

DISPOSITION FORM

For use of this form, see AR 340-15, the proponent agency is TAGCEN.

REFERENCE OR OFFICE SYMBOL

SUBJECT

AETSBRPC-S(OR)

Transmittal of OER - Rated Officer's Copy

TO
CW3 MARVIN D. MCPHERSON
Co C 3d Avn Bn (Cbt)
APO NY 09702

FROM
Personnel Officer
RPC Schweinfurt
APO NY 09033

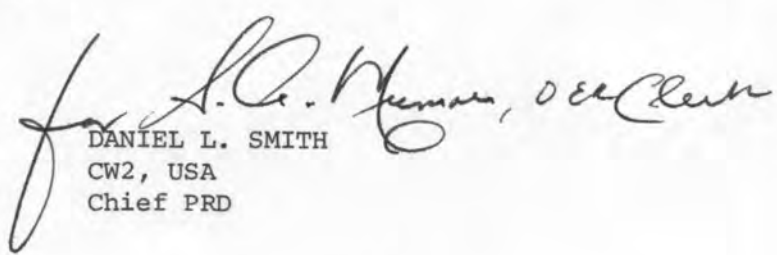
DATE
30 October 1981

CMT 1

1. Attached as inclosure one is your copy of the recently completed Officer Evaluation Report (DA Form 67-8) for the period 810424 thru 811008.
2. The original copy of the report was forwarded to the Department of the Army on 29 Oct 81. Should you desire to review OER's on file in your official record, a request must be submitted in writing to HQDA (DAPC-PSR-EP), 200 Stovall Street, Alexandria, VA 22332.
3. The OER Support Form for your rating period beginning 811009 is forwarded for your action.

FOR THE REGIONAL PERSONNEL OFFICER:

1 Incl
as


DANIEL L. SMITH
CW2, USA
Chief PRD

PART I - ADMINISTRATIVE DATA											
a. LAST NAME FIRST NAME MIDDLE INITIAL MCPHERSON, MARVIN D.				b. SSN [REDACTED]		c. GRADE CW3		d. DATE OF RANK Year: 79 Month: 10 Day: 04		e. SR 1. DESIGNATED SPECIALTIES 100EO AEO74	
f. UNIT ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND (Cbt), 3rd ID, VII Corps, APO NY 09702, USAREUR				g. Co C, 3rd Avn Bn				h. REASON FOR SUBMISSION 05 Annual		i. COMD CODE UX	
j. PERIOD COVERED FROM: 30 04 23 THRU: 31 04 23				m. NO. OF MONTHS 12		n. MILPO CODE EU20		o. RATED OFFICER COPY (Check one and date) ☒ 1. GIVEN TO OFFICER 5 June 81 ☐ 2. FORWARDED TO OFFICER		p. FORWARDING ADDRESS	
k. EXPLANATION OF NONRATED PERIODS											
PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)											
a. NAME OF RATER (Last, First, MI) FRIEDRICHSEN, GREGORY L.				b. SSN [REDACTED]		c. SIGNATURE [Signature]		d. DATE 25 May 81			
e. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AR, C Co, 3rd Avn Bn (Cbt), APO NY 09702, Section Leader				f. SSN [REDACTED]		g. SIGNATURE [Signature]		h. DATE 29 May 81			
i. NAME OF INTERMEDIATE RATER (Last, First, MI) HEINZE, CARL R.				j. SSN [REDACTED]		k. SIGNATURE [Signature]		l. DATE 3 June 81			
m. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CMA, USA, C Co, 3d Avn Bn (Cbt), APO NY 09702, Platoon Leader				n. SSN [REDACTED]		o. SIGNATURE [Signature]		p. DATE 10 May 81			
q. NAME OF SENIOR RATER (Last, First, MI) CLAWSON, WILLIAM R.				r. SSN [REDACTED]		s. SIGNATURE [Signature]		t. DATE 5 June 81			
u. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT(P), IN, C Co, 3rd Avn Bn (Cbt), APO NY 09702, Company Commander				v. SSN [REDACTED]		w. SIGNATURE [Signature]		x. DATE 10 May 81			
PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE RW Pilot						b. SSN/MOS 100EO1M					
c. REFER TO PART IIIa, DA FORM 67-8-1 OH-58 aeroscout aviator in an Attack Helicopter Company in a forward defense area in Europe. Aviator must maintain FAC1 ARL1 flight requirements to include all responsibilities of emplacing attack helicopter into position against a threat armor force. Responsibilities as an OH-58 direct support maintenance officer who must take supervisory responsibility in maintaining 12 OH-58's in a fully mission capable status. OH-58 maintenance test pilot who must certify the airworthiness of OH-58's following maintenance. Also, the unit Calibration Officer responsible for insuring tools and equipment requiring calibration are kept in serviceable condition and are easily accessible to unit mechanics.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)						b. HIGH DEGREE LOW DEGREE 1 2 3 4 5					
1. Processes capacity to acquire knowledge/grasp concepts						1					
2. Demonstrates appropriate knowledge and expertise in assigned tasks						1					
3. Maintains appropriate level of physical fitness						1					
4. Motivates, challenges and develops subordinates						1					
5. Performs under physical and mental stress						1					
6. Encourages candor and frankness in subordinates						1					
7. Clear and concise in written communication						1					
8. Displays sound judgment						1					
9. Seeks self-improvement						1					
10. Is adaptable to changing situations						1					
11. Sets and enforces high standards						1					
12. Possesses military bearing and appearance						1					
13. Supports EO/EOO						1					
14. Clear and concise in oral communication						1					
c. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)											
(1,2)B.CW3 McPherson is a very dedicated and responsible officer who will work additional hours to insure that unit aircraft are maintained to the highest standard. (4,5)B.He is a professional aviator who is very well-disciplined and his integrity is unquestioned. (7)B.He is very unselfish and will take his own, additional time to instruct others. (8)B.His moral standards are of the highest and he fully supports the Army's RR/EO program.											

