

# DISPOSITION FORM

For use of this form, see AR 340-15; the proponent agency is The Adjutant General's Office.

REFERENCE OR OFFICE SYMBOL

SUBJECT

AFZF-SC-PSC-OR

US Army Officer Evaluation Report (DA Form 67-7)

TO CW2 Marvino D. McPherson  
CJup 7/174hCaw

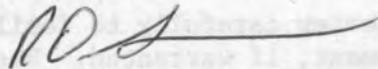
FROM Ch, Off Rcds Div  
546th PSC

DATE 1 Feb 77

CMT 1

1. Attached copy of your Officer Evaluation Report, DA Form 67-7, is provided in accordance with paragraphs 3-1a(9) and 3-2k(5), AR 623-105, for you to review for errors and omissions in accordance with Chapter 7, AR 623-105, outlined on the reverse of this form.

2. Unless you personally or telephonically (5-6270/3805) notify this office to dispatch the original of the report to DA immediately, the original will be forwarded from this office to HQDA on 11 Feb 77 to insure it arrives within 45 days after the "thru" date of the report.



R. D. SCHNEIDER  
WO1, USA  
CH, OFF RCDS DIV

FH OP 396, Rev 1 May 76

DA FORM 2496  
1 FEB 62

REPLACES DD FORM 96, EXISTING SUPPLIES OF WHICH WILL BE  
ISSUED AND USED UNTIL 1 FEB 63 UNLESS SOONER EXHAUSTED.

☆ GPO: 1972 769-880/1008

OUTLINE OF CHAPTER 7, AR 623-105

1. Upon receipt of the Officer Evaluation Report, review it carefully.
  - a. Part I--Check to insure accuracy of entries.
  - b. Part II--Check to insure accuracy of entries. Particular attention should be directed to insuring that Part IIa accurately reflects proper "From" and "Thru" dates and that entries related to "rated duty days" and "other days(Total)" are accurate. Report scores are weighted by the number of rated duty days in each reporting period when computing each individual's annual average OER scores. Moreover, information provided in Part IIa allows HQDA to verify that the current report is, in fact, due and to determine whether additional reports may be required for other periods of time.
  - c. Part III--Check duty title and duty code for accuracy. Insure that duties described herein are accurate and pertain, in fact, to the duty assigned during the reporting period.
  - d. Part IV--Review carefully to facilitate further self-evaluation and subsequent self-improvement, if warranted. Responses of "N/O", "\*Needs Improvement" or "\*No" require comments supporting or clarifying such entries.
  - e. Parts V and VI--Insure numerical ratings are within the ranges available for the block in which entered.
  - f. Part VIII--Check to insure that numerical scores have been transferred accurately from Parts V and VI and have been added correctly.
  - g. Part IX--Check to insure the rating officials concerned are those designated in accordance with the local rating scheme,
  - h. Examine any inclosures which may be attached to the report form.
  - i. Entries/comments which are inaccurate, or subject to either question or dispute, may be discussed with the appropriate rating official. Unresolved differences may be handled in accordance with the provisions of Chapter 8.

2. An adverse report is one containing any of the following: (1) A report containing a "No" response in Part IVa, (2) A report resulting in an adjectival rating of "marginal" or "inadequate" in Part V, (3) A report resulting in an appraisal to "promote this officer...behind his contemporaries" or "not promote this officer" in Part VI, or (4) When in the opinion of the rater, the rated officer's performance of duty is so deficient that a special evaluation report is justified or an officer is relieved for cause (e.g. unsatisfactory performance). Adverse reports must be referred to the rated officer for comment. In such an instance, the rated officer will acknowledge receipt of the report and may inclose a brief statement when he believes that the rating or remarks are incorrect. His statement must be based on facts and will not contain allegations concerning the character, conduct, integrity, or motives of a rating official. Comments of the rated officer do not constitute an appeal.

PART I - ADMINISTRATIVE DATA													
a. LAST NAME FIRST NAME MIDDLE INITIAL MATHERSON, 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. MPOS (M/J) 10000	h. STA CODE 0205F
i. UNIT ORGANIZATION STATION, ZIP CODE OR APO, MAJOR COMMAND Troop E (AIR), 1st Cavalry, Ft. Wainwright, AK 09703							j. REASON FOR SUBMISSION OF Annual				k. COMD CODE PC		
l. PERIOD COVERED			m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)				p. FORWARDING ADDRESS				
FROM		THRU				<input type="checkbox"/> 1 GIVEN TO OFFICER		<input type="checkbox"/> 2 FORWARDED TO OFFICER					
Year	Month	Day	Year	Month	Day								
81	10	00	82	10	00	11		FS-02					
q. EXPLANATION OF NONRATED PERIODS P11000 P21115, 30 days, Casual.													
PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)													
a. NAME OF RATER (Last, First, MI) CORNELI, JEPPI L.			SSN [REDACTED]		SIGNATURE <input type="checkbox"/>								
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT, AP, Troop E (AIR), 1st Cavalry Weapons Platoon Commander										DATE			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) HACKWORTH, KENNETH W.			SSN [REDACTED]		SIGNATURE <input type="checkbox"/> Kenneth W Hackworth								
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, FA, Troop E (AIR), 1st Cavalry Executive Officer										DATE			
c. NAME OF SENIOR RATER (Last, First, MI) BIV, RONALD L.			SSN [REDACTED]		SIGNATURE <input type="checkbox"/> Ronald L Biv								
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, IN, Troop E (AIR), 1st Cavalry Troop Commander										DATE			
d. SIGNATURE OF RATED OFFICER			DATE		e. DATE ENTERED ON DA FORM 2-1		f. RATED OFFICER MPO INITIALS	g. SR MPO INITIALS		h. NO. OF INCL			
PART III - DUTY DESCRIPTION (Rater)													
a. PRINCIPAL DUTY TITLE Pilot AH-1G							b. SSI/MOS 10000						
c. REFER TO PART III, DA FORM 67-8-1 Responsible for maintaining the individual and team proficiency requirements established by the Aircrew Training Manual and accomplishment of mission standards in accordance with ARTEP 17-205 while assigned to a Separate Air Cavalry Troop operating in the demanding arctic environment. Performs major additional duty of Troop Supply Officer.													
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. Possesses capacity to acquire knowledge/grasp concepts				1	8. Displays sound judgment				1				
2. Demonstrates appropriate knowledge and expertise in assigned tasks				1	9. Seeks self improvement				1				
3. Maintains appropriate level of physical fitness				1	10. Is adaptable to changing situations				1				
4. Motivates, challenges and develops subordinates				1	11. Sets and enforces high standards				1				
5. Performs under physical and mental stress				1	12. Possesses military bearing and appearance				1				
6. Encourages candor and frankness in subordinates				1	13. Supports EO/EEO				1				
7. Clear and concise in written communication				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. DEDICATION		(11,a) Always enforces high standards of personal appearance and conduct among his peers and subordinates.											
2. RESPONSIBILITY		(1,b) Dedicated to the successful accomplishment of the unit mission.											
3. LOYALTY		(2,b) Responsible officer who can be relied upon to always complete any assigned task in an exemplary manner.											
4. DISCIPLINE													
5. INTEGRITY													
6. MORAL COURAGE													
7. SELFLESSNESS													
8. MORAL STANDARDS													

