

# Highlights of U.S. Army Officer Evaluation Reports for Tim Griffin

## OER for period ending 3/12/1997

- Responsibility, Integrity and Moral Courage rated as "Of the highest caliber."
- "He is the quintessential soldier and attorney, displaying both technical and tactical proficiency."
- "He displays flawless integrity, always striving for honesty and candor."
- "His legal skills have proved to be exemplary."
- "He is one of our top soldiers and has qualities that the Army seeks to instill in all soldiers."
- "He handles assigned tasks with enthusiasm and his conduct has been exemplary."

## OER for period ending 2/28/1998

- Responsibility, Integrity and Moral Courage rated as "Of the highest caliber."
- "During his initial tour with this unit, 1LT Griffin has shown tremendous initiative, keen intellect, and an unwavering dedication to the unit's mission."
- "Both his verbal and written communication and analysis demonstrated that he has a sharp analytical mind and superb writing skills."

## OER for period ending 8/9/1999

- "His trial advocacy was praised by the Board members."
- "1LT Griffin is an officer of limitless capabilities whose energy, enthusiasm, and 'can do' attitude are a catalyst for mission accomplishment within the unit."
- "As a newly commissioned officer, he has proven himself to be totally successful, has great military bearing, and unlimited potential."

## OER for period ending 8/8/2000

- "1LT Griffin is an outstanding officer and attorney."
- "1LT Griffin is a top-notch officer and judge advocate who should be considered for promotion at the earliest opportunity."
- "1LT Griffin is one of the finest junior officers in the command."

## OER for period ending 8/9/2001

- "CPT Griffin is an outstanding officer and attorney."
- "CPT Griffin is a highly dedicated and dependable officer who frequently assisted the S-4 section with time-sensitive tasks."
- "His military bearing is exceptional."

#### **OER for period ending 8/9/2002**

- “Outstanding performance!”
- “He arrives at drill ready to work and never stops until long after closing formation.”
- “CPT Griffin has the gift of easily identifying legal issues and drafting clear, concise, and correct opinions.”
- “I relied on CPT Griffin, because of his absolute integrity and attention to detail, to prepare financial disclosure forms (SF 278) for four general officers with the 90<sup>th</sup> RSC.”
- “CPT Griffin’s military bearing is exceptional and he enjoys widespread respect from his peers in the 90<sup>th</sup> RSC.”
- “He is clearly one of the finest young officers in the 90<sup>th</sup> RSC.”

#### **OER for period ending 8/9/2003**

- “Captain Griffin consistently exceeded expectations, and did so as a team player, with enthusiasm and efficiency.”
- “His dedication, responsiveness, and technical competence serve as a model for the successful soldier and Judge Advocate.”

#### **OER for period ending 8/9/2004**

- “CPT Griffin is a leader and a self-starter.”
- “He relentlessly pursued(sic) compliance with a myriad of requirement and developed innovative methods to achieve that goal, while keeping his chain of command updated.”
- “CPT Griffin has maintained the highest ethical standards.”
- “He has performed his duties at the ability of a more seasoned officer and has unlimited potential.”

#### **OER for period ending 8/7/2005**

- “He is a focused and enthusiastic leader who has demonstrated the ability to get things done and motivate others.”
- “In addition to his outstanding management and leadership skills, CPT Griffin’s reputation for cogent and precise legal analysis, writing and advocacy is outstanding.”
- “He maintains the highest ethical standards and consistently performs his duties at levels expected of a more seasoned officer.”

#### **OER for period ending 9/25/2006**

- “Mobilized to Fort Campbell in support of the 101<sup>st</sup> Airborne Division’s deployment to Iraq, MAJ Griffin’s performance was outstanding.”
- “MAJ Griffin served as the assistant trial counsel in US v. Mikel, a high profile and complex attempted-murder prosecution, contributing greatly to the successful prosecution and resulting twenty five year sentence.”
- “While in Iraq, MAJ Griffin advised commanders on a variety of matters, including application of the Rules of Engagement, article 15-6 investigations, and UCMJ actions.”
- “MAJ Griffin mobilized to Iraq and served with distinction in support of the 172d Stryker Brigade providing a full array of legal services and support in a hostile environment.”