PERIOD COVERED

800423 thru 810423

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME MCPHERSON, MARVIN D.

SSN

b. RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS

☒ YES☐ NO

c. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

☒ALWAYS EXCEEDED
REQUIREMENTS☐USUALLY EXCEEDED
REQUIREMENTS☐

MET REQUIREMENTS

☐OFTEN FAILED
REQUIREMENTS☐USUALLY FAILED
REQUIREMENTS

d. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL

CW3 McPherson has insured that the unit's 12 OH-58's have met the highest maintenance standards despite having an aircraft hanger located away from the unit for most of one year. This involved his supervising and coordinating for much scheduled and unscheduled maintenance work, to include major phase maintenance operations. He not only successfully completed those requirements, but did so to help sustain the aircraft for several long field exercises in which numerous hours were flown. Many of the test flights required were flown by himself, in addition to his helping qualify two additional test pilots for the unit. CW3 McPherson has also provided a system of accountability for all calibrated items, which is important to an aviation unit. CW3 McPherson acted as liaison officer for the unit during REFORGER "Certain Rampart". This involved much planning for the day-to-day missions in which an extraordinary number of exercise battle kills were recorded thereby insuring the success of this unit, and increasing the understanding and coordination with NATO units as well. CW3 McPherson has also instructed in a continual aerial-observer program within the company to help qualify enlisted soldiers as aerial-observers.

e. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

☒PROMOTE AHEAD OF
CONTEMPORARIES☐PROMOTE WITH
CONTEMPORARIES☐

DO NOT PROMOTE

☐

OTHER (Explain below)

f. COMMENT ON POTENTIAL

CW3 McPherson is an outstanding officer which has been attested in the unit's maintenance program for OH-58's. Because of his expertise and contributions in maintenance, and many other areas as well, he should be recommended for promotion ahead of his contemporaries. He should be further recommended for attendance to the Senior Warrant Officer Course at the earliest possible time.