PERIOD COVERED 811000-821008

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 4, d, 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 4, d, AND c, DA FORM 67-8-1 DO NOT USE FOR COMMENTS ON POTENTIAL! CW3 McPherson has performed exceptionally well as an AH-1G pilot and unit Supply Officer during this period. Through his demonstrated expertise of aviation skills, and his dedicated attitude towards successful mission accomplishment in everything he does, CW3 McPherson gained the respect of everyone that he works with. His past experience in cold weather operations has aided CW3 McPherson in adapting to the diverse arctic environment and it's unique problems in a minimum amount of time. He constantly displays a high degree of technical competence in aircraft systems and tactical operations. He actively accomplished all training requirements necessary to meet or exceed the standards of ATM TC 1-136. Due to CW3 McPherson's dedication to duty and attention to detail, he was selected by the commander as the Troop Supply Officer and has applied himself to ungrade all aspects of this important functional area. His efforts have resulted in a streamlined supply system, thereby eliminating a large backlog of logistical problems within the Troop. He has worked with Brigade S-4 to develop a more compliant and operational supply system that has enhanced unit training as well as combat readiness of Troop E. CW3 McPherson's initiative, resourcefulness and record of achievement in this Troop reflect credit upon himself and the military service.

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:

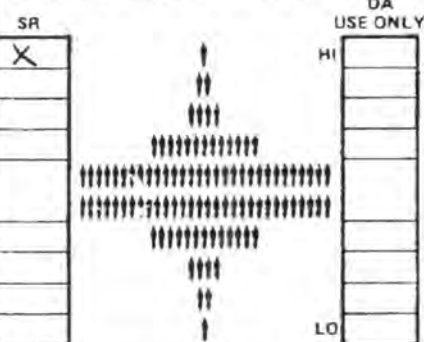
f. COMMENT ON POTENTIAL This officer is capable of performing any job that he is tasked with. He should assume instructor pilot duties at the earliest possible opportunity and be selected for attendance at the Senior Course.

PART VI - INTERMEDIATE RATER

g. COMMENTS CW3 McPherson's performance of duty has been outstanding. He has proven himself to be a valuable member of the Aeroweapons Platoon during numerous field training and firing exercises. As unit Supply Officer in a Separate Air Cavalry Troop, CW3 McPherson has performed the duties that a battalion S-4 would normally perform in an outstanding manner. He has streamlined and organized supply procedures and has been recognized by IG and Brigade Assistance Teams for realizing a marked improvement in all supply areas. CW3 McPherson should be slotted for attendance at the Senior Course and promotion to CW4 ahead of his contemporaries.

PART VII - SENIOR RATER

h. POTENTIAL EVALUATION (See Chapter 4, AR 627, 1951)



i. COMMENTS CW3 McPherson's performance of duty has exceeded that of any of his contemporaries in this unit. Not content to merely maintain his status as an aviator he has sought out additional responsibility. During this period he has held a major duty as Supply Officer. He soon found he had inherited an arithmetic mess. Property accountability and the use of unit funds were virtually out of control. He recognized the problems, took immediate steps to halt any further degradation, and began establishing a firm base to reestablish the supply system. He accomplished all of these tasks while maintaining APL1, FAC1 status. He is truly a professional officer who should be sent to the Senior Course at the earliest opportunity. SM departed TDY prior to submitting DA Form 67-8-1 and did not return from TDY in time to sign DA Form 67-8.

j. A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW  YES  NO / Explain in b1

For use of this form, see AR 623-105; proponent agency is US Army Military Personnel Center.

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

a. LAST NAME - FIRST NAME - MIDDLE INITIAL <b>McPHERSON, MARVIN D.</b>	b. SSN [REDACTED]	c. GRADE <b>CW2</b>	d. DATE OF BIRTH Year: <b>74</b> Month: <b>06</b> Day: <b>12</b>	e. BRANCH <b>AV</b>	f. SP CAREER PROG CODE <b>NA</b>
g. UNIT, ORGANIZATION, STATION AND MAJOR COMMAND <b>C Trp, 7/17th Cav, 6th Cav Bde (AC), Ft Hood, Texas 76544 USA FORCES COMMAND</b>					h. CODES (Sta - Mgr - Comd) <b>48396 FC</b>

