

22 JUL 1977

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

PART I - PERSONAL DATA (Read paragraph 2-1, AR 623-105)

LAST NAME - FIRST NAME - MIDDLE INITIAL McPHERSON, MARVIN D.		b. SSN [REDACTED]	c. GRADE CW2	d. DATE OF BIRTH 74 06 12	e. BRANCH AV	f. SP CAREER PROG CODE NA
g. UNIT, ORGANIZATION, STATION AND MAJOR COMMAND C Troop, 7/17th Cav, 6th Cav Bde (AG), Fort Hood, TX 76544 USA FORCES COMMAND						h. CODES (See May Comd) 48396 FC

PART II - REPORTING PERIOD AND DUTY DATA (Read paragraph 3-25, AR 623-105)

Period Covered						a. Reason for Submitting Report		c. Report Based On	
YEAR	MONTH	DAY	YEAR	MONTH	DAY	REPORTED DUTY DAYS	NONDUTY DAYS	DATE	NOORSER
77	01	10	77	06	09	154	000	R PCS	5 Dly; rec & rpt 5 Dly; rec & rpt

d. EXPLANATION OF NONREPORTED DUTY DAYS AND OR OTHER DATA: As Required:

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

a. Principal Duty Title: Rotary Wing Instructor Pilot b. Duty MOS: 100BC1D c. Auth Grade: _____

d. Special Career Program Position Designation: _____ e. Description: Responsible for employment of TOW Cobra helicopters against enemy armor and developing new concepts and tactics for a mid-intensity conflict; reconnoitering ambush sites, kill zones and firing positions for TOW Cobras. Responsible for the pilot proficiency of twelve scout pilots and all related training.

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.		NEEDS IMPROVEMENT		AND
		YES	SOME	
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		

a. RATER: Explanation: Questions 2, 4 2) As an OH-58 Instructor Pilot and Scout Pilot, CW2 McPherson's technical competence is unequalled by any other pilot in the platoon. 4) He performed duties as OH-58 Instructor Pilot and Troop Human Relations Officer.

c. NOORSER: Remarks on above questions, if desired: Questions 12, 13, 16 2) As an OH-58 IP, constantly strived to insure that every pilot maintained his own high level of technical competence. 13) Voluntarily assumed the weighty responsibility of being the unit's RREO Officer. While serving in this capacity, he implemented many innovative ideas and programs to enable his unit to enjoy an exemplary atmosphere of racial harmony. 16) Responsible for developing and implementing a sound, effective RREO program.

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

RATER AND NOORSER: In my judgment, this officer's performance of duty was (place score in applicable box):

SCORE	Outstanding 70-63	Superior 67-57	Excellent 56-36	Effective 35-15	Marginal 14-4	Inadequate 3-0
RATER	70					
NOORSER	70					

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

Info removed by VNCA

1. RATEE: (a) **Employ the assets of an attack helicopter platoon.**
 (b) What did this officer do best?

Employ the assets of an attack helicopter platoon.

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

OH-58 S.I.P.

PART VII - RATER AND INDOUSER 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	<input type="text" value="30"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
INDOUSER	<input type="text" value="30"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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

PART VIII - COMMENTS (Read paragraph 4-2, AR 623-10)

1. RATEE: Narrative evaluation of performance: **CW2 McPherson is an outstanding Scout Pilot and Officer. His knowledge and application of the techniques of scouting, along with his professionalism, makes him the outstanding scout pilot in the platoon, because of the high standards of performance set by CW2 McPherson for our newly transitioned pilots and his insistence that all pilots maintain these standards, our platoon has maintained a high state of mission readiness at all times. His expertise and instructing capabilities has made him invaluable in training our enlisted Scout Observers. In addition to his regular duties, CW2 McPherson was the Human Relations Officer and because of his assistance in planning awareness sessions and inspecting each platoon's program, the troop's Human Relations Program has been extremely effective. I recommend that CW2 McPherson be promoted immediately and that he be sent to the Instrument Examiner Course.**