PART VI - INTERMEDIATE RATER

g. COMMENTS

CW3 McPherson is an extremely professional Warrant Officer. In his duties as OH-58A test pilot, maintenance officer and calibration officer, he has developed a system that has resulted in over 80% fully mission capable readiness and in many cases reached and maintained a 90% FMC. Through his personnel direction both aircraft crew chief and maintenance mechanics have performed in harmony to enhance aircraft readiness. CW3 McPherson has done this while the aircraft maintenance facility has been remodeled and the aircraft maintenance platoon has been operating 50 miles away. Despite this hardship, he has received numerous favorable comments during all types of inspections. CW3 McPherson has displayed outstanding leadership qualities.

PART VII - SENIOR RATER

h. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

SR	DA USE ONLY
	HI
	LO

i. A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH
THIS REPORT AND CONSIDERED IN MY EVALUATION
AND REVIEW

☒ YES☐ NO (Explain in b)

j. COMMENTS

CW3 McPherson is a proven outstanding performer; dedicated and loyal, technically and tactically proficient. He has maintained an individual performance of flying exceeding FAC1 ARL1 scout pilot-in-command requirements. As the unit's liaison officer, CW3 McPherson has demonstrated a depth and knowledge of ground maneuver unit's tactics that far exceeds that of his contemporaries. His technical expertise and intimate knowledge of his aircraft has provided him the basis upon which to become the unit's expert in maintenance and test activities for the OH-58 helicopter. I have encouraged CW3 McPherson to seek a direct appointment as a commissioned officer. He should be favorably considered for advanced civil and military schooling and promoted well ahead of his contemporaries.

For use of this form, use AR 623-105.
the proponent agency is The Adjutant General's Office

PART I - PERSONAL DATA (Read paragraph 1-1, AR 623-105)		GRADE		DATE OF RANK		BRANCH		SERIAL	
LAST NAME - FIRST NAME - MIDDLE INITIAL ROPERSON, HARVIN D.		C42		177 05 12		Branch		SERIAL	
UNIT, ORGANIZATION, STATION AND MAJOR COMMAND Trp C 7th Sqdn 17th Cav Div Ft. Hood, Texas 76545 FOJSCOM								b. CODES (See AR 623-105) C42 12 12 12	

PART II - REPORTING PERIOD AND DUTY DATA (Read paragraph 1-2b, AR 623-105)									
Period Covered									
FROM			TO			DUTY DAYS		NON-DUTY DAYS	
YEAR	MONTH	DAY	YEAR	MONTH	DAY	DAYS	DAYS		
74	07	12	74	11	23	000	000	000	
EXPLANATION OF NON-PAID DUTY DAYS AND OTHER (Days 1-4 Required)						b. Reason for Submitting Report			
						c. Submit based On			
						RATER			
						INDORSER			

PART III - DESCRIPTION OF DUTIES (Read paragraph 4-3d, AR 623-105)		
a. Principal Duty Title	b. Duty MOS	c. Auth Grade
1W Pilot O-SERVATION	13,0000	10
d. Special Career Program Position Designation	e. Description	
NA		

Mean Score: 161, DA Cir 623-2, 1 Sep 73

PART IV - PROFESSIONAL ATTRIBUTES (Read paragraph 4-3e, AR 623-105)			
a. RATER	Complete each question. Explain "No" and "Needs improvement" responses in Part IVh and, if necessary, Part VII.	YES	*NEEDS IMPROVEMENT
1.	Has this officer demonstrated moral and character strength?	1	
2.	Did this officer demonstrate technical competence appropriate to his grade and branch?	2	
3.	Did this officer state, as appropriate, his honest opinions and convictions? (Not a "yes man")	3	
4.	Did this officer seek responsibility?	4	
5.	Did this officer willingly accept full accountability for his actions and the actions of his subordinates?	5	
6.	Is this officer emotionally stable under stress?	6	
7.	Is this officer's judgment reliable?	7	
8.	Did this officer maintain effective two-way communication with juniors, seniors, and peers?	8	
9.	Did this officer demonstrate concern for the best interests of his subordinates?	9	
10.	Did this officer contribute to the personal and professional development of his subordinates?	10	
11.	Did this officer subordinate his personal interests and welfare to those of his organization and subordinates?	11	
12.	Did this officer's personal conduct set the proper example for his subordinates?	12	
13.	Was this officer innovative in his approach to his duties and responsibilities?	13	
14.	Did this officer demonstrate a breadth of perspective and depth of understanding beyond the limit of his specific responsibilities?	14	
15.	Did this officer keep himself physically fit?	15	
16.	Did this officer fulfill his responsibilities concerning the Army's Equal Opportunity Program?	16	