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																						
<table border="1"> <tr> <th colspan="2">From</th> <th colspan="2">Thru</th> <th rowspan="2">RATED DUTY DAYS</th> <th rowspan="2">NONDUTY DAYS</th> </tr> <tr> <th>YEAR</th> <th>MONTH</th> <th>YEAR</th> <th>MONTH</th> </tr> <tr> <td><b>76</b></td> <td><b>10</b></td> <td><b>77</b></td> <td><b>01</b></td> <td><b>098</b></td> <td><b>000</b></td> </tr> <tr> <td colspan="4"></td> <td>NONRATED DUTY DAYS</td> <td>OTHER DAYS (a + b) Total</td> </tr> </table>	From		Thru		RATED DUTY DAYS	NONDUTY DAYS	YEAR	MONTH	YEAR	MONTH	<b>76</b>	<b>10</b>	<b>77</b>	<b>01</b>	<b>098</b>	<b>000</b>					NONRATED DUTY DAYS	OTHER DAYS (a + b) Total	<b>Change In Duty</b>	<b>RATER 1 Daily</b> <b>INDORSER 1 Daily</b>
From		Thru		RATED DUTY DAYS			NONDUTY DAYS																	
YEAR	MONTH	YEAR	MONTH																					
<b>76</b>	<b>10</b>	<b>77</b>	<b>01</b>	<b>098</b>	<b>000</b>																			
				NONRATED DUTY DAYS	OTHER DAYS (a + b) Total																			
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 <b>Pilot, OH-58</b>	b. Duty MOS <b>160001D</b>	c. Asst Grade <b>1</b>
d. Special Career Program Position Description <b>Participates in Nap-Of-The-Earth flight; is responsible for designating firing positions for up to five AH-1Q Attack Helicopters; adjusts artillery and Tactical Air Support; holds the extra duties of Race Relations/Equal Opportunity Officer and OH-58 Instructor Pilot and is on the Unit Standards Board.</b>		

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: Questions) 2,4 2.) CW2 McPherson's knowledge and application of the techniques of scouting and attack helicopter tactics has made him invaluable in training other pilots and 11DRF observers. 4.) Indicated by his duties as Instructor Pilot and Race Relations/Equal Opportunity Officer.

c. INDORSER Remarks on above questions, if desired: Questions) 2,5,8 2.) His ability to train and teach far exceeds that appropriate to his grade and branch. 5.) This officer always takes full accountability and responsibility for all of his actions. 8.) CW2 McPherson is very capable of two-way communication as demonstrated by his outstanding work as the Troop Race Relations/Equal Opportunity Officer.

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 70-83	Superior 67-69	Excellent 56-58	Effective 35-45	Marginal 14-3	Inadequate 7-0
RATER	<b>69</b>					
INDORSER	<b>69</b>					

\* 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?

Attack Helicopter Scout Pilot and OH-58 Instructor Pilot.

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

Instrument Flight Examiner.

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	30				
INDORSER	30				

\* 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. CW2 McPherson is an outstanding Scout Pilot and officer. He has shown professionalism in every task he has undertaken. His knowledge and application of the techniques of scouting make him one of the most outstanding Scout Pilots in the Platoon. Because of his expertise he has been tasked several times to instruct new pilots and 11D2F observers in the techniques of scouting and Attack Helicopter tactics. During quarterly gunnery he flew with 11D2F's on the range conducting simulated fire missions while the Cobra's were actually firing weapons down range. In addition to his regular duties, CW2 McPherson is the Race Relations/Equal Opportunity Officer and is required to help plan and inspect each Platoon's Human Relations sessions. I recommend CW2 McPherson be promoted immediately and sent to the Instrument Examiner's Course.

b. INDORSER Narrative evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-4g, AR 623-105 apply. CW2 McPherson has shown outstanding performance as an aviator and officer. His skill and technical competence surpasses that expected of an officer of his grade and expertise, and his accomplishments are indicative of his abilities and prior training. CW2 McPherson has been instrumental in training several new pilots and Scout Observers to the same high skill level as himself, which has upgraded the training and ability of the Platoon and the Troop. He has been highly instrumental in having an outstanding training program as Troop RR/EO. Because of his outstanding abilities I recommend CW2 McPherson be promoted immediately and scheduled for further advanced training.

PART VIII - REPORT SCORES			PART IX - AUTHENTICATION (Read paragraph 3-2j, AR 623-105)		
PART	RATER	INDORSER	a. SIGNATURE OF RATER	TYPED NAME (Last, First, MI)	SSN
V	69	69	Michael D. Hulse	HULSE, MICHAEL D.	
			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE 30 JAN 77
			CPT, AD, C Trp, 7/17th Cav, 6th Cav Bde Section Leader		
VI	90	90	b. SIGNATURE OF INDORSER	TYPED NAME (Last, First, MI)	SSN
			Brent H. Larsen	LARSEN, BRENT H.	
			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE 31 JAN 77
			CPT, AR, C Trp, 7/17th Cav, 6th Cav Bde Platoon Commander		
Sum	a	b	c. REVIEWER		
	99	99	MY REVIEW	<input checked="" type="checkbox"/> INDICATES NO FURTHER ACTION	<input type="checkbox"/> RESULTS IN ACTIONS STATED ON INCLOSURES
REPORT SCORE	198		d. SIGNATURE OF REVIEWER	TYPED NAME (Last, First, MI)	SSN
			John C. Shaw	SHAW, JOHN C.	
			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE 1 FEB 77
			MAJ, AR, C Trp, 7/17th 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 66	b. RATED OFFICER COPY (Check one and date)	c. FORWARDING ADDRESS (Rated Officer)	d. DATE RECEIVED
FEB 1 1977	<input type="checkbox"/> 1. Given to officer <input type="checkbox"/> 2. Forwarded to officer <input type="checkbox"/> 3. Forwarded to indorser <input type="checkbox"/> 4. Forwarded to reviewer		
MPO INITIALS			e. RATED OFFICER COPY <input type="checkbox"/> 1. Given to officer <input type="checkbox"/> 2. Forwarded to officer <input type="checkbox"/> 3. Returned to MPO

PART I - ADMINISTRATIVE DATA												
a. LAST NAME - FIRST NAME - MIDDLE INITIAL <b>MCPHERSON, MARVIN D.</b>			b. SSN [REDACTED]	c. GRADE <b>CW4</b>	d. DATE OF RANK Year: <b>86</b> Month: <b>08</b> Day: <b>01</b>			e. BR <b>AV</b>	f. DESIGNATED SPECIALTIES	g. PMOS (WO) <b>152F</b>	h. STA CODE <b>01767</b>	
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND <b>A Co, 2-229th Avn Regt, 101st Abn Div (AASLT) Fort Rucker, AL 36362-5071 FORSCOM</b>						j. REASON FOR SUBMISSION <b>03   Change of Rater</b>			k. COMD CODE <b>FC</b>			
l. PERIOD COVERED		m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)				p. FORWARDING ADDRESS				
FROM THRU		7	TD17	<input type="checkbox"/> 1. GIVEN TO OFFICER _____ <input type="checkbox"/> 2. FORWARDED TO OFFICER _____								
Year	Month			Day	Year	Month	Day					
89	05	01	89	11	19							
q. EXPLANATION OF NONRATED PERIODS												