#### **OER for period ending 1/19/2008**

- “MAJ Griffin’s high level of motivation and superb analytical skills made him a top choice for presenting the SJA Office’s most difficult and contentious cases to administrative separation boards.”
- “MAJ Griffin is a gregarious person and a natural leader. He has the remarkable ability to calm and refocus others in a tense situation.”
- “MAJ Griffin is the go to officer for the most complex, challenging disciplinary matters within the Command based on the energy with which he approaches preparation, the thoroughness of his preparation, and the vigor of his presentation.”
- “His legal analysis, always based on thorough research, is insightful and accurate. Combined with his evident intelligence, his communication skills and leadership ability make him well suited to positions of higher responsibility.”

#### **OER for period ending 1/19/2009**

- “His leadership has contributed greatly to the camaraderie and teamwork among the Majors and Captains in the SJA office.”
- “He has a keen legal mind which quickly identifies the issues and questions presented by any fact situation.”
- “MAJ Griffin is a strong leader and a big picture thinker, as well as a technically sound judge advocate.”
- “He seeks responsibility and never fails to exceed expectations. MAJ Griffin’s enthusiasm for whatever case or issue before him is a force of nature.”

**OER for period ending 4/21/2010**

- “MAJ Griffin has been an invaluable addition to the SE-MARSG Command Staff.”
- “He is an outstanding judge advocate who is legally proficient and someone in which the Commander and Staff have the utmost confidence.”
- “He is a natural and effective leader within the command whose contributions reach far beyond his technical expertise.”
- “He is an exceptional communicator and motivator who has positively impacted morale in only a matter of months.”
- “MAJ Griffin is a go-getter who approached every task and mission with a heightened level of enthusiasm and dedication.”
- “You can always count on him to get the job done and done with meticulous preparation and precision.”

a. LAST NAME - LAST NAME - MIDDLE INITIAL  
**GRIFFIN, John T.**

b. SSN [REDACTED] c. GRADE  
 [REDACTED] **ILT**

Year	Month	Day	SPECIALTIES
96	06	15	JA 55A

f. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND  
**2d Judge Advocate General Detachment (LSO)  
 5030 Leroy Johnson Drive, New Orleans, LA 70146**

g. REASON FOR SUBMISSION  
**04 PCS**

h. COND CODE  
**5Q**

i. PERIOD COVERED

FROM						THRU						m. NO. OF MONTHS	n. MILPO CODE
Year	Month	Day	Year	Month	Day	Year	Month	Day	Year	Month	Day		
96	06	15	97	03	12							09	

o. RATED OFFICER COPY (Check one and date)  
 1. GIVEN TO OFFICER  
 2. FORWARDED TO OFFICER

p. FORWARDING ADDRESS  
 [REDACTED]

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)  
 [REDACTED]

b. SSN [REDACTED] c. SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT  
**CPT, JA, USAR, 2d Judge Advocate General Detachment (LSO), Deputy S-3**

DATE  
**20 SEPT 00**

b. NAME OF INTERMEDIATE RATER (Last, First, MI)  
 [REDACTED]

b. SSN [REDACTED] c. SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT  
 [REDACTED]

DATE  
 [REDACTED]

c. NAME OF SENIOR RATER (Last, First, MI)  
 [REDACTED]

b. SSN [REDACTED] c. SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT  
**LTC, JA, USAR, 2d Judge Advocate General Detachment (LSO), S-3**

DATE  
**14 OCT 00**

d. SIGNATURE OF RATED OFFICER [REDACTED]

DATE  
**20 Sept 00**

e. DATE ENTERED ON DA FORM 2-1  
 [REDACTED]

f. RATED OFFICER MPO INITIALS  
 [REDACTED]

g. SR MPO INITIALS  
 [REDACTED]

h. NO. OF INCL  
 [REDACTED]

**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE **Assistant S-3, Judge Advocate** b. SSN/MOS **55A00**

c. REFER TO PART IIIa, DA FORM 67-8-1  
**Assistant S-3 for the 2d Judge Advocate General Detachment (LSO). Assisted the S-3 with training schedules and training programs.**

**PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)**

a. PROFESSIONAL COMPETENCE (In items 1 through 14 b.4-9, 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					8. Displays sound judgement					1
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1					9. Seeks self-improvement					1
3. Maintains appropriate level of physical fitness <b>9606/PASS</b>	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 <b>69/165/YES</b>					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	<p>a.4 Enthusiastic and dedicated.</p> <p>a.7 Excellent writing skills.</p> <p>b2,5,6 Of the highest caliber.</p>
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a. RATED OFFICER'S NAME

UNITARY, JUNE 1.