2. INDOUSER: Narrative evaluation is mandatory unless the provisions of paragraph 2-2h and 4-4, AR 623-10 apply. **CW2 McPherson is one of the finest officers I have known and he has proven himself to be a professional in every aspect. His performance was typified by conscientiousness, aggressiveness and dependability. As the unit's OH-58 I.P., he constantly strives to insure that a sensible, effective standardization program was in effect. CW2 McPherson does it all! He can be relied upon in any situation under any circumstances to give his utmost effort and to produce praiseworthy results. I recommend he be utilized in an assignment where he can utilize his technical competence and advanced leadership. He should be considered for immediate promotion and advanced schooling.**

PART VIII - REPORT SCORES			PART IX - AUTHENTICATION (Read paragraph 4-2, AR 623-10)		
RATER	INDOUSER	SCORE	SIGNATURE OF RATER	TYPED NAME (Last, First, MI)	SSN
V	70	70	<i>Michael D. Hulse</i>	HULSE, MICHAEL D.	
VI	30	30	SIGNATURE OF INDOUSER	TYPED NAME (Last, First, MI)	SSN
			<i>Bradley D. Schlund</i>	SCHLUND, BRADLEY D.	
SUM	100	100	GRADE BRANCH ORGANIZATION DUTY ASSIGNMENT	DATE	
			CPT, AD, C Trp, 7/17th Cav, 6th ACCE, Section Leader	1 July 77	
			CPT, AR, C Trp, 7/17th Cav, 6th ACCE, Platoon Leader	8 July 77	
REPORT SCORE	200		REVIEWER	TYPED NAME (Last, First, MI)	SSN
			<i>John C. Shaw, Jr.</i>	SHAW, JOHN C., Jr.	
1. With INDOUSER (2-2b)			GRADE BRANCH ORGANIZATION DUTY ASSIGNMENT	DATE	
2. Without INDOUSER (2-2a)			MAJ, AR, C Trp, 7/17th Cav, 6th ACCE, Troop Commander	15 July 77	

PART X - PERSONNEL OFFICER (Read paragraph 4-2, AR 623-10)

UNIT		SUBSEQUENT	
4. DATE ENTERED ON DA FORM 66	710722	1. Given to officer	<input type="checkbox"/>
WHO WHO INITIALS	<i>[Signature]</i>	2. Forwarded to officer	<input type="checkbox"/>
		3. Forwarded to indouser	<input type="checkbox"/>
		4. Forwarded to reviewer	<input type="checkbox"/>
3. FORWARDING ADDRESS (Rated Officer)		4. DATE RECEIVED	
63d Co US Army Aviation School		RATED OFFICER COPY	
Ft Rucker AL 36360		1. Given to officer	
		2. Forwarded to officer	
		3. Returned to MPO	