PART II - AUTHENTICATION (Rated officer signature verifies PART I date and RATING OFFICIALS ONLY)												
a. NAME OF RATER (Last, First, MI) <b>JONES, KENNETH S.</b>			SSN [REDACTED]	SIGNATURE <i>Kenneth S. Jones</i>								
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>CPT, AV, A Co, 2-229th Avn Regt, Company Commander</b>												DATE <b>11 Dec 89</b>
b. NAME OF INTERMEDIATE RATER (Last, First, MI) <b>RUSHO, MICHAEL E.</b>			SSN [REDACTED]	SIGNATURE <i>Michael E. Rusho</i>								
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MAJ, AV, 2-229th Avn Regt, S-3</b>												DATE <b>11 Dec 89</b>
c. NAME OF SENIOR RATER (Last, First, MI) <b>PASCOE, MICHAEL C.</b>			SSN [REDACTED]	SIGNATURE <i>MCPascoe</i>								
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>LTC, AV, 2-229th Avn Regt, Battalion Commander</b>												DATE <b>11 DEC 89</b>
d. SIGNATURE OF RATED OFFICER <i>Marvin D. McPherson</i>			DATE <b>11 DEC 89</b>	e. DATE ENTERED ON DA FORM 21	f. RATED OFFICER MPO INITIALS <i>MDM</i>	g. SR MPO INITIALS	h. NO. OF INCL <b>0</b>					

PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE <b>Standardization Instructor Pilot</b>						b. SSI/MOS <b>152FC</b>					
c. REFER TO PART IIIa, DA FORM 67-8-1 <b>Battalion AH-64 standardization instructor pilot in an AH-64 Apache Attack Helicopter battalion, responsible for monitoring unit training programs to help ensure standardization within the battalion. Also responsible for the technical and tactical training and evaluation of AH-64 Apache aviators, unit trainers, instructor pilots and other standardization instructor pilots within the battalion. Provides safe and standardized instruction and evaluation for aircraft operation, which includes pilot night vision sensor (PNVS), combat skills, and gunnery during both day and night operations. Also responsible for assisting the commander in administering the aircrew training programs and ensuring unit Standard Operating Procedures (SOP) are in accordance with current doctrine.</b>											

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. Possesses capacity to acquire knowledge/grasp concepts		1		8. Displays sound judgment		1		2. Demonstrates appropriate knowledge and expertise in assigned tasks		1	
3. Maintains appropriate level of physical fitness <b>PASS 8905</b>		1		10. Is adaptable to changing situations		1		4. Motivates, challenges and develops subordinates		1	
5. Performs under physical and mental stress		1		11. Sets and enforces high standards		1		6. Encourages candor and frankness in subordinates		1	
7. Clear and concise in written communication		1		12. Possesses military bearing and appearance <b>72/170 YES</b>		1		7. Clear and concise in oral communication		1	
7. Clear and concise in written communication		1		13. Supports EO/EEO		1		7. 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. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	(a.2) Knowledge and expertise as a standardization instructor pilot is superb. (a.7,14) Excellent ability to communicate complex technical information. (a.10) Exceptionally flexible to fluid training requirements. (b.1) Totally dedicated to both safety and the unit mission. (b.3) Exhibits unsurpassed loyalty. (b.4) Highly disciplined in both manner and performance. (b.6) Always states his opinions and convictions with diplomacy.
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PART V - PERFORMANCE AND POTENTIAL EVALUATION (Refer to...)

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 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

c. 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's performance of all duties, both assigned and implied, is consistently excellent. As pilot in command of an attack helicopter in the demanding arctic environment, he displays a wealth of tactical and technical expertise that is of the highest caliber. Furthermore, due to his past experience, he is able to impart his knowledge to aviators less experienced than himself in a clear, concise, and understandable manner. In this area he has proven himself invaluable to both the instructor pilots and the platoon as a whole. During this period CW3 McPherson has maintained a proficiency level above the programmed requirements as prescribed in ATM TC 1-136. In his major additional duty as Troop Supply Officer, CW3 McPherson has maintained a well organized, operational supply system within the Troop. In order to maintain accurate accountability of all unit property and ensure that the Troops supply needs are met in a timely manner, he has established a filing system for all pertinent documents pertaining to supplies and property throughout the unit. Due to CW3 McPherson's achievements and objective management in our supply system, training within the unit as well as the combat readiness of Troop E has been greatly enhanced. CW3 McPherson's skill and expertise is unquestionable and is held in high esteem by his subordinates, peers, and superiors alike.

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)

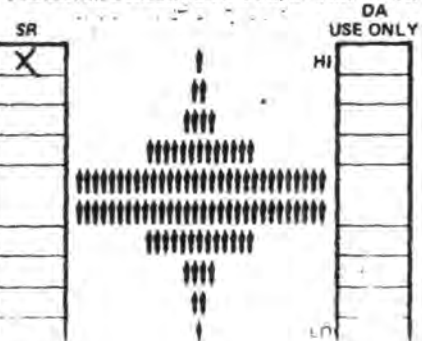
e. COMMENT ON POTENTIAL This officer has unlimited potential for advancement. To fully utilize his potential, he should assume instructor pilot duties at the earliest possible opportunity and be selected for attendance at the Senior Course at the earliest opportunity.

PART VI - INTERMEDIATE RATER

a. COMMENTS CW3 McPherson's duty performance has been outstanding. He has proven himself to be a vital asset to this unit. As supply officer he has improved all areas of supply making it a very functional and operating element of the unit. He has been a valuable member of the Aeroweapons Platoon because of his knowledge and expertise and willingness to help the new inexperienced pilots in his platoon. CW3 McPherson should be allowed to attend the Senior Course and be promoted to CW4 ahead of his contemporaries.

PART VII - SENIOR RATER

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



b. COMMENTS CW3 McPherson continues to perform all of his assigned duties in an exemplary manner. During this rating period he has exceeded all ATM requirements while holding a major duty position as supply officer. All functions in the area of supply have shown constant improvement making this formerly disfunctional area a viable part of this organization. Supply now operates so smoothly that Dave McPherson now has the opportunity to enter into planning and has become an important asset to me. With his help I am now able to divert more attention to other pressing matters. There is no limit to this officers capability.

