

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: [REDACTED] f. DESIGNATED SPECIALTIES: [REDACTED] g. FMOS (WO): **100EO** h. STA CODE: **AEO74**

i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND: **Co C, 3rd Avn Bn (Cbt), 3rd ID, VII Corps, APO NY 09702, USAFEUR**
 j. REASON FOR SUBMISSION: **05 Annual** k. COMD CODE: **UX**

l. PERIOD COVERED: FROM Year **80** Month **04** Day **23** THRU Year **81** Month **04** Day **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: [REDACTED]

q. EXPLANATION OF NONRATED PERIODS: [REDACTED]

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI): **FRIEDRICHSEN, GREGORY L.** SSN: [REDACTED] SIGNATURE: *Gregory L. Friedrichsen* DATE: **25 May 81**

b. NAME OF INTERMEDIATE RATER (Last, First, MI): **HEINZE, CARL R.** SSN: [REDACTED] SIGNATURE: *Carl R. Heinze* DATE: **29 MAY 81**

c. NAME OF SENIOR RATER (Last, First, MI): **CLAWSON, WILLIAM R.** SSN: [REDACTED] SIGNATURE: *William R. Clawson* DATE: **3 June 81**

d. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT: **CPT, AR, C Co, 3rd Avn Bn (Cbt), APO NY 09702, Section Leader**

e. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT: **CWL, USA, C Co, 3d Avn Bn (Cbt), APO NY 09702, Platoon Leader**

f. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT: **CPT(P), IN, C Co, 3rd Avn Bn (Cbt), APO NY 09702, Company Commander**

g. SIGNATURE OF RATED OFFICER: *Marvin D. McPherson* DATE: **10 May 81** h. DATE ENTERED ON DA FORM 21: **3 June 81** i. RATED OFFICER MPO INITIALS: [REDACTED] j. SR MPO INITIALS: [REDACTED] k. NO. OF INCS: **0**

PART III - DUTY DESCRIPTION (Rated)

a. PRINCIPAL DUTY TITLE: **RW Pilot** b. SS/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.)

	HIGH DEGREE					LOW DEGREE				
	1	2	3	4	5	1	2	3	4	5
1. Possesses 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/EEO										1
14. Clear and concise in oral communication										1

b. 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.

Info removed by VNCA

PERIOD COVERED **800423 thru 810423**

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME **MCPHERSON, MARVIN D.** SSN [REDACTED]

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS YES NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 87-8 AND PART III, b. AND c, DA FORM 87-8-1

ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 87-8 AND PART III, b. AND c, DA FORM 87-8-1 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 liason 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.

d. 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)

e. 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

a. 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

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

SR		DA USE ONLY
		HI
X		
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A COMPLETED DA FORM 87-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

YES NO (Explain in b)

b. 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 liasion 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.