b. RATER	Explanation: Question(s)
c. INDORSER	Remarks on above questions, if desired. Question(s)

PART V - DEMONSTRATED PERFORMANCE OF PRESENT DUTY (Read paragraph 4-3f, AR 623-105)						
RATER AND INDORSER In my judgment, this officer's performance of duty was (place score in applicable box):						
SCORE	Outstanding 70-68	Superior 67-65	Excellent 56-54	Effective 35-33	Marginal 14-4	Inadequate 3-0
RATER		67 *				
INDORSER	68 *					

* You are required to cite SPECIFIC examples and illustrations in Part VII to support this rating.

PART VI - POTENTIAL (Read paragraph 4-3g, AR 623-105)

a. RATER (Complete each question in the space provided.)

1. What did this officer do best?

Rotary Wing Observation Pilot

2. In what capacity or assignment do you believe this officer would make the greatest contribution to the Army?

Unit Instructor Pilot

b. RATER AND INDORSER If I had full responsibility and authority, I would (place score in applicable box):

	Promote this officer immediately	Promote this officer to the next higher grade ahead of his contemporaries	Promote this officer with his contemporaries	Promote this officer to the next higher grade behind his contemporaries	Not promote this officer
SCORE	30	29-24	23-8	7-2	1-0
RATER					
INDORSER					

* You are required to cite SPECIFIC examples or illustrations in Part VII to support your rating.

PART VII - COMMENTS (Read paragraph 4-3h, AR 623-105)

a. RATER: Narrative evaluation is mandatory. During the rated period, CW2 McPherson has performed all duties in a most superior manner. His experience and expertise as an aviator have made him a valued leader in this unit. This officer actively seeks additional responsibility and responds to any assigned task with great enthusiasm. In addition to his various aviation duties, CW2 McPherson serves as unit race relations supervisor. In this capacity, he organizes and conducts programs which promote understanding and awareness within the unit. Due to his professional attitude and ability, given any future opportunity, I would actively seek to be associated with this officer. CW2 McPherson is a valuable asset to this unit and the United States Army.

b. INDORSER: Narrative evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-4e, AR 623-105 apply. CW2 McPherson is a warrant officer of extremely high caliber. His abilities, performance, and potential far exceed those found or expected of an officer of his rank and time in grade. During the rated period, as an OH-58 rotary wing aviator, CW2 McPherson demonstrated a degree of competence and professionalism unsurpassed by his peers. Also, during the rated period, CW2 McPherson performed an additional duty. That was as troop level race relations officer, an assignment accomplished by him in an outstanding manner. This officer's performance has always been beyond reproach and for this reason I strongly recommend that he be promoted ahead of his contemporaries.

PART VIII - REPORT SCORES

PART	RATER	INDORSER
V	67	50
VI	29	29
Sum	96	79
REPORT SCORE	175	

PART IX - AUTHENTICATION (Read paragraph 3-2, AR 623-105)

a. SIGNATURE OF RATER <i>Arthur A. Harrison</i>		TYPED NAME (Last, First, MI) HARRISON, ARTHUR A.	SSN [REDACTED]
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CW2, AVN, C Trp 7th Sqdn 17th Cav 1st Cav Div Section Commander		DATE 18 Dec 74	
b. SIGNATURE OF INDORSER <i>Stanley E. Grett</i>		TYPED NAME (Last, First, MI) GRETT, STANLEY E.	SSN [REDACTED]
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 2LT, AR, C Trp 7th Sqdn 17th Cav 1st Cav Div Platoon Commander		DATE 20 Dec 74	
c. REVIEWER MY REVIEW ☒ INDICATES NO FURTHER ACTION ☐ RESULTS IN ACTIONS STATED OR INCLOSURES			
SIGNATURE OF REVIEWER <i>Stanley E. Grett</i>		TYPED NAME (Last, First, MI) GRETT, STANLEY E.	SSN [REDACTED]
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT, AR, C Trp 7th Sqdn 17th Cav 1st Cav Div Troop Commander		DATE 20 Dec 74	

