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IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item.)					
1. LAST NAME—FIRST NAME—MIDDLE INITIAL Houston, Ronnie L.			3. ACTIVE DUTY GRADE 1st Lt	4. PERMANENT GRADE 2nd Lt	
5. ORGANIZATION, COMMAND AND LOCATION 480 Tso Ftr Sq 1st Aft AB, AVE (PACAF)		6. AERO RATING Navigator	CODE 1	7. PERIOD OF REPORT FROM: 4 Dec 69 THRU: July 70	
			8. PERIOD OF SUPERVISION 123	9. REASON FOR REPORT No Report 6 Months	
II. DUTIES— PAFSC 11510 , DAFSC 15510 (Current Duty: Navigator . Performs combat duty in F-4D aircraft. Operates radar system, inertial navigation system, weapons release computer system, and provides other necessary assistance to the aircraft commander. Uses radar warning and warning equipment and Electronic Counter Measures equipment to counter threat radars. Maintains proficiency in conventional low altitude and radar navigation skills. Is responsible for weapons preflight, navigational and tactical mission planning, and assists in mission debriefing. Additional Duty: Radar Strike Officer .)					
III. RATING FACTORS (Consider how this officer is performing on his job.)					
1. KNOWLEDGE OF DUTIES					
NOT OBSERVED <input type="radio"/>	SERIOUS GAPS IN HIS KNOWLEDGE OF FUNDAMENTALS OF HIS JOB. <input type="checkbox"/>	SATISFACTORY KNOWLEDGE OF ROUTINE PHASES OF HIS JOB. <input type="checkbox"/>	WELL INFORMED ON MOST PHASES OF HIS JOB. <input type="checkbox"/>	EXCELLENT KNOWLEDGE OF ALL PHASES OF HIS JOB. <input type="checkbox"/>	EXCEPTIONAL UNDERSTANDING OF HIS JOB. EXTREMELY WELL INFORMED ON ALL PHASES. <input checked="" type="checkbox"/>
2. PERFORMANCE OF DUTIES					
NOT OBSERVED <input type="radio"/>	QUALITY OR QUANTITY OF WORK OFTEN FAILS TO MEET JOB REQUIREMENTS. <input type="checkbox"/>	PERFORMANCE MEETS ONLY MINIMUM JOB REQUIREMENTS. <input type="checkbox"/>	QUANTITY AND QUALITY OF WORK ARE VERY SATISFACTORY. <input type="checkbox"/>	PRODUCES VERY HIGH QUANTITY AND QUALITY OF WORK. MEETS ALL SUSPENSES. <input type="checkbox"/>	QUALITY AND QUANTITY OF WORK ARE CLEARLY SUPERIOR AND TIMELY. <input checked="" type="checkbox"/>
3. EFFECTIVENESS IN WORKING WITH OTHERS					
NOT OBSERVED <input type="radio"/>	INEFFECTIVE IN WORKING WITH OTHERS. DOES NOT COOPERATE. <input type="checkbox"/>	SOMETIMES HAS DIFFICULTY IN GETTING ALONG WITH OTHERS. <input type="checkbox"/>	GETS ALONG WELL WITH PEOPLE UNDER NORMAL CIRCUMSTANCES. <input type="checkbox"/>	WORKS IN HARMONY WITH OTHERS. A VERY GOOD TEAM WORKER. <input checked="" type="checkbox"/>	EXTREMELY SUCCESSFUL IN WORKING WITH OTHERS. ACTIVELY PROMOTES HARMONY. <input type="checkbox"/>
4. LEADERSHIP CHARACTERISTICS					
NOT OBSERVED <input type="radio"/>	OFTEN WEAK. FAILS TO SHOW INITIATIVE AND ACCEPT RESPONSIBILITY. <input type="checkbox"/>	INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY ADEQUATE IN MOST SITUATIONS. <input type="checkbox"/>	SATISFACTORY DEMONSTRATES INITIATIVE AND ACCEPTS RESPONSIBILITY. <input type="checkbox"/>	DEMONSTRATES A HIGH DEGREE OF INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY. <input type="checkbox"/>	ALWAYS DEMONSTRATES OUTSTANDING INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY. <input checked="" type="checkbox"/>
5. JUDGEMENT					