1. PERIOD COVERED						m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)		p. FORWARDING ADDRESS
FROM			THRU					<input type="checkbox"/> 1. GIVEN TO OFFICER	<input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER	
Year	Month	Day	Year	Month	Day			830825		
82	10	09	83	07	15	09	FS-02			

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)	SSN	SIGNATURE	DATE
CORNELL, JERRY L.	[REDACTED]	<i>Jerry Cornell</i>	16 Aug 83
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT			
ILT, IN, E TROOP 1st (AIR) CAV, PLATOON COMMANDER			
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	SIGNATURE	DATE
HUBBARD, NEAL A	[REDACTED]	<i>Neal A Hubbard</i>	16 Aug 83
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT			
CPT, IN, E TROOP 1st (AIR) CAV, TROOP XO			
c. NAME OF SENIOR RATER (Last, First, MI)	SSN	SIGNATURE	DATE
ROY, RONALD L.	[REDACTED]	<i>R. L. Roy</i>	16 Aug 83
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT			
MAJ, IN, E TROOP 1st (AIR) CAV, TROOP COMMANDER			

d. SIGNATURE OF RATED OFFICER	DATE	e. DATE ENTERED ON DA FORM 2-1	f. RATED OFFICER MPO INITIALS	g. SR MPO INITIALS	h. NO. OF INCL
<i>McPherson</i>	16 Aug 83	830825	3	3	0

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. SSI/MOS
AH-1G Pilot	100BC
c. REFER TO PART IIIa, DA FORM 67-8-1 CW3 McPherson's major duty is as AH-1S pilot in a Air Cavalry Troop operating in the harsh arctic environment. His primary responsibility is providing protection for the unit scout aircraft by delivering direct and indirect fire on designated targets. CW3 McPherson's major additional duty is Supply Officer, responsible for ensuring the unit supply needs are met.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

* 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							1
2. Demonstrates appropriate knowledge and expertise in assigned tasks				1							1
3. Maintains appropriate level of physical fitness PASS 8303				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
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 72/168 yes											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)	(b,1) Dedicated to the successful accomplishment of the unit mission. (b,2) Responsible officer who can be relied upon to always complete any assigned task in an exemplary manner. (b,4) Takes responsibility for his actions and requires his subordinates to do the same.
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	

PART I - ADMINISTRATIVE DATA											
a. LAST NAME FIRST NAME MIDDLE INITIAL <b>MCPHERSON, MARVIN D.</b>			b. SSN [REDACTED]	c. GRADE <b>CW4</b>	d. DATE OF RANK Year: <b>86</b> Month: <b>08</b> Day: <b>01</b>			e. BR <b>AV</b>	f. DESIGNATED SPECIALTIES	g. PMOS (WO) <b>152F</b>	h. STA CODE <b>0176</b>
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND <b>A Co, 2-229th Avn Regt, 18th Avn Bde, Ft. Rucker, AL 36362-5071</b>						j. REASON FOR SUBMISSION <b>04 Retirement</b>			k. COMD CODE <b>FC</b>		
1. PERIOD COVERED		m. NO. OF MONTHS		n. MILPO CODE		o. RATED OFFICER COPY (Check one and date)			p. FORWARDING ADDRESS		
FROM		THRU				<input type="checkbox"/> 1 GIVEN TO OFFICER			<input type="checkbox"/> 2 FORWARDED TO OFFICER		
Year	Month	Day	Year	Month	Day						
89	11	20	90	04	30	5		TD17			
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) <b>THOME, MICHAEL N.</b>			b. SSN [REDACTED]	SIGNATURE <i>Michael N. Thome</i>							
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>CPT, AV, A Co, 2-229th Avn Regt, Company Commander</b>										DATE <b>15 MAY 90</b>	
b. NAME OF INTERMEDIATE RATER (Last, First, MI) <b>RUSHO, MICHAEL E.</b>			c. SSN [REDACTED]	SIGNATURE <i>Michael E. Rusho</i>							
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MAJ, AV, 2-229th Avn Regt, S-3</b>										DATE <b>15 May 90</b>	
c. NAME OF SENIOR RATER (Last, First, MI) <b>PASCOE, MICHAEL C.</b>			d. SSN [REDACTED]	SIGNATURE <i>M. Pascoe</i>							
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>LTC, AV, 2-229th Avn Regt, Battalion Commander</b>										DATE <b>15 MAY 90</b>	
d. SIGNATURE OF RATED OFFICER <i>Marvin D. McPherson</i>			e. DATE <b>15 May 90</b>	f. DATE ENTERED ON DA FORM 21	g. RATED OFFICER MPO INITIALS <i>MD</i>	h. SR MPO INITIALS	i. NO. OF INCL <b>0</b>				

PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE <b>Standardization Instructor Pilot</b>						b. SS1/MOS <b>152FC</b>					
c. REFER TO PART IIIA, DA FORM 67-8-1 <b>Battalion AH-64 standardization instructor pilot in an AH-64 Apache Attack Helicopter battalion responsible for monitoring unit training programs to help ensure standardization within the battalion. Also responsible for the technical and tactical training and evaluation of AH-64 Apache aviators, unit trainers, instructor pilots and other standardization instructor pilots within the battalion. Provides safe and standardized instruction and evaluation for aircraft operation, which includes pilot night vision sensor (PNVS), combat skills, and gunnery during both day and night operations. Also responsible for assisting the commander in administering the aircrew training programs and ensuring unit Standard Operating Procedures (SOP) are in accordance with current doctrine.</b>											

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. Possesses capacity to acquire knowledge/grasp concepts		1		8. Displays sound judgment		1		2. Demonstrates appropriate knowledge and expertise in assigned tasks		1	
3. Maintains appropriate level of physical fitness <b>8910 PASS</b>		1		10. Is adaptable to changing situations		1		4. Motivates, challenges and develops subordinates		1	
5. Performs under physical and mental stress		1		12. Possesses military bearing and appearance		<b>72/166 YES</b>		6. Encourages candor and frankness in subordinates		1	
7. Clear and concise in written communication		1		14. Clear and concise in oral communication		1		3. Supports EO/EEO		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.1,2) CW4 McPherson's expertise in all aspects of AH-64 operations is superlative. (b.1,3) Dedication and loyalty to the chain of command is beyond reproach. (b.6) CW4 McPherson stands by his convictions and stands by decisions as though they were his own.								