PART X - PERSONNEL OFFICER (Read paragraph 3-2k, AR 623-105)

UNIT		SUBSEQUENT	
a. DATE FORWARDED ON 24 DEC 74 BY INITIALS <i>AVN</i>	b. RATED OFFICER COPY (Check one and date) ☐ 1. Given to officer ☒ 2. Forwarded to officer 20 DEC 74 ☐ 3. Forwarded to indorser ☐ 4. Forwarded to reviewer	c. FORWARDING ADDRESS (Typed Officer)	d. DATE RECEIVED e. RATED OFFICER COPY ☐ 1. Given to officer ☐ 2. Forwarded to officer ☐ 3. Returned to MPO

PART I - PERSONAL DATA (Read paragraph 3-2a, AR 623-105)

a. LAST NAME - FIRST NAME - MIDDLE INITIAL MCPHERSON, MARVIN D.		c. GRADE WO1	d. DATE OF RANK Year 72 Month 06 Day 12			e. BRANCH Basic AV Control AV	f. SP CAREER PROG CODE NA
g. UNIT, ORGANIZATION, STATION AND MAJOR COMMAND Trp C, 7th Sqdn 17th Cav, 1st Cav Div, Fort Hood Texas 76545, FORSCOM							h. CODES (Sta - Med Comd) 48396 FC

PART II - REPORTING PERIOD AND DUTY DATA (Read paragraph 3-2b, AR 623-105)

a. Period Covered						b. Reason for Submitting Report		c. Report Based On	
From		To		RATED DUTY DAYS	b. NONDUTY DAYS	RATER		1 Daily Contact	
YEAR	MONTH	DAY	YEAR	MONTH	DAY	a. NONRATED DUTY DAYS	OTHER DAYS	INDORSER	Daily Contact
73	02	05	73	08	13	000	038	B COD	

d. EXPLANATION OF NONRATED DUTY DAYS AND/OR OTHER DAYS (As Required)

PART III - DESCRIPTION OF DUTIES (Read paragraph 4-3d, AR 623-105)

a. Principal Duty Title Sec Hel Pilot	b. Duty MOS 100BO	c. Auth Grade WO
d. Special Career Program Position Designation NA	e. Description	

Average Score 112, DA Cir 623-1, 1 Jan 73

PART IV - PROFESSIONAL ATTRIBUTES (Read paragraph 4-3e, AR 623-105)

a. RATER Complete each question. Explain "No" and "Needs improvement" responses in Part IVb and, if necessary, Part VII.	YES	*NEEDS IMPROVEMENT		*NO
		SOME	MUCH	
1. Has this officer demonstrated moral and character strength?	1	X		
2. Did this officer demonstrate technical competence appropriate to his grade and branch?	2	X		
3. Did this officer state, as appropriate, his honest opinions and convictions? (Not a "yes man")	3	X		
4. Did this officer seek responsibility?	4	X		
5. Did this officer willingly accept full accountability for his actions and the actions of his subordinates?	5	X		
6. Is this officer emotionally stable under stress?	6	X		
7. Is this officer's judgment reliable?	7	X		
8. Did this officer maintain effective two-way communication with juniors, seniors, and peers?	8	X		
9. Did this officer demonstrate concern for the best interests of his subordinates?	9	X		
10. Did this officer contribute to the personal and professional development of his subordinates?	10	X		
11. Did this officer subordinate his personal interests and welfare to those of his organization and subordinates?	11	X		
12. Did this officer's personal conduct set the proper example for his subordinates?	12	X		
13. Was this officer innovative in his approach to his duties and responsibilities?	13	X		
14. Did this officer demonstrate a breadth of perspective and depth of understanding beyond the limit of his specific responsibilities?	14	X		
15. Did this officer keep himself physically fit?	15	X		
16. Did this officer fulfill his responsibilities concerning the Army's Equal Opportunity Program?	16	X		