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: 12			e. BR AV	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 100BO	h. STA CODE AE074		
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND (Cbt) 3d Inf Div, VII Corps, APO NY Co C 3d Avn Bn 09702 USAREUR						j. REASON FOR SUBMISSION 03 Change of Rater			k. COMD CODE UX					
l. PERIOD COVERED		m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)				p. FORWARDING ADDRESS						
FROM		THRU		<input checked="" type="checkbox"/> 1 GIVEN TO OFFICER 20 MAY 1980 <input type="checkbox"/> 2 FORWARDED TO OFFICER										
Year	Month	Day	Year	Month	Day									
79	11	01	80	04	23	6		EU-20						
g. 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) SHIVERS, JAMES F.				b. SSN [REDACTED]	c. SIGNATURE <i>James F Shivers</i>									
d. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AR, C Company, 3d Aviation Battalion (Combat) Platoon Commander										e. DATE 24 APR 80				
f. NAME OF INTERMEDIATE RATER (Last, First, MI)				g. SSN	h. SIGNATURE									
i. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT										j. DATE				
k. NAME OF SENIOR RATER (Last, First, MI) MC CORD, JAMES H.				l. SSN	m. SIGNATURE <i>James H McCord</i>									
n. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, IN, C Company, 3d Aviation Battalion (Combat) Company Commander										o. DATE 16 MAY 80				
p. SIGNATURE OF RATED OFFICER <i>Marvin D McPherson</i>				q. DATE 23 Apr 80	r. DATE ENTERED ON DA FORM 2-1 20 MAY 1980	s. RATED OFFICER MPO INITIALS <i>MS</i>	t. SR MPO INITIALS	u. NO. OF INCL.						
PART III - DUTY DESCRIPTION (Rater)														
a. PRINCIPAL DUTY TITLE Aero-Scout Pilot/OH-58 Test Pilot								b. SSI/MOS 100BO						
c. REFER TO PART IIIa, DA FORM 67-8-1 CW3 McPherson is an aero-scout pilot in an attack helicopter company. He trains to accomplish a wide variety of aero-scouting missions among which are: directing the employment of attack helicopters, functioning as forward air controller, and directing the ground attack of U.S. Air Force fighters. He is required to perform area, zone and route reconnaissance operations. CW3 McPherson is the scout platoon maintenance officer. He is responsible for the maintenance and servicing of 12 OH-58A aircraft and the supervision of 12 enlisted mechanics. He serves as an instructor in the unit's aero-scout observer training program.														
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 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS		CW3 McPherson is a very dedicated officer. He is selfless in his approach to his duties. He routinely works far beyond duty hours to complete a maintenance task, finish a test flight or to troubleshoot a problem. His loyalty is complete and sincere. He is highly disciplined in his professional conduct and sets the highest standards of maintenance practice. He leads his subordinates by example to meet his standards. As a maintenance officer, he has earned the respect and trust of his fellow aviators. He has fully supported the unit's human relations program.												

PERIOD COVERED

791101 thru 800423

PART V - PERFORMANCE AND POTENTIAL EVALUATION

a. RATED OFFICER'S NAME

MCPHERSON, MARVIN D.

SSN

RATED OFFICER IS ASSIGNED IN ONE OF HIS HER DESIGNATED SPECIALTIES

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

CW3 McPherson has performed in a singularly outstanding manner. He is a stalwart in the unit's aircraft maintenance team, and is the cornerstone of which the OH-58A maintenance program is built. He has developed the crewchiefs of the scout platoon into a cohesive and knowledgeable group. He has devoted much time and energy to teaching them correct maintenance practices and techniques. He has instilled a sense of pride in each man. CW3 McPherson has instilled a sense of confidence in the pilots of the scout platoon concerning the maintenance of the aircraft they fly. He is completely mission oriented and has worked to develop and refine his skills as an aero-scout. He is a sound tactician and has an in-depth knowledge of combat aviation doctrine. He is a strong advocate of the attack helicopter and has been instrumental in improving the platoon's ability to function smoothly with the attack platoons. As an instructor in the unit aerial observer training program, he excels. His detailed knowledge, vast experience in aviation and unique ability to deal with junior enlisted men has established him as an effective and respected trainer. CW3 McPherson takes pride in performing well, everything he does. CW3 McPherson established ambitious yet realistic goals for himself in this rating period. He has enjoyed noteworthy success in achieving those goals. CW3 McPherson's performance and conduct has been nothing but superb.

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

PROMOTE AHEAD OF CONTEMPORARIES PROMOTE WITH CONTEMPORARIES DO NOT PROMOTE OTHER (Explain below)

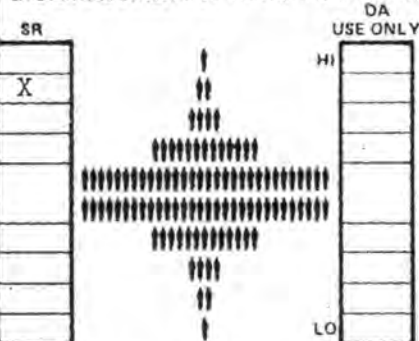
e. COMMENT ON POTENTIAL CW3 McPherson will realize his potential as a warrant officer aviator only when he is promoted to Chief Warrant Officer 4. He is an exceptionally fine warrant officer and should be promoted to the grade commensurate with his abilities and knowledge. CW3 McPherson should be given the opportunity to attend the aviation maintenance officer course and then be assigned at depot level to take advantage of his particularly superior skill and knowledge.