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

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

SSN

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 67-B AND PART III a, b, AND c, DA FORM 67-B-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 67-B AND PART III a, b, AND c, DA FORM 67-B-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

CW4 McPherson was an asset to this company and battalion in a unique and viable way. CW4 McPherson performed the duties as the battalion standardization instructor pilot during single station unit fielding at Fort Hood, Texas. Upon the battalion's return to Fort Rucker, CW4 McPherson was grounded for medical reasons. At this time, he could have sat back and waited until his retirement but he didn't. CW4 McPherson continued as the subject matter expert in all operational areas of the AH-64 Apache. His knowledge and expertise on the AH-64 are unequalled, and as such, he was highly sought out to interpret technical data about the aircraft. CW4 McPherson has implemented and monitored the battalion's no-notice evaluation program flawlessly. He has been instrumental in the development of the unit's training program, developing crew and team training scenarios and in the evolution of unit standard operating procedures. Of particular importance during this rating period is when CW4 McPherson was selected to represent the battalion during the conduct of the JANUS test, conducted by the Directorate of Combat Developments, to determine future employment of light helicopter, AH-1, and AH-64 aircraft. CW4 McPherson has been an asset to this company, battalion and the U.S. Army in the accomplishment of its mission.

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

CW4 McPherson's potential is unlimited. In the event of mobilization, recommend he return to duty and be assigned as a standardization instructor pilot at battalion level or higher.

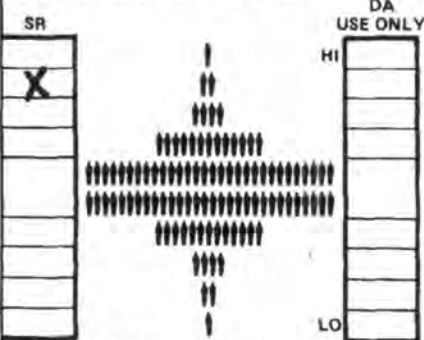
PART VI - INTERMEDIATE RATER

a. COMMENTS

Concur with the high praise the rater has bestowed on CW4 McPherson. He is one of the finest warrant officers that I have served with. His expertise in AH-64 attack helicopter operations is outstanding and will be sorely missed by the Army. CW4 McPherson is a dedicated, quality officer whose talents have allowed him to be an outstanding standardization instructor pilot for this battalion.

PART VII - SENIOR RATER

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



b. COMMENTS

CW4 Dave McPherson has, as a Standardization Instructor Pilot, continued his outstanding level of performance during this rating period. His technical and tactical prowess has provided the battalion with a resource rarely found throughout the Army; an instructor whose experience and maturity are given freely to all. CW4 McPherson's input to the JANUS test provided input to the Army's ongoing development of realistic and viable tactics and doctrine - and who better to provide this input than a senior aviator with consummate professionalism. He has been one of the best senior warrant officers I've seen in my 20 years of service.

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

YES  NO (Explain in hi)

PERSONNEL NAME - LAST, FIRST, MIDDLE INITIAL  
**ANDERSON, MARVIN D.**

REPORTING PERIOD  
 01 72 | 06 | 12 | AV NA

DA, HQ, 2D BRIGADE (BLACKHORSE) 1ST CAVALRY DIVISION, Ft. Hood, Tx FORSCOM 30366 PC

PART II - REPORTING PERIOD AND DUTY DATA (Read paragraph 4-2, AR 623-105)

a. Period Covered	b. Reason for Submitting Report	c. Report (Date)
73 05 14 - 73 08 10	COR	5 Daily rds & rpts Daily rds & rpts

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

a. Principal Duty Title	b. Duty MOS	c. Auth Grade
Helicopter Pilot	100B0	WO
d. Special Career Program Position Designation	e. Description	

Mean Score 151, DA Cir 623-2, 1 Sep 73

PART IV - PROFESSIONAL ATTRIBUTES (Read paragraphs 4-4 to 4-6, AR 623-105)

a. RATER	YES	NEEDS IMPROVEMENT
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)

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

PART V - DEMONSTRATED PERFORMANCE OF PRESENT DUTY (Read paragraph 4-3, 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		67				
INDORSER		67				

\* You are required to use SPECIFIC examples in illustrations by Part V. Do not number this column.

Teaching different ethical minority cultures and counseling individuals.

a. RATER (Complete each question in the space provided)  
 1. Who did this officer do best?

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

As a commissioned officer

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

SCORE	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
	30	29 - 24	23 - 8	7 - 2	1 - 0
RATER	30 *				
INDORSER	30 *				

\* 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: WOI McPherson performed his duties as Race Relations/Equal Opportunity Education and Training Officer in an outstanding manner. WOI McPherson helped greatly in the organization of the Brigade's Race Relation/Equal Opportunity program. WOI McPherson has worked many off duty hours which reflects his awareness, sensitivity and dedication for the program and has helped in maintaining the program as the most outstanding program in the division. Because of the exemplary manner in which WOI McPherson displays himself, I feel that he has qualities of a commissioned officer and should be given an opportunity to get a commission as soon as possible. This would make WOI McPherson a greater asset to the US Army than he is presently.

a. INDORSER Narrative evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-4g, AR 623-105 apply: WOI McPherson represents that type of young Warrant Officer desired in today's Action Army. He is enthusiastic about his job and seeks means of improving the overall Race Relations/Equal Opportunity program within the Brigade. His overall performance can be summed-up in one word "professional". WOI McPherson is fully qualified to perform as a commissioned officer in the grade of Captain at the present time. If he elects to apply for the OCS program or a direct commission it should receive favorable consideration. In any event, he should be promoted ahead of his contemporaries and attend advanced schooling at the earliest possible time.