b. RATER Explanation: Question(s) **NA**

c. INDORSER Remarks on above questions, if desired: Question(s) **NA**

PART V - DEMONSTRATED PERFORMANCE OF PRESENT DUTY (Read paragraph 4-3f, AR 623-105)

RATER AND INDORSER	In my judgment, this officer's performance of duty was (place score in applicable box):					
SCORE	Outstanding 70-68	Superior 67-57	Excellent 56-36	Effective 35-15	Marginal 14-4	Inadequate 3-0
RATER		60				
INDORSER		63				

* You are required to cite SPECIFIC examples or illustrations in Part VII to support this rating.

a. RATER (Complete each question in the space provided.)

1. What did this officer do best?

W01 McPherson was best in the field of maintenance.

2. In what capacity or assignment do you believe this officer would make the greatest contribution to the Army?

Be best as a maintenance officer or in standardization, he would make an outstanding IP.

b. RATER AND INDORSER

If I had full responsibility and authority, I would (place score in applicable box):

	Promote this officer immediately	Promote this officer to the next higher grade ahead of his contemporaries	Promote this officer with his contemporaries	Promote this officer to the next higher grade behind his contemporaries	Not promote this officer
SCORE	30	29-24	23-8	7-2	1-0
RATER			21		
INDORSER		25			

* You are required to cite SPECIFIC examples or illustrations in Part VII to support this rating.

PART VII - COMMENTS (Read paragraph 4-3h, AR 623-105)

a. RATER Narrative evaluation is mandatory. W01 McPherson has done an outstanding job since assigned to this Unit. W01 McPherson assumed the extra duty of Unit Race Relations Officer and at all times kept the troops in our command informed of changes and ideas in the race relation program. W01 McPherson at the same time maintained a high degree of proficiency in his primary job of aviation. Any time a flight mission came up, W01 McPherson was always ready to accept it, regardless the type of mission. I would place W01 McPherson in the upper 5% of his peer group. I would recommend that W01 McPherson be given a job in standardization, if the opportunity arises, due to his high degree of proficiency in the CH-58A aircraft.

b. INDORSER Narrative evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-4g, AR 623-105 apply

W01 McPherson has performed in an outstanding manner while serving as a scout pilot and in all jobs assigned to him. W01 McPherson was continually seeking responsibility. W01 McPherson's outstanding performance as the unit Race Relations Officer precipitated his move to Headquarters 2nd Brigade. W01 McPherson is, without a doubt, in the upper 5% of his peer group. Due to W01 McPherson's proficiency in the CH-58A, I feel he could be of greatest value to the Army as an Instructor Pilot. W01 McPherson reflects great credit to the US Army and was a tremendous asset to this unit.

PART VIII - REPORT SCORES

PART IX - AUTHENTICATION (Read paragraph 5-2j, AR 623-105)

PART	RATER	INDORSER	a. SIGNATURE OF RATER		TYPED NAME (Last, First, MI)	SSN
V	60	63	<i>John F. Bailey</i>		BAILEY, JOHN T.	
			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE 23 Sep 73	
			CW2 Avn C Trp 7th Sqdn 17th Cav 1st Cav Div SEC LDR			
VI	21	25	<i>Richard B. Jones</i>		JONES, RICHARD B.	
			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE 24 Sep 73	
			1LT ARMOR C Trp 7th Sqdn 17th Cav 1st Cav Div PLT CMDR			
Sum	81	88	c. REVIEWER		MY REVIEW ☐ INDICATES NO FURTHER ACTION ☐ RESULTS IN ACTIONS STATED ON INCLOSURES	
			SIGNATURE OF REVIEWER		TYPED NAME (Last, First, MI)	SSN
			<i>Lois L. Mooney</i>		MOONEY, LOWELL T. JR.	
			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE 24 Sep 73	
			MAJOR Armor C Trp 7th Sqdn 17th Cav 1st Cav Div TRP CMDR			
REPORT SCORE			169			
1 With INDORSER (a + b)						
2 Without INDORSER (2 x a)						