PART VI - INTERMEDIATE RATER

f. COMMENTS

PART VII - SENIOR RATER

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



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

YES NO (Explain why)

b. COMMENTS CW3 McPherson does all things well. He has been the primary manager of all maintenance related activity of twelve OH-58 aircraft because he proved he could do it better than anyone else. Maintaining a consistently higher than Department of Army operational ready rate is only an example of his outstanding total performance. He is mature in judgement and positive in all actions. He exhibits a true concern for his subordinates and spends many long hours ensuring that they are trained to perform their mission both in the air and in ground maintenance. He is an outstanding scout pilot and is equally at home on tactical missions as on a test flight. His actions both in the air and on the ground depict confidence in himself. He should be promoted now and schooled well ahead of his peers.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, 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. PACS (MOS) 100EO	h. STA CODE AEO74
i. STATION, ZIP CODE OR APO, MAJOR COMMAND C Co, 3d Avn Bn				j. REASON FOR SUBMISSION 04 Change In Duty			k. COMB CODE UX		l. PERIOD COVERED From: [REDACTED] To: [REDACTED]	
m. NO OF MONTHS 6		n. MILPD CODE EU20		o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER 29 Oct 81			p. FORWARDING ADDRESS Box 306 Boaz, Alabama 35957			

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

1. RATED OFFICER (Last, Fm, MI) McPherson, Gregory L.	SSN [REDACTED]	SIGNATURE <i>Gregory L. Friedrichsen</i>	DATE 9 Oct 81
2. RATED OFFICER (Last, Fm, MI) McPherson, Brian L.	SSN [REDACTED]	SIGNATURE <i>Brian L. Scovel</i>	DATE 19 Oct 81
3. RATED OFFICER (Last, Fm, MI) McPherson, William R.	SSN [REDACTED]	SIGNATURE <i>William R. [Signature]</i>	DATE 26 Oct 81
4. RATED OFFICER (Last, Fm, MI) McPherson, [Signature]	DATE 8 Oct 81	5. DATE ENTERED ON DA FORM 2-1 [REDACTED]	6. NO OF INCL 4

PART III - DUTY DESCRIPTION (Rated)

a. DUTY TITLE
RW Pilot

b. SSN/MOS
100EO 1M

OH-58A aeroscout aviator in an Attack Helicopter Company in Europe. Must maintain proficiency in all aeroscout-aviator tasks listed in the Aircrew Training Manual to meet any mission requirements, tactical or otherwise. Major additional duty as maintenance officer for 12 OH-58A aircraft within the unit. This duty entails a supervisory role for any maintenance requirements that encompasses both unscheduled and scheduled "phase" maintenance. Individual is a qualified test pilot and responsible for the airworthiness of all OH-58's within the unit. Additionally responsible, as the unit calibration officer, to insure all calibrated items are in an operable status and strictly controlled.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rated)

PROFESSIONAL COMPETENCE	1-5				
	1	2	3	4	5
1. Displays ability 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	1				1
4. Initiates, encourages and develops subordinates	1				1
5. Performs under physical and mental stress	1				1
6. Demonstrates order and discipline in subordinates	1				1
7. Plans and conveys 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					1
13. Supports EO/EEO					1
14. Clear and concise in oral communication					1

15. SPECIAL COMMENTS (Use only on any area where the rated officer is particularly outstanding or needs improvement)
 (a2, b1). CW3 McPherson is an extremely knowledgeable and dedicated individual who has applied these qualities toward his work. This has resulted in a superior maintenance status for the 12 OH-58's within the unit. As an aviator and test pilot he is a well disciplined professional. (b4). His integrity is unquestioned. (b5). He is a completely unselfish individual who will work additional hours to support any mission requirements. (b7). CW3 McPherson fully supports the Equal Opportunity/Race Relations Program. (a 13)*