SSN

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/POS

YES  NO

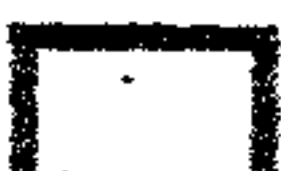
b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1



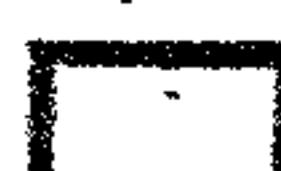
ALWAYS EXCEEDED REQUIREMENTS



USUALLY EXCEEDED REQUIREMENTS



MET REQUIREMENTS



OFTEN FAILED REQUIREMENTS



USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

1LT Griffin has shown tremendous and continuing initiative, keen intellect, and an unwavering dedication to the unit's mission. He assisted in the planning of a field march and served as a leader for the field march. He also prepared the after action report on the field march. 1LT Griffin made a JAG continuing legal education presentation in conjunction with a JAG School videotape. Although 1LT Griffin was assigned to the 2d JAG for a short period of time, he quickly became assimilated into the unit and provided leadership in garrison as well as field activities. He is the quintessential soldier and attorney, displaying both technical and tactical proficiency. He quickly adapts to changing situations and is able to overcome unforeseen events. He displays flawless integrity, always striving for honesty and candor. He motivates enlisted soldiers to achieve military standards, such as physical fitness, uniform wear and appearance, and soldier's common tasks. His legal skills have proved to be exemplary. His initiative and dedication to the U.S. Army brings great credit to both himself and to this command.

Physically fit; excellent appearance and attitude.

Drills scheduled: 36 Attended 32

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)