PART X - PERSONNEL OFFICER (Read paragraph 5-2k, AR 623-105)

UNIT		SUBSEQUENT	
a. DATE ENTERED ON DA FORM 88	b. RATED OFFICER COPY (Check one and date)	c. FORWARDING ADDRESS (Rated Officer)	d. DATE RECEIVED
25 Sep 73	☐ 1. Given to officer		e. RATED OFFICER COPY
MMJ	☒ 2. Forwarded to office 25 Sep 73		☐ 1. Given to officer
INITIALS cll	☐ 3. Forwarded to indorser		☐ 2. Forwarded to officer
	☐ 4. Forwarded to reviewer		☐ 3. Returned to MPO

PART I - PERSONAL DATA (Read paragraph 3-2, AR 623-105)

LAST NAME - FIRST NAME - MIDDLE INITIAL MORRISON, MARVIN D.		GRADE CW2		DATE OF BIRTH 74 06 12			BRANCH AV		SPECIAL CODE NL	
UNIT, ORGANIZATION, STATION AND MAJOR COMMAND C Troop 7th Squadron 17th Cav Ft. Hood, TX 76544 USA FORCES COMMAND								REPORTING PERIOD 48396 FC		

PART II - REPORTING PERIOD AND DUTY DATA (Read paragraph 3-2, AR 623-105)

PERIOD COVERED		REPORTING PERIOD		REPORT BASED ON	
YEAR	MONTH	DAY	YEAR	MONTH	DAY
75	01	02	75	10	03
EXPLANATION OF NONREPORTED DUTY DAYS AND/OR OTHER DUTY DAYS REQUIRED			EXPLANATION OF NONREPORTED DUTY DAYS AND/OR OTHER DUTY DAYS REQUIRED		

PART III - DESCRIPTION OF DUTY (Read paragraph 4-1d, AR 623-105)

a. Principal Duty Title Pilot OH-58	b. Duty MOS 100GQ/1D	c. Auth Grade OH-58
d. Special Career Program Position Designation	e. Description	

PART IV - PROFESSIONAL ATTRIBUTES (Read paragraph 4-3e, AR 623-105)

a. RATER	Complete each question. Explain "No" and "Needs improvement" responses in Part IVf and, if necessary, Part VII.	YES	NEEDS IMPROVEMENT	NO
1.	Has this officer demonstrated moral and character strength?	☒		
2.	Did this officer demonstrate technical competence appropriate to his grade and branch?	☒		
3.	Did this officer state, as appropriate, his honest opinions and convictions? (Not a "yes man")	☒		
4.	Did this officer seek responsibility?	☒		
5.	Did this officer willingly accept full accountability for his actions and the actions of his subordinates?	☒		
6.	Is this officer emotionally stable under stress?	☒		
7.	Is this officer's judgment reliable?	☒		
8.	Did this officer maintain effective two-way communication with juniors, seniors, and peers?	☒		
9.	Did this officer demonstrate concern for the best interests of his subordinates?	☒		
10.	Did this officer contribute to the personal and professional development of his subordinates?	☒		
11.	Did this officer subordinate his personal interests and welfare to those of his organization and subordinates?	☒		
12.	Did this officer's personal conduct set the proper example for his subordinates?	☒		
13.	Was this officer innovative in his approach to his duties and responsibilities?	☒		
14.	Did this officer demonstrate a breadth of perspective and depth of understanding beyond the limit of his specific responsibilities?	☒		
15.	Did this officer keep himself physically fit?	☒		
16.	Did this officer fulfill his responsibilities concerning the Army's Equal Opportunity Program?	☒		

b. RATER: Explanation: Question(s) _____

c. INDORSER: Remarks on above questions, if desired: Question(s) _____

PART V - DEMONSTRATED PERFORMANCE OF PRESENT DUTY (Read paragraph 4-3f, AR 623-105)

SCORE	PERIOD OF PRESENT DUTY					
RATER	71-80	61-70	51-60	41-50	31-40	21-30
INDORSER	69					

* You are required to use SPECIFIC examples of performance in Part VII to support this rating.

a. RATER (Complete each question in the space provided.)

