

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. BR AV	f. DESIGNATED SPECIALTIES	g. FMOS (WO) 100EC	h. STA CODE 02955
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND E TROOP(AIR), 1st CAVALRY, FT WAINWRIGHT, AK 99703				j. REASON FOR SUBMISSION 04 Change of Duty				k. COMD CODE FC
l. PERIOD COVERED FROM Year 83 Month 07 Day 16 THRU Year 84 Month 04 Day 04		m. NO. OF MONTHS 09	n. MILPO CODE FS-02	o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER 840417		p. FORWARDING ADDRESS		
q. 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) TURNER, RODNEY D.	SSN [REDACTED]	SIGNATURE Rodney D. Turner	DATE 840603
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT, AR, E TROOP(AIR), 1st CAV. FT WAINWRIGHT, AK 99703, WPN SCT LDR			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) HUBBARD, NEAL A.	SSN [REDACTED]	SIGNATURE Neal A. Hubbard	DATE 840603
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AD, E TROOP(AIR), 1st CAV. FT WAINWRIGHT, AK 99703, TROOP XO			
c. NAME OF SENIOR RATER (Last, First, MI) ROY, RONALD L.	SSN [REDACTED]	SIGNATURE R. L. Roy	DATE 11 APR 84
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ(P), IN E TROOP(AIR), 1st CAV. FT WAINWRIGHT, AK 99703, TROOP CDR			
d. SIGNATURE OF RATED OFFICER Marvin D. McPherson	DATE 840530	e. DATE ENTERED ON DA FORM 2-1 840417	f. RATED OFFICER MPO INITIALS [Signature]

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE PILOT AH-1G	b. SSI/MOS 100EO
c. REFER TO PART III, DA FORM 67-8-1 As an AH-1S pilot in an Air Cavalry Troop, CW3 McPherson is responsible for maintaining his proficiency in the aircraft at a level which will enable him to perform any mission required by the unit in accordance with ARTEP 17-205 and TC 1-136 and understanding and applying the principles of armed helicopter tactics, as they apply to an Air Cavalry Troop, to insure his combat readiness. Furthermore, as the unit Supply Officer, CW3 McPherson's duties include supervising the Supply Sergeant and his subordinates, maintaining accountability of all unit property, budgeting the Self Service Supply Center account, reviewing requisitions for supplies and equipment, insuring the unit Supply SOP is accurate and current, and providing the commander with responsible guidance in supply matters.	

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.)	HIGH DEGREE 1 2 3 4 5	LOW DEGREE 1 2 3 4 5
1. Possesses capacity to acquire knowledge/grasp concepts	1	1
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	1
3. Maintains appropriate level of physical fitness PASS 8309	1	1
4. Motivates, challenges and develops subordinates	1	1
5. Performs under physical and mental stress	1	1
6. Encourages candor and frankness in subordinates	1	1
7. Clear and concise in written communication	1	1
8. Displays sound judgment	1	1
9. Seeks self-improvement	1	1
10. Is adaptable to changing situations	1	1
11. Sets and enforces high standards	1	1
12. Possesses military bearing and appearance 73/162 YES	1	1
13. Supports EO/EOO	1	1
14. Clear and concise in oral communication	1	1

b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)

1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	(a-2) This officer is erudite in supply matters. (b-2) This officer is resolute in his duties.
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55N

☒ YES☐ NO

b. 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

XXX

ALWAYS EXCEEDED
REQUIREMENTS



USUALLY EXCEEDED
REQUIREMENTS

MET REQUIREMENTS



OFTEN FAILED REQUIREMENTS

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USUALLY FAILED
REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c. DA FORM 87-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL. GW2 McDhargen has demonstrated a continuous dedication to thoroughness and