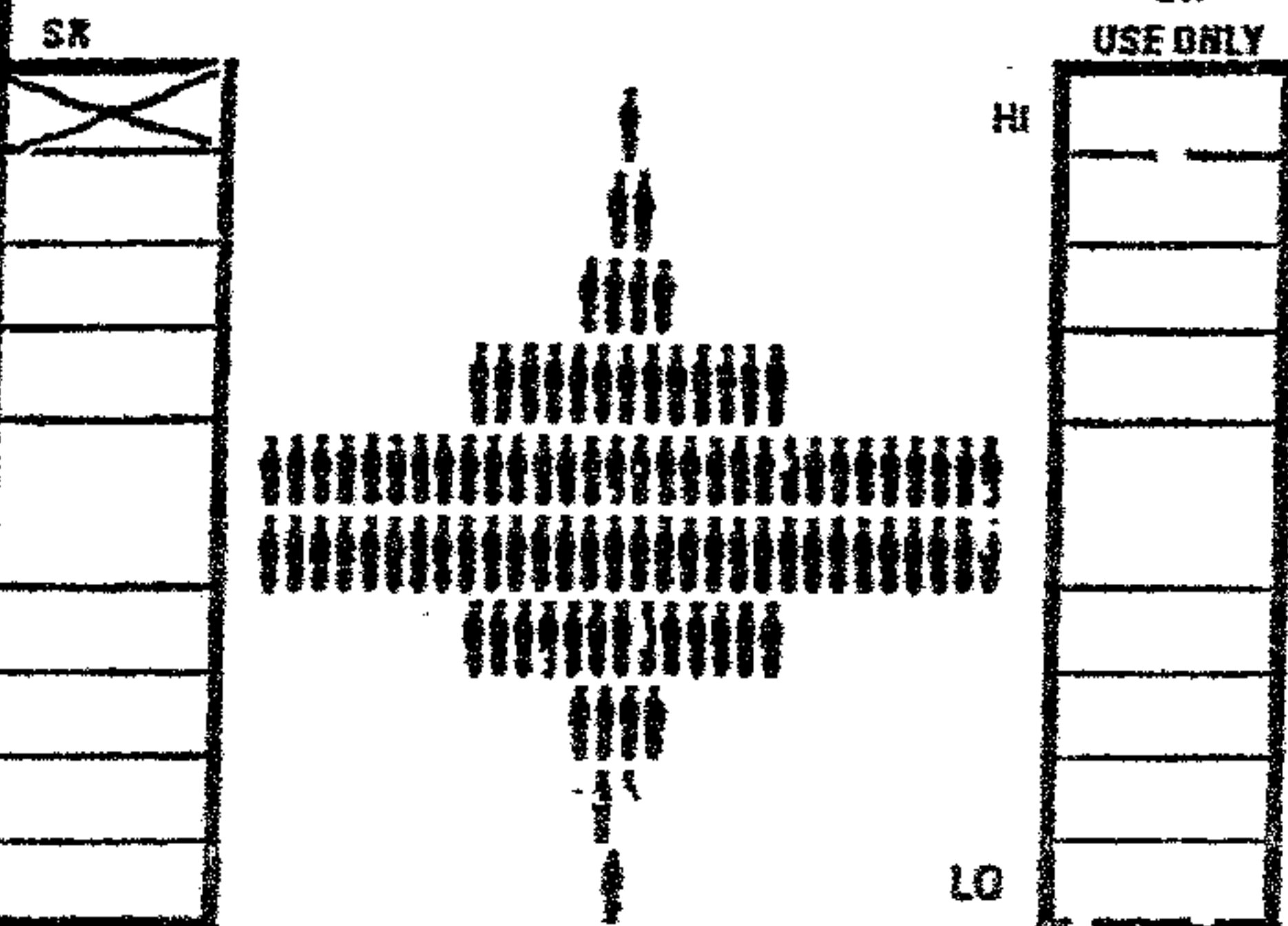
e. COMMENT ON POTENTIAL

1LT Griffin should be given positions of increased responsibility and promoted ahead of his peers.

PART VI - INTERMEDIATE RATER

a. COMMENTS

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



b. COMMENTS

1LT Griffin is a team player who put the unit mission and welfare before his own desires. He has demonstrated a wealth of knowledge and the ability to serve in a variety of JA positions outside of his official responsibilities when the need arises. He is one of our top soldiers and has qualities that the Army seeks to instill in all soldiers. He handles assigned tasks with enthusiasm and his conduct has been exemplary. He should be given increased responsibility and promoted to Captain immediately.

A COMPLETED DA FORM 87-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN AT EVALUATION AND REVIEW



YES



NO (Explain in b)

**PART I - ADMINISTRATIVE DATA**

a. LAST NAME - FIRST NAME - MIDDLE INITIAL <b>GRIFFIN, John T.</b>		b. SSN [REDACTED]	c. GRADE <b>1LT</b>	d. DATE OF RANK Year: <b>96</b> Month: <b>06</b> Day: <b>15</b>			e. BR <b>JA</b>	f. DESIGNATED SPECIALTIES <b>55A</b>	g. PMOS (WO)	h. STA CODE
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND <b>10th Judge Advocate General Detachment (MSO), 5550 Dower House Road, Upper Marlboro, MD 20772-3603</b> <b>99th RSC TPU</b>						j. REASON FOR SUBMISSION <b>4 PCS</b>			k. COMD CODE	
AI/ADI 1. PERIOD COVERED <b>31 days</b>		m. NO. OF MONTHS <b>12</b>	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER			p. FORWARDING ADDRESS [REDACTED]			
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) [REDACTED]	SSN [REDACTED]	SIGNATURE [REDACTED]	DATE		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MAJ, JA, USAR, 10th Judge Advocate General Detachment (MSO), Deputy S-1</b>			DATE		
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	SIGNATURE	DATE		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT			DATE		
c. NAME OF SENIOR RATER (Last, First, MI) [REDACTED]	SSN [REDACTED]	SIGNATURE [REDACTED]	DATE		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>LTC, JA, USAR, 10th Judge Advocate General Detachment (MSO), S-1</b>			DATE		
d. SIGNATURE OF RATED OFFICER [Signature]	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 **Assistant S-1, Judge Advocate**      b. SSII/MOS **55A00**

