE  <a href="#">Click to Sign</a>	b6. Date(yyyymmdd)	
				b7. E-MAIL ADDRESS(.gov or .mil)		
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W	c2. SSN xxx-xx-xxxx	c3. RANK COL	d4. POSITION Brigade Commander	e5. SIGNATURE  <a href="#">Click to Sign</a>	c6. Date(yyyymmdd)	
d7. SENIOR RATER'S ORGANIZATION 136th AR BDE Fort Carson, CO	e8. BRANCH AR	e9. COMPONENT RA	e10. SENIOR RATER PHONE NUMBER 502-613-9019	e11. 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  <a href="#">Click to Sign</a>	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  <a href="#">Click to Sign</a>	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 AOCIBR 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:		



Exit

Next

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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)					
c1. NAME OF SENIOR RATER (Last, First, MI) JORDANO, JAMES, W	c7. CCNU xxx-xx-xxxx	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 xxx-xx-xxxx
c3. Senior Rater's Rank 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				
COL				
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

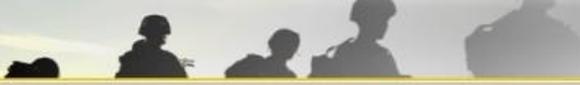
Go to Signatures

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Step 1  
Admin Data -  
Senior Rater

Step 2  
Potential Rating -  
Senior Rater

Step 3  
Supplemental Review -  
Senior Rater



Doc ID # 3916

VO - 901031601

Rating Period: 20120801 - 20120831

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)	b. I currently senior rate <u>25</u> Army Officers in this grade.	
<input type="radio"/> Most Qualified (limited to 49%) <input type="radio"/> Highly Qualified <input type="radio"/> Qualified <input type="radio"/> Not Qualified	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 X.O, 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.

Most Qualified (49%)  Highly Qualified  Qualified  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 Battalion Commander.  
You have 215 characters remaining

List 3 future assignments for which this officer is best suited:  
BN S3, BN X.O, BN CDR  
You have 43 characters remaining

Do you have any comments within your narrative?



# Evaluation Entry System

## U.S. Army Human Resources Command



Main Menu ▾

Logged In:

Doc ID # 3916

VO - 901031601

Rating Period: 20120801

<b>COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT</b> For use of this form, see AR 623-3 the proponent agency is DCS, G-1				SEE PRIVACY ACT STATEMENT IN AR 623-3	
<b>PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the admin data is correct)</b>					
f1. Supplemental Review Required: <input type="radio"/> Yes <input checked="" type="radio"/> No				g. MSAF Date: <u>20131009</u>	
f2. NAME OF REVIEWER (Last, First, MI)	f3. RANK	f4. POSITION	f5. SIGNATURE	f6. DATE (yyyymmdd)	f7. COMMENTS ENCLOSED <input type="radio"/> Yes <input type="radio"/> No

**Supplemental Review**

Supplemental Review Required?  Yes  No

**Step 1**  
 Admin Data -  
 Senior Rater



**Step 2**  
 Potential Rating -  
 Senior Rater

**Step 3**  
 Supplemental Review -  
 Senior Rater



Version: 4.0.0.6 Archetype Version: 1.5.4.1 © 2012 Notices: [Click Here](#)

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





# Evaluation Entry System

## U.S. Army Human Resources Command



4.



Print For Manual Submission

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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 XXX-XX-XXXX	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 AKO 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 XXX-XX-XXXX	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 XXX-XX-XXXX	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: 20131009	
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.	

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)

1.

2.

3.