CW3 McPherson has demonstrated a continuous dedication to thoroughness and accuracy during the performance of his duties. He possesses a broad understanding of the tactics and techniques pertaining to the employment of the Cobra helicopter in the Arctic environment of Alaska and is a master at applying his knowledge to training situations. As the unit Supply Officer, CW3 McPherson has been an invaluable asset to the Troop. He has accomplished his responsibilities with efficiency and punctuality. CW3 McPherson has instituted a filing system for supply documents and has recently re-written the unit supply SOP. These accomplishments have further improved the productivity of the Supply room. CW3 McPherson enjoys an altruistic attitude which insures his subordinates due credit. His men have been repeatedly commended for their efforts. As a result of CW3 McPherson's professional approach to his duties, his area of responsibility received no deficiencies on the most recent General Inspection. As the administrator of the Supply Room, CW3 McPherson has contributed sound guidance to the unit officers in regards to supply matters. CW3 McPherson is a hard working, unselfish officer who achieves exemplary results from his imaginative efforts.

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

XXX

PROMOTE AHEAD OF
CONTEMPORARIES

PROMOTE WITH CONTEMPORARIES

DO NOT PROMOTE

OTHER (Explain below)

8. COMMENT ON POTENTIAL

CW3 McPherson has the potential to accomplish the most demanding tasks and can be trusted with the most vital responsibilities. He is prepared for the demanding position of CW4.

PART VI – INTERMEDIATE RATER

COMMENTS CW3 McPherson's duty performance has been outstanding during this rating period. His dedication to duty was very evident during our annual General Inspection in November 1983. The inspector had numerous commendable comments for the supply room and its operation. The inspector considers the supply room to be one of the finest in the 172d Infantry Brigade(Alaska). CW3 McPherson has been a valuable member of the aeroweapons platoon because of his experience, expertise and willingness to assist the new inexperienced pilots in his platoon. CW3 McPherson should be promoted to CW4 ahead of his contemporaries.

PART VII – SENIOR RATER

* POTENTIAL EVALUATION (See Chapter 4, AR 523-105)

The diagram shows a rectangular assembly hall with a central aisle and side aisles. The left side is labeled 'SR' and the right side 'USE ONLY'. The central area is labeled 'HI' and 'LO'. The diagram is used to illustrate the distribution of 100 people in the hall.

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

☒ YES☐ NO (Explain in b)

b. COMMENTS

6. COMMENTS CW3 McPherson continues to perform all of his duties in an outstanding manner. His drive and personal initiative far surpasses that of his contemporaries. As unit supply officer he put in many long hours insuring that the soldiers in this Seperate Air Cavalry Troop never went wanting. He is totally devoted to everything he does and you can always expect that it will be done well. CW3 McPherson is a very talented officer who needs to be challenged, giving him to a tough job, he will produce top results. Promote him ahead of his contemporaries, he has earned that right.

OFFICER EVALUATION REPORT SUPPORT FORM

For use of this form, see AR 623-105; the proponent agency is DCSPER.

Read Privacy Act Statement on Reverse before Completing this form

PART I - RATED OFFICER IDENTIFICATION

NAME OF RATED OFFICER (Last, First, MI)

GRADE

ORGANIZATION

MCPHERSON, MARVIN O.

CW4

A Co, 2-229th Avn Regt

PART II - RATING CHAIN - YOUR RATING CHAIN FOR THE EVALUATION PERIOD IS:

RATER	NAME <u>Thorne</u> JONES, KENNETH S.	GRADE CPT	POSITION Company Commander
INTERMEDIATE RATER	NAME <u>Rusho</u> HATCH, WILLIAM J.	GRADE MAJ(P)	POSITION Battalion S-3
SENIOR RATER	NAME PASCOE, MICHAEL C.	GRADE LTC	POSITION Battalion Commander

PART III - VERIFICATION OF INITIAL FACE-TO-FACE DISCUSSION

AN INITIAL FACE-TO-FACE DISCUSSION OF DUTIES, RESPONSIBILITIES, AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON 15 Sept 88RATED OFFICER'S INITIALS WOMRATER'S INITIALS KST