c. REFER TO PART IIIa, DA FORM 67-8-1

**Assistant S-1 for 10th Judge Advocate General Detachment (MSO). Administer the unit Weight Control Program pursuant to AR 600-9. Serve as the Retirement Points Officer with primary responsibility to ensure that unit members receive a proper accounting of their earned retirement points. Administer the unit Officer Sponsorship 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				1
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1				1
3. Maintains appropriate level of physical fitness <b>9706 PASS</b>	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 judgement					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 <b>69/165 YES</b>					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	a.4 Enthusiastic and dedicated. a.7 Excellent writing skills. b.2,5,6 Of the highest caliber.
2. RESPONSIBILITY	
3. LOYALTY	
4. DISCIPLINE	
5. INTEGRITY	
6. MORAL COURAGE	
7. SELFLESSNESS	
8. MORAL STANDARDS	

PERIOD COVERED 970313-980228

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME

GRIFFIN, John T.

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 87-8 AND PART III a, b, AND c, DA FORM 87-8-1



ALWAYS EXCEEDED REQUIREMENTS



USUALLY EXCEEDED REQUIREMENTS



MET REQUIREMENTS



OFTEN FAILED REQUIREMENTS



USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

During his initial tour with this unit, 1LT Griffin has shown tremendous initiative, keen intellect, and an unwavering dedication to the unit's mission. 1LT Griffin made an immediate impact in the S-1 section by assuming the dual responsibilities of Weight Control Officer and Retirement Points Officer. After an extensive review, he completely reorganized the weight control program to ensure 100 percent compliance with the Army Weight Control Program pursuant to AR 600-9 and 99th RSC Circular 600-9. He administered the Weight Control Program with integrity, consistency and diligence. Additionally, 1LT Griffin reviewed and reorganized the weight control records in preparation for the 99th RSC's 12 Apr 97 courtesy inspection of the 10th JAG. His outstanding performance resulted in 1LT Griffin being awarded the Army Achievement Medal for his service. He created, implemented and administered the first-ever Officer Sponsorship Program. This program has greatly improved morale by ensuring that incoming officers are properly assimilated into the unit upon their arrival. 1LT Griffin performed two weeks of annual training at the U.S. Army Claims Service, Europe, Mannheim, Germany. While on annual training, 1LT Griffin reviewed and processed a number of pending claims. Physically fit; excellent appearance and attitude.

Drills Scheduled: 48 Drills Attended: 48

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

1LT Griffin should be given positions of increased responsibility and promoted ahead of his peers.