NOT OBSERVED <input type="radio"/>	DECISIONS AND RECOMMENDATIONS OFTEN WRONG OR INEFFECTIVE. <input type="checkbox"/>	JUDGEMENT IS USUALLY SOUND BUT MAKES OCCASIONAL ERRORS. <input type="checkbox"/>	SHOWS GOOD JUDGEMENT RESULTING FROM SOUND EVALUATION OF FACTORS. <input type="checkbox"/>	SOUND, LOGICAL THINKER. CONSIDERS ALL FACTORS TO REACH ACCURATE DECISIONS. <input type="checkbox"/>	CONSISTENTLY ARRIVES AT RIGHT DECISION EVEN ON HIGHLY COMPLEX MATTERS. <input checked="" type="checkbox"/>
6. ADAPTABILITY					
NOT OBSERVED <input type="radio"/>	UNABLE TO PERFORM ADEQUATELY IN OTHER THAN ROUTINE SITUATIONS. <input type="checkbox"/>	PERFORMANCE DECLINES UNDER STRESS OR IN OTHER THAN ROUTINE SITUATIONS. <input type="checkbox"/>	PERFORMS WELL UNDER STRESS OR IN UNUSUAL SITUATIONS. <input type="checkbox"/>	PERFORMANCE EXCELLENT EVEN UNDER PRESSURE OR IN DIFFICULT SITUATIONS. <input type="checkbox"/>	OUTSTANDING PERFORMANCE UNDER EXTREME STRESS. MEETS THE CHALLENGE OF DIFFICULT SITUATIONS. <input checked="" type="checkbox"/>
7. USE OF RESOURCES					
NOT OBSERVED <input type="radio"/>	INEFFECTIVE IN CONSERVATION OF RESOURCES. <input type="checkbox"/>	USES RESOURCES IN A BARELY SATISFACTORY MANNER. <input type="checkbox"/>	CONSERVES BY USING ROUTINE PROCEDURES. <input type="checkbox"/>	EFFECTIVELY ACCOMPLISHES SAVINGS BY DEVELOPING IMPROVED PROCEDURES. <input type="checkbox"/>	EXCEPTIONALLY EFFECTIVE IN USING RESOURCES. <input checked="" type="checkbox"/>
	MATERIEL <input type="checkbox"/> PERSONNEL <input type="checkbox"/>	MATERIEL <input type="checkbox"/> PERSONNEL <input type="checkbox"/>	MATERIEL <input type="checkbox"/> PERSONNEL <input type="checkbox"/>	MATERIEL <input type="checkbox"/> PERSONNEL <input type="checkbox"/>	MATERIEL <input checked="" type="checkbox"/> PERSONNEL <input checked="" type="checkbox"/>
8. WRITING ABILITY AND ORAL EXPRESSION					
NOT OBSERVED <input type="radio"/>	UNABLE TO EXPRESS THOUGHTS CLEARLY. LACKS ORGANIZATION. <input type="checkbox"/>	EXPRESSES THOUGHTS SATISFACTORY ON ROUTINE MATTERS. <input type="checkbox"/>	USUALLY ORGANIZES AND EXPRESSES THOUGHTS CLEARLY AND CONCISELY. <input type="checkbox"/>	CONSISTENTLY ABLE TO EXPRESS IDEAS CLEARLY. <input checked="" type="checkbox"/>	OUTSTANDING ABILITY TO COMMUNICATE IDEAS TO OTHERS. <input type="checkbox"/>
	WRITE <input type="checkbox"/> SPEAK <input type="checkbox"/>	WRITE <input type="checkbox"/> SPEAK <input type="checkbox"/>	WRITE <input type="checkbox"/> SPEAK <input type="checkbox"/>	WRITE <input checked="" type="checkbox"/> SPEAK <input checked="" type="checkbox"/>	WRITE <input type="checkbox"/> SPEAK <input type="checkbox"/>
IV. MILITARY QUALITIES (Consider how this officer meets Air Force standards.)					
NOT OBSERVED <input type="radio"/>	BEARING OR BEHAVIOR INTERFERE SERIOUSLY WITH HIS EFFECTIVENESS. <input type="checkbox"/>	CARELESS BEARING AND BEHAVIOR DETRACT FROM HIS EFFECTIVENESS. <input type="checkbox"/>	BEARING AND BEHAVIOR CREATE A GOOD IMPRESSION. <input type="checkbox"/>	ESPECIALLY GOOD BEHAVIOR AND BEARING. CREATES A VERY FAVORABLE IMPRESSION. <input type="checkbox"/>	BEARING AND BEHAVIOR ARE OUTSTANDING. HE EXEMPLIFIES TOP MILITARY STANDARDS. <input checked="" type="checkbox"/>