PART IV - RATED OFFICER (Complete a, b, and c below for this rating period)

a. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES

DUTY TITLE IS Battalion Standardization Inst Pilot, THE POSITION CODE IS 152FC

Major responsibilities include: Monitoring unit training programs to help ensure Battalion standardization. Train and evaluate pilots, UTs, IPs and other SIPs. Assist the Commander in administrating the aircrew training programs. Make sure unit SOPs are IAW current doctrine.

b. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES

- Monitor no notice program to ensure fairness.
- Assist Commanders and staff as necessary to ensure their decisions, promote mission accomplishment and safety.
- Provide Commanders and staff with interpretations of ARs, SOPs and doctrine as required.
- Provide Commanders and staff with correct AH64 technical data as required.
- To set the example for my contemporaries and subordinates.
- To be professional in all my duties and have the respect and confidence of my fellow aviators.

c. LIST YOUR SIGNIFICANT CONTRIBUTIONS

I have been instrumental in the following areas:

- Developing a unit training program to be used for RL progression and PIC appointment.
- Developing individual, crew and team training scenarios.
- Assisting in developing unit SOPs.
- ~~Assisting in developing the AH-64 Commander's task list.~~
- Providing unit and staff aviators instructions and evaluations.
- ~~Administering portions of the "Top Gun" competition during UTP.~~
- Providing technical assistance to staff personnel during planning phases.
- ~~Developing a range SOP to be used during UTP exercises.~~
- Monitoring unit training programs and assisting unit IPs as necessary to ensure unit goals are met.
- Providing guidance as necessary to ensure command attitudes are adhered to.
- Participated in a JANUS test to determine future employment of LHX, ~~EXOR~~ AH-13 and AH64 aircraft.
- I am extremely proud to have served with the 229th and could not have asked for a better unit to end my career with.

William D. McReynolds 5 May 89
SIGNATURE AND DATE

PART V - RATER AND/OR INTERMEDIATE RATER (Review and comment on Part IVa, b, and c above.
Insure remarks are consistent with your performance and potential evaluation on DA Form 67-8.)

a. RATER COMMENTS (Optional)

Dave has done a superb job of trying to bring the battalion together as a cohesive and standardized fighting force.

Kenneth S. Jones 5 May 89
SIGNATURE AND DATE (Mandatory)

b. INTERMEDIATE RATER COMMENTS (Optional)

SIGNATURE AND DATE (Mandatory)

DATA REQUIRED BY THE PRIVACY ACT OF 1974 (5 U.S.C. 552a)

1. AUTHORITY: Sec 301 Title 5 USC; Sec 3012 Title 10 USC.

2. PURPOSE: DA Form 67-8, Officer Evaluation Report, serves as the primary source of information for officer personnel management decisions. DA Form 67-8-1, Officer Evaluation Support Form, serves as a guide for the rated officer's performance, development of the rated officer, enhances the accomplishment of the organization mission, and provides additional performance information to the rating chain.

3. ROUTINE USE: DA Form 67-8 will be maintained in the rated officer's official military Personnel File (OMPF) and Career Management Individual File (CMIF). A copy will be provided to the rated officer either directly or sent to the forwarding address shown in Part I, DA Form 67-8. DA Form 67-8-1 is for organizational use only and will be returned to the rated officer after review by the rating chain.

4. DISCLOSURE: Disclosure of the rated officer's SSN (Part I, DA Form 67-8) is voluntary. However, failure to verify the SSN may result in a delayed or erroneous processing of the officer's OER. Disclosure of the information in Part IV, DA Form 67-8-1 is voluntary. However, failure to provide the information requested will result in an evaluation of the rated officer without the benefits of that officer's comments. Should the rated officer use the Privacy Act as a basis not to provide the information requested in Part IV, the Support Form will contain the rated officer's statement to that effect and be forwarded through the rating chain in accordance with AR 623-105.