PART VI - INTERMEDIATE RATER

a. COMMENTS

PART VII - SENIOR RATER

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

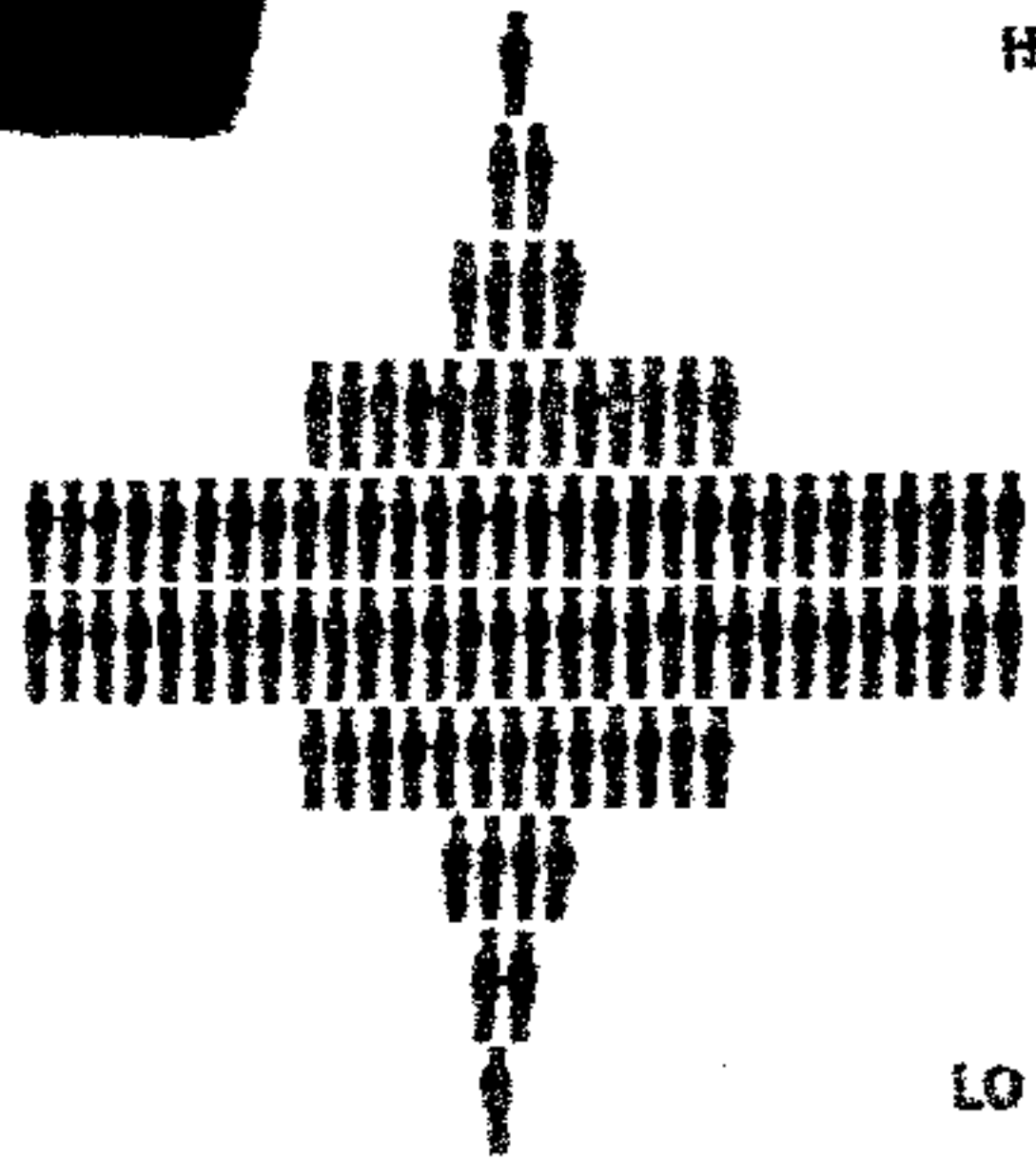
SR



DA USE ONLY

HI

LO



b. COMMENTS

1LT Griffin's tour with the 10th JAG was characterized by hard work and excellent productivity. He quickly integrated into the unit and became a fully participating and productive member of the S-1. Both his verbal and written communication and analysis demonstrated that he has a sharp analytical mind and superb writing skills. 1LT Griffin quickly and proficiently completed all tasks assigned to him and showed initiative by suggesting and implementing improvements where warranted. He is obviously a dedicated and capable officer and attorney who will continue to excel in all areas. He should easily qualify for promotion and selection for advanced education. Promote to Captain.

A COMPLETED DA FORM 87-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW



YES



NO (Explain in b)

00049455

BOARDS: 00F

OFFICER EVALUATION REPORT

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

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

Form section containing administrative data including name (GRIFFIN, JOHN, T.), rank (1LT), date of rank (1996 06 15), branch (JA), and reason for submission (05 Annual).

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed GER Parts I-VII and the admin data is correct)

Form section for authentication with signatures and dates from the rated officer (LTC Chief, Recorder Team) and the senior rater (LTC Chief, Military Justice).

PART III - DUTY DESCRIPTION

Duty description section for 'Trial Counsel, Recorder Team' with a detailed paragraph of responsibilities: 'Manage administrative drug board cases assigned to the 10th JAG Detachment by the 99th RSC. Review administrative drug board cases for validity of urinalysis chain of custody...'.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rare)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

Table for character evaluation with columns for Army Values (Honor, Integrity, Courage, Loyalty, Respect, Selfless Service, Duty) and checkboxes for Yes/No.

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in

Complex form section for leader attributes, skills, and actions with multiple columns and rows for selection (e.g., Mental, Physical, Emotional, Conceptual, Interpersonal, Technical, Communicating, Decision-making, etc.).

Form section for APFT (PASS), date (MAY 1998), height (69), weight (175), and junior officer development status.