PART I - ADMINISTRATIVE DATA

4. LAST NAME - FIRST NAME - MIDDLE INITIAL MCPHERSON, MARVIN D.		5. SSN	6. GRADE CW3	7. DATE OF RANK Year 70 Month 10 Day 04	8. BR AV	9. DESIGNATED SPECIALTIES	10. FMOS (WO)	11. STA CODE 02055
1. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND Troop E (AIR), 1st Cavalry, Ft. Wainwright, AK 09703				2. REASON FOR SUBMISSION 05 Annual		3. COMD CODE FC		
1. PERIOD COVERED		3. NO. OF MONTHS	4. MILPO CODE	5. RATED OFFICER COPY (Check one and date)		6. FORWARDING ADDRESS		
FROM		THRU		<input type="checkbox"/> 1 GIVEN TO OFFICER				
Year	Month	Day	Year	Month	Day	<input checked="" type="checkbox"/> 2 FORWARDED TO OFFICER		
81	10	09	82	10	08	821129		

7. EXPLANATION OF NONRATED PERIODS
811000 821115, 38 days, Casual., 821001-821008, 8 days, TDY.

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

8. NAME OF RATER (Last, First, MI) CORNELL, JERRY L.	9. SSN	10. SIGNATURE	11. DATE 18 NOV 82
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT. AR, Troop E (AIR), 1st Cavalry Weapons Platoon Commander			
12. NAME OF INTERMEDIATE RATER (Last, First, MI) HACKWORTH, KENNETH W.	13. SSN	14. SIGNATURE	15. DATE 22 NOV 82
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT. SA, Troop E (AIR), 1st Cavalry Executive Officer			
16. NAME OF SENIOR RATER (Last, First, MI) RAY, DONALD L.	17. SSN	18. SIGNATURE	19. DATE 22 NOV 82
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MSG. TN, Troop E (AIR), 1st Cavalry Troop Commander			
20. SIGNATURE OF RATED OFFICER	21. DATE	22. DATE ENTERED ON DA FORM 2-1 821129	23. RATED OFFICER MPO INITIALS 3 3
24. SR MPO INITIALS		25. NO. OF INCL	

PART III - DUTY DESCRIPTION (Rater)

1. PRINCIPAL DUTY TITLE: Pilot AH-1G

2. REFER TO PART III, DA FORM 67-8-1

3. 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.

4. SSI/FMOS: 10030

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 5 below.				
	HIGH DEGREE	LOW DEGREE			
	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

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

(11,a) Always enforces high standards of personal appearance and conduct among his peers and subordinates.

(1,h) Dedicated to the successful accomplishment of the unit mission.

(2,h) Responsible officer who can be relied upon to always complete any assigned task in an exemplary manner.

PART I - ADMINISTRATIVE DATA

a. LAST NAME FIRST NAME MIDDLE INITIAL MCPHERSON, MARVIN D.			b. SSN [REDACTED]	c. GRADE CW3	d. DATE OF RANK Yr: 79, Mon: 10, Day: 04			e. BR AV	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 100EC	h. STA CODE 02955
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND E TROOP 1st (AIR) CAV, FT WAINWRIGHT AK 99703					j. REASON FOR SUBMISSION 03 Change of Rater			k. COMD CODE FC			
l. PERIOD COVERED			m. NO. OF MONTHS 10	n. MILPO CODE FS-02	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						
82	10	09	83	07	15						
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) CORNELL, JERRY L.	SSN [REDACTED]	SIGNATURE <i>[Signature]</i>	DATE 16 Aug 83
b. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT, IN, E TROOP 1st (AIR) CAV, PLATOON COMMANDER			
c. NAME OF INTERMEDIATE RATER (Last, First, MI) HUBBARD, NEAL A.	SSN [REDACTED]	SIGNATURE <i>[Signature]</i>	DATE 16 Aug 83
d. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, IN, E TROOP 1st (AIR) CAV, TROOP OX			
e. NAME OF SENIOR RATER (Last, First, MI) ROY, RONALD L.	SSN [REDACTED]	SIGNATURE <i>[Signature]</i>	DATE 16 Aug 83
f. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, IN, E TROOP 1st (AIR) CAV, TROOP COMMANDER			
g. SIGNATURE OF RATED OFFICER <i>[Signature]</i>	DATE 16 Aug 83	h. DATE ENTERED ON DA FORM 2-1	i. RATED OFFICER MPO INITIALS
		j. SR MPO INITIALS	k. NO. OF INCL