V. OVER-ALL EVALUATION (Compare this officer ONLY with officers of the same grade.)

SPECIFIC JUSTIFICATION REQUIRED FOR THESE SECTIONS						SPECIFIC JUSTIFICATION REQUIRED FOR THESE SECTIONS		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
UNSATISFACTORY	MARGINAL	BELOW AVERAGE	EFFECTIVE AND COMPETENT			VERY FINE	EXCEPTIONALLY FINE	OUTSTANDING

VI. PROMOTION POTENTIAL

1. DOES NOT DEMONSTRATE A CAPABILITY FOR PROMOTION AT THIS TIME. <input type="checkbox"/>	2. PERFORMING WELL IN PRESENT GRADE. SHOULD BE CONSIDERED FOR PROMOTION ALONG WITH CONTEMPORARIES. <input type="checkbox"/>
3. DEMONSTRATES CAPABILITIES FOR INCREASED RESPONSIBILITY. CONSIDER FOR ADVANCEMENT AHEAD OF CONTEMPORARIES. <input type="checkbox"/>	4. OUTSTANDING GROWTH POTENTIAL BASED ON DEMONSTRATED PERFORMANCE. PROMOTE WELL AHEAD OF CONTEMPORARIES. <input checked="" type="checkbox"/>

VII. COMMENTS: Lt Houston's performance has been exceptionally fine during this rating period. After arriving in Southeast Asia as a newly trained F-4D Navigator, he became combat qualified in minimum time. Lt Houston is frequently assigned to lead navigator slots. While performing aircrew duties, his comments are timely, accurate and very essential to the orderliness and safety of the mission. His exceptional citizenship was attested to in two recent letters of commendation received from Forward Air Controllers. On 1 April 1970, Lt Houston's flight supported friendly troops in contact with hostile forces. Disregarding hostile ground fire and poor weather, the flight made numerous passes and was able to silence the enemy fire. The friendly troops were able to regroup for a sweep through the area and remove their wounded. On 7 April 1970, he flew a mission in support of the besieged Special Forces Camp of Dak Song, Republic of Vietnam. Because of the close proximity of another airstrike and friendly troops, flexibility of the delivery pattern and pinpoint accuracy were required. Through outstanding bombing his flight helped to neutralize the area and prevent the camp from being overrun. Lt Houston sought out and received the additional duty of primary Radar Strike Officer. This duty is normally given to the most experienced or capable Pilot/Navigator. He has taken a great personal interest in this additional duty. Through his organization and management, the radar strike potential of the Squadron has vastly increased.

STRENGTHS: Lt Houston's strengths are his ability to lead by example, perseverance, and desire to be the best Navigator in Southeast Asia. **RECOMMENDATIONS:** Lt Houston should be considered for an instructor navigator assignment. He should also be afforded the opportunity to attend Squadron Officers School at the earliest possible time. **OTHER COMMENTS:** Lt Houston has progressed rapidly in his rated specialty and should be promoted well ahead of his contemporaries. This officer served in USA during the period of this report.

VIII. REPORTING OFFICIAL

NAME, GRADE, AFSC/SSAN, AND ORGANIZATION JERRY W. GRAY, Captain 240-72-0365R, 400 Tac Ftr Sq Phu Cat AB, RVN (FACAF)	DUTY TITLE Aircrew Controller	SIGNATURE <i>Jerry W. Gray</i>
	AERO RATING Pilot	DATE 4 June 1970

IX. REVIEW BY INDORSING OFFICIAL: Lt Houston has demonstrated his self-initiative and drive in the effective management of the Squadron's Radar Strike Program. His proficiency as an aircrew member is unquestionable. His flights have continually received high bomb damage assessments attesting to his ability to perform as an excellent teamworker. I find Lt Houston to be a true professional and should be promoted well ahead of his contemporaries.

NAME, GRADE, AFSC/SSAN, AND ORGANIZATION WILLIAM G. THOMAS, Lt Colonel 538-28-3909R, 400 Tac Ftr Sq Phu Cat AB, RVN (FACAF)	DUTY TITLE Operations Officer	SIGNATURE <i>Wm G Thomas</i>
	AERO RATING Command Pilot	DATE 5 June 1970

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LAST NAME-FIRST NAME-MIDDLE INITIAL Houston, Lonnie L.		ACTIVE DUTY GRADE 1st Lt	
(CHECK APPROPRIATE BLOCK AND COMPLETE AS APPLICABLE)			
<input checked="" type="checkbox"/> SUPPLEMENTAL SHEET TO RATING FORM WHICH COVERS THE FOLLOWING PERIOD OF REPORT		<input type="checkbox"/> LETTER OF EVALUATION COVERING THE FOLLOWING PERIOD OF OBSERVATION	
FROM 4 Dec 69	THRU 3 Jun 70	FROM	THRU
<p>Precede comments by appropriate data, i.e. section continuation, indorsement continuation, additional indorsement, etc. Follow comments by the authentication to include: name, grade, AFSN, organization, duty title, date and signature.</p> <p>ADDITIONAL INDORSEMENT</p> <p>I heartily concur. Lt Houston has displayed exceptionally fine proficiency and aggressiveness under the most difficult of combat environments. Lt Houston, through nature judgment and youthful enthusiasm has won the confidence of his superiors and cooperation from his peers. He embodies the Air Force's standard of a professional Navigator and would be an excellent Navigator Instructor. Lt Houston should be promoted well ahead of his contemporaries.</p> <p> Robert E. ..., Lt Colonel, 534-28-0438FB, 480th Tac Ftr Sq, Commander, 6 Jun 70, ACAF</p>			