PART VIII - REPORT SCORES			PART IX - AUTHENTICATION (Read paragraph 4-2, AR 623-105)		
PART	RATER	INDORSER	SIGNATURE OF RATER	SKINNER, HERBERT	DATE
V	67	67	CPT, AR, HHT 2d Bde 1st Cav Div, Ft. Hood, Tx	RR/EO Officer	March 14
VI	30	30	SIGNATURE OF INDORSER	HAAN, PHILLIP	DATE
Sum	97	97	LTC, AR, HQ 2d Bde 1st Cav Div, Ft. Hood, Tx	Executive Officer	5 March 74
REPORT SCORE	194		SIGNATURE OF COMMANDER	CANEY, CHARLES E.	DATE
1. With INDORSER ( )			COL, AR, HQ 2d Bde 1st Cav Div, Ft. Hood, Tx	Commander	March 14
2. Without INDORSER ( )					

PART X - PERSONNEL OFFICER (Read paragraph 4-2, AR 623-105)

DATE	TO OFFICER COPY CHECK (initial date)	FORWARD NO. ADJUTANT GENERAL (initial date)	SUBJECT
	1. Given to officer 2. Forwarded to office 3. Forwarded to address 4. Forwarded to home		1. Given to officer 2. Forwarded to office 3. Forwarded to MPO

5311 0000

For use of this form, see AR 623-105, proponent

3317 398

Agency of Origin: Military Personnel Center  
PART I - PERSONAL DATA (Read paragraph 4-1, AR 623-105)

NAME - FIRST NAME - MIDDLE INITIAL: **WOPPERSON, MARVIN D.**  
DATE OF BIRTH: **06/12/47** GRADE: **WO1** SERVICE NUMBER: **3A5110000**

ORGANIZATION, STATE AND MAILING ADDRESS: **C Troop 7th Squadron 17th Cav Ft. Hood, TX 76611, USA FORCES COMMAND**

PART II - REPORTING PERIOD (Read paragraph 4-2b, AR 623-105)  
DATE OF REPORT: **74 11 29**  
PERIOD OF REPORT: **73 02 02 - 75 10 03**  
DUTY STATION: **COM**  
REPORTING PERIOD: **Daily**  
DUTY DESCRIPTION: **Daily**

EXPLANATION OF ROTATED DUTY DAYS AND OF OTHER DUTY REQUIREMENTS: **56 28 750102-750104 Casual; 750105-750203 Student Officer; 750204-750205 Casual; 750206-750228 Change of Duty**

PART III - DUTY DESCRIPTION (Read paragraph 4-1, AR 623-105)  
a. Principal Duty Title: **Pilot OH-58**  
b. Duty MOS: **10030/1D**  
c. With Grade: **WO1**  
d. Special Career Program Position Designation: **OH-58**  
e. Description:

PART IV - PROFESSIONAL ATTRIBUTES (Read paragraph 4-1, AR 623-105)

a. RATER Complete name, position, Explain "Not a 2" Needs improvement responses in Part IVb and, if necessary, Part V	YES	NO	REMARKS
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 the ability to perform duties and activities honestly and 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 Signature: \_\_\_\_\_

c. INDOOPER Remarks on above questions if desired: (Questions)

PART V - DEMONSTRATED PERFORMANCE OF PRESENT DUTY (Read paragraph 4-1, AR 623-105)

RATER AND INDOOPER In the history of this officer's performance of duty was there any...  
RATER: \_\_\_\_\_  
INDOOPER: \_\_\_\_\_

63-78 Instructor Pilot

63-78 Standardization Instructor Pilot

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

SCORE	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
	30	29-24	23-8	7-2	1-0
RATER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDORSER	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\* 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)

*NOTE: Subject's 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 participation in the troop level Race Relations Officer position, he has actively participated or volunteered from fellow officers in his peer group. As an OH-58 Instructor Pilot, CW2 McPherson has exhibited an excellent 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 competence is unsurpassed by his contemporaries. In addition, he continues to perform professionally well as the troop level Race Relations Officer, another extra duty position. I recommend this officer for promotion ahead of his peers.

*NOTE: INDORSER Narrative evaluation is mandatory unless the provisions of paragraphs 2-2h and 4-3e, 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 IX - AUTHENTICATION (Read paragraph 3-2, AR 623-105)

PART VIII - RATER	SIGNATURE OF RATER <i>Paul L Bennett</i>	GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SPT, INF, C Tro 7th Sqn 17th Cav, 6th Cav Bde Section Leader	SSN
			DATE 20 Oct 75
PART VIII - INDORSER	SIGNATURE OF INDORSER <i>[Signature]</i>	GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT OPT, INF, C Tro 7th Sqn 17th Cav, 6th Cav Bde Platoon Leader	SSN
			DATE 27 Oct 75
EFFORT SCORE	SIGNATURE OF REVIEWER <i>[Signature]</i>		SSN
TOTAL SCORE	TYPED NAME (Last, First, MI) BEASLEY, LONNIE S. JR.		DATE 30 Oct 75
1. RATER INDORSER (a+b)	GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SPT, INF, C Tro 7th Sqn 17th Cav, 6th Cav Bde Troop Commander		DATE

PART X - PERFORMANCE OFFICER (Read paragraph 3-2c, AR 623-105)

UNIT	b. RATED OFFICER COPY (Check one and date) <input checked="" type="checkbox"/> 1. Given to officer 31 Oct 75 <input type="checkbox"/> 2. Forwarded to officer <input type="checkbox"/> 3. Forwarded to indorser <input type="checkbox"/> 4. Forwarded to reviewer	c. FORWARDING ADDRESS (Rated Officer)	d. DATE RECEIVED
			e. RATED OFFICER COPY <input type="checkbox"/> 1. Given to officer <input type="checkbox"/> 2. Forwarded to officer <input type="checkbox"/> 3. Returned to MPO

Agency is US Army Military Personnel Center, (Read paragraph 3-2b, AR 623-105)

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

a. LAST NAME - FIRST NAME - MIDDLE INITIAL: **MC PHERSON, MARVIN D.**  
 b. SSN: [REDACTED] GRADE: **CW2**  
 d. DATE OF RANK: Year **74** Month **06** Day **12**  
 e. BRANCH: **AV**  
 f. SF CAREER PROG CODE: **NA**  
 g. UNIT, ORGANIZATION, STATION AND MAJOR COMMAND: **C Co, 3d ABC 3d Div USAREUR**  
**Schweinfurt, Germany VII Corps APO NY 09702-7108**  
 h. CODES (Sta-Maj Grade): **GE763 E7**