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE AH-1G Pilot	b. SSI/MOS 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)

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	1
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	1
3. Maintains appropriate level of physical fitness 03/83 PASS	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)
1. DEDICATION (b,1) Dedicated to the successful accomplishment of the unit mission. 2. RESPONSIBILITY (b,2) Responsible officer who can be relied upon to always complete any assigned task in an exemplary manner. 3. LOYALTY 4. DISCIPLINE (b,4) Takes responsibility for his actions and requires his subordinates to do the same. 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

4. RATED OFFICER'S NAME **MCPHERSON, MARVIN D.** SSN [REDACTED]
 RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES MOS YES NO

5. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART I, DA FORM 67-8 AND PART III 4, 5, AND 6, DA FORM 67-8-1
 ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAILED REQUIREMENTS

6. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III 4, 5, AND 6, 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.

7. 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)

8. 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

9. 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

10. POTENTIAL EVALUATION (See Chapter 4, AR 623-105) DA USE ONLY

SR		HI
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A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW
 YES NO (Explain in 9)

11. 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 dysfunctional 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. If it were within my power I would give him a direct commission to captain immediately. Select this officer for promotion ahead of his contemporaries and assign him to a position which will fully task his capabilities.

PART I - ADMINISTRATIVE DATA

a. LAST NAME FIRST NAME MIDDLE INITIAL MCPHERSON, MARVIN D.			b. SSN [REDACTED]	c. GRADE CW4	d. DATE OF RANK Year: 86 Month: 08 Day: 01			e. BR AV	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 152F	h. STA CODE 01767			
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND Co A, 2-229th Avn Regt, 101st Abn Div (AASLT) Ft. Rucker, AL 36362-5071						j. REASON FOR SUBMISSION 05 Annual			k. COMD CODE FC					
l. PERIOD COVERED		m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)				p. FORWARDING ADDRESS						
FROM		THRU		10	TD17	<input type="checkbox"/> 1. GIVEN TO OFFICER <input type="checkbox"/> 2. FORWARDED TO OFFICER								
Year	Month	Day	Year											
88	05	01	89	04	30									
q. EXPLANATION OF NONRATED PERIODS 880501-880714, Chg of Rater														

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

a. NAME OF RATER (Last, First, MI) JONES, KENNETH S.	SSN [REDACTED]	SIGNATURE <i>Kenneth S. Jones</i>	DATE 18 May 89
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AV, Co A, 2-229th Avn Regt, Commander			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) HATCH, WILLIAM J.	SSN [REDACTED]	SIGNATURE <i>William J. Hatch</i>	DATE 18 May 89
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, AV, 2-229th Avn Regt, S-3			
c. NAME OF SENIOR RATER (Last, First, MI) PASCOE, MICHAEL C.	SSN [REDACTED]	SIGNATURE <i>Michael C. Pascoe</i>	DATE 18 May 89
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, AV, 2-229th Avn Regt, Commander			
d. SIGNATURE OF RATED OFFICER <i>Marvin D. McPherson</i>	DATE 18 May 89	e. DATE ENTERED ON DA FORM 21	f. RATED OFFICER MPO INITIALS MP
		g. SR MPO INITIALS	h. NO. OF INCL 0

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Battalion Standardization Instructor Pilot	d. SS/MOS 152FC
c. REFER TO PART IIIa, DA FORM 67-8-1	
<p>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 aviators, unit trainers, instructor pilots and other standardization instructor pilots within the battalion. Provides safe and standardized instruction and evaluations for aircraft operation, which include 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 are in accordance with current doctrine.</p>	