1. What did this officer do best?

OH-58 Instructor Pilot

2. In what capacity or assignment do you believe this officer would make the greatest contribution to the Army?

OH-58 Standardization Instructor Pilot

b. RATER AND INDORSER If I had full responsibility and authority, I would (place score in applicable box):

	Promote this officer immediately	Promote this officer to the next higher grade ahead of his contemporaries	Promote this officer with his contemporaries	Promote this officer to the next higher grade behind his contemporaries	Not promote this officer
SCORE	30	29-24	23-8	7-2	1-0
RATER					
INDORSER					

* You are required to cite SPECIFIC examples or illustrations in Part VII to support this rating.

PART VII - COMMENTS (Read paragraph 4-3h, AR 623-105)

a. RATER Narrative evaluation is mandatory. In my judgment CW2 McPherson is an outstanding warrant officer of the highest quality. His performance of duty during the rated period as well as his potential for future performance is far in advance of that normally anticipated or encountered from fellow officers in his peer group. As an OH-58 Instructor Pilot, CW2 McPherson has exhibited an exceptional level of professionalism in his ability to extract the greatest efforts and highest results from his students, and as an aviator in his own right. His technical competence relative to the OH-58, as well as his tactical expertise is unsurpassed by his contemporaries. In addition, he continues to perform exceptionally well as the troop level Race Relations Officer, another extra duty position. I recommend this officer for promotion ahead of his peers.

b. INDORSER Narrative evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-4g, AR 623-105 apply. CW2 McPherson has performed in an outstanding manner as a scout pilot and as an OH-58 Instructor Pilot. As a scout pilot CW2 McPherson has continually demonstrated outstanding tactical knowledge, leadership and initiative and has been instrumental in training the newer scout pilots. As an OH-58 Instructor Pilot CW2 McPherson again has continued to demonstrate a high degree of professionalism and technical knowledge in the OH-58 and has shown himself to be an outstanding and conscientious instructor. I strongly recommend CW2 McPherson for advanced schooling and promotion ahead of his contemporaries.

PART VIII - REPORT SCORE

PART IX - AUTHENTICATION (Read paragraph 3-2j, AR 623-105)

PART	RATER	INDORSER	SIGNATURE OF RATER	TYPED NAME (Last, First, MI)	DATE
V	69	69	Joel L. Bennett	BENNETT, JOEL L.	20 Oct 75
VI	29	29	Robert Cole	COLE, ROBERT	27 Oct 75
Sum	98	98	CPT, IN, C Trp 7th Sqdn 17th Cav, 6th Cav Bde	Platoon Leader	
REPORT SCORE	196				
1. With INDORSER (a + b)			2. Without INDORSER (2 x a)		
MAJ, AR, C Trp 7th Sqdn 17th Cav, 6th Cav Bde			Troop Commander		

PART X - PERSONNEL OFFICER (Read paragraph 3-2k, AR 623-105)

UNIT		SUBSEQUENT	
a. DATE ENTERED ON DA FORM 158	b. RATED OFFICER COPY (Check one and date)	c. FORWARDING ADDRESS (Rated Officer)	d. DATE RECEIVED
OCT 31 1975	☒ 1. Given to officer 31 Oct 75		
MPO INITIALS	☐ 2. Forwarded to officer		e. RATED OFFICER COPY
	☐ 3. Forwarded to indorser		☐ 1. Given to officer
	☐ 4. Forwarded to reviewer		☐ 2. Forwarded to officer
			☐ 3. Returned to MPO