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

a. Period Covered: From Year **79** Month **01** Day **27** to Year **79** Month **10** Day **31**  
 b. RATED DUTY DAYS: **259**  
 c. NONRATED DUTY DAYS: **019**  
 Reason for Submitting Report: **CLOSEOUT**  
 Report Based On: **DAILY**  
 IN/ORSER: **5 dly; rec & rpt**

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

a. Principal Duty Title: **Rotary Wing Pilot**  
 b. Duty MGS: **100E01M**  
 c. Auth Grade: [REDACTED]  
 d. Special Career Program Position Designation: [REDACTED]  
 e. Description: **CW2 McPherson is a scout helicopter pilot in an anti-armor attack helicopter company. He also serves as the unit's OH-58 test pilot, and a unit trainer in the aero-scout observer training program.**

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

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

b. RATEE Explanation: (Questions) **2,3,4,8,11,12** CW2 McPherson is an outstanding maintenance officer and test pilot. His technical knowledge and experience level greatly exceeds that of his contemporaries. (3) When consulted, CW2 McPherson responds in a frank manner with objective advice. (4) At his request he is being moved into an OH-58 instructor pilot duty position and will serve in the capacity in the very near future. (8) CW2 McPherson has an excellent rapport with the enlisted men of his platoon and maintains effective communication with them. (11) He is selfless in regards to after duty work.

c. INDOORSEK Remarks on above questions, if desired: (Questions) **2,7,8,9,14** (2) Far superior to contemporaries. (7) I trust this man totally. (8) Outgoing in personality, able to talk with anyone, he contributed immeasurably to platoon morale. (9) Never too busy to take time to teach subordinates. (14) Able to anticipate requirements, understand why, and able to relay this information to subordinates thereby increasing morale.

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

RATER AND INDOORSEK: 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 35-26	Marginal 14-4	Inadequate 3-0
RATER	<b>70</b>					
INDORSEK	<b>70</b>					

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

PART VI - POTENTIAL (Read paragraph 3-1e, AR 623-105)

a. RATER (Complete each question in the space provided.)  
 1. What did this officer do best? CW2 McPherson's best performance was as platoon maintenance officer and test pilot in which capacity he was responsible for 12 OH-58A aircraft.  
 2. In what capacity or assignment do you believe this officer would make the greatest contribution to the Army? Serve as a maintenance officer or instructor pilot at battalion or higher.

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

SCORE	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
RATER	30	20-24	23-8	7-2	1-0
INDORSER	30				

\* 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. CW2 McPherson is an outstanding warrant officer. He is extremely versatile and totally professional. As a maintenance officer and test pilot, he is well versed in all facets of aviation maintenance and possesses a tremendous wealth of professional knowledge and practical experience. The maintenance of this unit's OH-58 aircraft at higher than DA standards has been largely due to his efforts. CW2 McPherson is a skillful scout pilot. During a recent joint Belgian/American field exercise he performed uncommonly well. His performance greatly impressed the Belgian Commanders with the value of attack helicopters on the modern battlefield. Quiet and introspective by nature, CW2 McPherson is respected and well liked by his subordinates and superiors alike. He should be promoted quickly and his career closely monitored to insure maximum utilization of his unique abilities.

b. INDORSER Narrative evaluation is mandatory unless the provisions of paragraphs 2-3h and 4-4g, AR 623-105 apply. CW2 McPherson has performed in a singularly outstanding manner. He is one of the most accomplished scout pilots in this unit capable of any flight related duty and respected by Cobra pilots with whom he works tactically. He has been instrumental in a unit aerial observer training program in which he contributed immeasurably with his flight and maintenance knowledge. As a maintenance officer and test pilot he has assured an extremely high aircraft availability rate, often working weekends to complete work. He continually trains subordinates in the aircraft and systems. His efforts always produce outstanding results. CW2 McPherson warrants promotion ahead of contemporaries.

PART VIII - REPORT SCORES			PART IX - AUTHENTICATION (Read paragraph 3-2j, AR 623-105)		
PART	RATER	INDORSER	a. SIGNATURE OF RATER	TYPED NAME (Last, First, MI)	SSN
V	70	70	<i>James S. Shivers</i>	SHIVERS, JAMES F.	
VI	30	30	b. SIGNATURE OF INDORSER	TYPED NAME (Last, First, MI)	SSN
Sum	100	100	<i>James H. McCord</i>	MC CORD, JAMES H.	
REPORT SCORE	200		c. REVIEWER	MY REVIEW <input type="checkbox"/> INDICATES NO FURTHER ACTION <input type="checkbox"/> RESULTS IN ACTIONS STATED ON INCLOSURES <input checked="" type="checkbox"/>	SSN
1. With INDORSER (a + b)			<i>David W. Keating</i>	KEATING, DAVID W.	
2. Without INDORSER (2 x a)			GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT		DATE
			CPT, AR, C Co, 3d Avn Bn (Cbt) APO NY 09702 Platoon Commander		20 NOV 79
			MAJ, IN C Co, 3d Avn Bn (Cbt) APO NY 09702 Commander		21 NOV 79
			LTC, TC, 3d Avn Bn (Cbt) APO NY 09031 Commander		25 NOV 79

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

DATE ENTERED ON DA FORM 66	SUBSEQUENT
791128 MPO INITIALS <i>Dee</i>	d. DATE RECEIVED e. INDORSER COPY 1. Given to officer 2. Forwarded to officer 3. Returned to MPO
f. DATE g. FORWARD COPY (RATED OFFICER) h. DATE RECEIVED	EU20

Mc PHERSON, MARVIN D., [REDACTED], CW2, 790127-791031

Superb performance. Well above his peers in every endeavor. Tenacious, dedicated, bright, and intelligent; CW2 McPherson is tops in aviation maintenance procedures as well as expert in attack/scout helicopter operations. Promote now; insure future assignments capitalize on his unlimited potential.

*David W. Keating*  
DAVID W. KEATING  
LTC, TC  
Commanding