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 PASS 8811	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 YES 72/170	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 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STAND-ARDS	<p>a.2 Extremely knowledgeable as both a standardization instructor pilot and officer. a.5 Produces outstanding results even under critical circumstances. a.10 Exceptionally flexible to fluid training requirements. b.2 Seeks responsibility as a matter of course. b.3 Displays intense loyalty to his unit and his profession. b.7 Very persistent in the execution of his duties.</p>		

PERIOD COVERED 880501-890430

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 57-B AND PART III a, b, AND c, DA FORM 57-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 57-B AND PART III a, b, AND c, DA FORM 57-B-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

CW4 McPherson has proven himself to be an outstanding officer and standardization instructor pilot driven toward improving his unit. He developed a unit training program to be used for aircrew readiness level progression and pilot-in-command appointments while at Ft. Hood, TX, for the AH-64 Single Station Unit Fielding Training (SSUFT). He also helped develop individual, crew and team training scenarios, the AH-64 commander's task list, and unit and range SOPs. CW4 McPherson also administered portions of the gunnery competition during the SSUFT. All of this has helped produce AH-64 aircrews who have been highly technically and tactically trained in both day and night combat operations as proven by the successful completion of the battalion level ARTEP during the SSUFT. Due to his exceptional skill as an AH-64 instructor pilot, CW4 McPherson was actively sought by the battalion staff and commanders for technical assistance during the planning phases of all missions. He has also monitored unit training programs and assisted unit instructor pilots by providing instruction and evaluations to unit and staff AH-64 aviators. CW4 McPherson's perfect flying record during this rating period coupled with his dynamic performance as a standardization instructor pilot have been major contributors to the battalion's accident-free flying record. CW4 McPherson is a strong supporter of the chain of command's objectives and has worked to instill a sense of mission, purpose, and cohesiveness within this unit.

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 intelligence, preciseness, and dedication mark him as an officer who should be promoted to master warrant officer as soon as possible, and sent to a senior military school, followed by civilian education to complete his masters degree. Furthermore, his attention to detail and personable nature would enable him to excel as a standardization instructor pilot at higher levels of command.

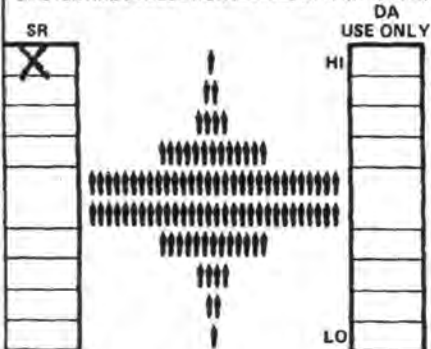
PART VI - INTERMEDIATE RATER

a. COMMENTS

CW4 McPherson's performance as the battalion standardization instructor pilot (SIP) during the unit's conversion to an AH-64 battalion has been demonstrably outstanding. Dave's innate ability to combine technical and tactical proficiency is a rare quality among his peers and has contributed immeasurably to the operational effectiveness of this unit. As a SIP, he has established high goals for all the AH-64 aviators within this organization - a fact that was reflected in 3,000 accident-free AH-64 flying hours flown during the battalion's training program at Ft. Hood. Dave is truly the caliber officer that Army Aviation needs to retain in the 1990s.

PART VII - SENIOR RATER

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



b. COMMENTS

Fully concur with rater and intermediate rater assessments. CW4 McPherson's performance has been predictably superb. Even though assigned to one of the line companies, he has undertaken the major additional responsibility as my battalion standardization instructor pilot and gunnery subject matter expert. Dave McPherson played a key role in the transition and train-up under the Apache unit training program at Ft. Hood. A doer not a talker, this officer is tactically and technically proficient and his efforts led to the qualification of 22 combat ready crews during annual gunnery in February. CW4 McPherson is a tremendous asset to this battalion and I can depend on him for trusted, honest, and accurate advice. He is a self-starter who requires minimal guidance and no supervision. Select for master warrant and promote to CW5 when approved.

A COMPLETED DA FORM 57-B-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

YES NO (Explain in b)