CERTIFIED TRUE COPY

NAME **GRIFFIN, JOHN, T.** SSN [REDACTED] PERIOD COVERED **19980810 - 19990809**

**PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)**

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

**OUTSTANDING PERFORMANCE, MUST PROMOTE**     **SATISFACTORY PERFORMANCE, PROMOTE**     **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE**     **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

1LT Griffin is an energetic officer who works hard to ensure that the numerous responsibilities he is given are carried out effectively. During the rating period 1LT Griffin served as a Recorder on a number of complex Administrative Boards. His trial advocacy was praised by the Board Members. 1LT Griffin successfully performed an overseas duty training to the 1st ID for which he received a letter of appreciation. 1LT Griffin volunteers willingly and often, in capacities that enhance the 10th MSO's efforts. 1LT Griffin is an officer of limitless capabilities whose energy, enthusiasm, and "can do" attitude are a catalyst for mission accomplishment within the unit. Demonstrating his dedication, 1LT Griffin successfully passed the weapons qualification. He is a valuable asset to the 10th and the Army. 1LT Griffin's potential is unlimited and he should be assigned to perform duties with increased responsibility.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

**PART VI - INTERMEDIATE RATER**

**PART VII - SENIOR RATER**

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

**BEST QUALIFIED**     **FULLY QUALIFIED**     **DO NOT PROMOTE**     **OTHER (Explain below)**

I currently senior 4 officer(s) in this grade  
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review  **YES**     **NO (Explain in c)**

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

USAR COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

**ABOVE CENTER OF MASS**

BO: 1LT GRIFFIN JOHN T  
SR: [REDACTED]  
DATE: 2000 05 15  
TOTAL RATINGS: 1  
RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

1LT Griffin is an outstanding young officer. He is extremely energetic and always volunteering to assist in unit matters. For example, he was centrally involved in recruiting speakers for the 10th JAG On-Site Conference. As a newly commissioned officer, he has proven himself to be totally successful, has great military bearing, and unlimited potential.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Trial Counsel, Defense Counsel, Administrative Law Attorney

**CERTIFIED TRUE COPY**

00067084

BOARDS: 00F

**OFFICER EVALUATION REPORT**  
 For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial): **GRIFFIN, JOHN, T.**

b. SSN: [REDACTED]

c. RANK: **ILT**

d. DATE OF RANK: Year **1996**, Month **06**, Day **15**

e. BRANCH: **JA**

f. DESIGNATED SPECIALTIES / PAFS (PWS): **55A**

g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND: **10th JA LSO, 5550 Dower House Road, Upper Marlboro, MD 20772-3603**

h. REASON FOR SUBMISSION: **05 Annual**

i. PERIOD COVERED: FROM Year **1999** Month **08** Day **09** THRU Year **2000** Month **08** Day **08**

j. RATED MONTHS: **12**

k. NONRATED CODES:

l. NO. OF ENCL:

m. RATED OFFICER COPY (Check one and date):  
 1. Given to Officer  
 2. Forwarded to Officer (Date: **17SEP2000**)

n. PSB INITIAL: [REDACTED]

o. CMD CODE: **SZ**

p. PSB CODE:

**PART II - AUTHENTICATION** (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

a. NAME OF RATER (Last, First, MI): [REDACTED] SSN: [REDACTED] RANK: **MAJ** POSITION: **Senior Trial Counsel** SIGNATURE: [REDACTED] DATE: **17SEP2000**

b. NAME OF INTERMEDIATE RATER (Last, First, MI): [REDACTED] SSN: [REDACTED] RANK: [REDACTED] POSITION: [REDACTED] SIGNATURE: [REDACTED] DATE: [REDACTED]

c. NAME OF SENIOR RATER (Last, First, MI): [REDACTED] SSN: [REDACTED] RANK: **LTC** POSITION: **Chief, Military Justice** SIGNATURE: [REDACTED] DATE: **17SEP2000**

SENIOR RATER'S ORGANIZATION: **10th JA LSO, 5550 Dower House Road, Upper Marlboro, MD 20772-3603**

BRANCH: **JA** SENIOR RATER TELEPHONE NUMBER: **UA [REDACTED]**

d. This is a rotated report, do you wish to make comments?  
 Yes, comments are attached  No

e. SIGNATURE OF RATED OFFICER: [REDACTED] DATE: **17 Sept 00**

**PART III - DUTY DESCRIPTION**

a. PRINCIPAL DUTY TITLE: **Trial Counsel, Recorder Team**

b. POSITION ABBR: **55A00**

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV, DA FORM 67-9-1

Manage administrative drug board cases assigned to the 10th JA LSO by the RSC. Review administrative drug board cases for validity of urinalysis chain of custody. Coordinate management of administrative drug board cases with recorder team leader, board president, board members, defense counsel, and potential witnesses. Ensure that administrative drug board cases are processed in a timely manner. Brief fellow recorders on lessons learned during management of administrative drug board cases. Support the 10th JA LSO on annual training as needed.

**PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rator)**

**CHARACTER** Disposition of the leader: combination of values, attributes, and skills affecting leader actions

	Yes	No
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. RESPECT: Promotes dignity, consideration, fairness, & ED	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
b.2. SKILLS (Competence) (Select 2) Skill development in part of self-development; prerequisite to action	<input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
INFLUENCING Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
OPERATING Short-term mission accomplishment	7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
IMPROVING Long-term improvement in the Army (its people and organizations)						

c. APFT: **PASS** DATE: **APR 2000** HEIGHT: **69** WEIGHT: **175** YES  NO  NA

d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.

WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?  YES  NO  NA

REPLACES DA FORM 67-9, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97

USAPA V1.00

DA FORM 67-9, OCT 97

**OCT 02 2000**

CERTIFIED TRUE COPY

NAME **GRIFFIN, JOHN, T.**

SSN [REDACTED]

PERIOD COVERED **19990809 - 20000808**

**PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)**

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

**OUTSTANDING PERFORMANCE, MUST PROMOTE**     **SATISFACTORY PERFORMANCE, PROMOTE**     **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE**     **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

1LT Griffin is an outstanding officer and attorney. During this rating period he served on the recorder team. When an unusually light caseload reduced the number of pending boards, 1LT Griffin took the initiative to develop a Recorder Handbook to be used as a resource for administrative and research issues which regularly arise in the processing of administrative elimination actions. He provided briefings to new commanders on administration of bars to reenlistment and due process. Because of his conscientious approach to all assigned tasks, 1LT Griffin is regularly selected for special assignments outside of his recorder duties, when caseloads permit. He served a significant role in the preparation for the unit's on-site training activity, which hosts over 250 judge advocate officer and enlisted members for two days of concentrated training. From securing prominent congressional speakers to planning and supervising the food service, 1LT Griffin's efforts significantly contributed to the success of the on-site training. Because of his demonstrated professionalism in the accomplishment of that mission, he was awarded the Army Commendation Medal. 1LT Griffin is a highly dedicated and dependable officer who frequently assisted the S-2 and S-3 sections with time sensitive tasks. 1LT Griffin's military bearing is exceptional. He performed all primary soldier training, weapons qualification and physical training to task standards. He has completed the officer basic course. 1LT Griffin is a top-notch officer and judge advocate who should be considered for promotion at the earliest opportunity.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

**PART VI - INTERMEDIATE RATER**

**PART VII - SENIOR RATER**

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

**BEST QUALIFIED**     **FULLY QUALIFIED**     **DO NOT PROMOTE**     **OTHER (Explain below)**

I currently senior 4 officer(s) in this grade  
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review  YES  NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DAI)

USAR COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

**ABOVE CENTER OF MASS**

RO: 1LT GRIFFIN JOHN T

SR: [REDACTED]

DATE: 2000 10 02

TOTAL RATINGS: 5

RATINGS THIS OFFICER: 2

c. COMMENT ON PERFORMANCE/POTENTIAL

1LT Griffin is one of the finest junior officers in the command. He takes every opportunity to expand his military knowledge. His dedication to the unit's mission is exemplified by the numerous task he assumes in addition to his regular duties as government recorder. He is widely known as an officer who can be depended upon to complete the task assigned with the utmost care and professionalism. 1LT Griffin has great potential for advancement into positions of increased responsibility. He should be promoted at the first opportunity.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

**Trial Counsel, Defense Counsel, Administrative Law Attorney**

OFFICER EVALUATION REPORT For use of this form, see AR 623-105; the proponent agency is ODCSPER										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1							
PART I - ADMINISTRATIVE DATA																	
a. NAME (Last, First, Middle Initial) GRIFFIN, JOHN, T.				b. SSN [REDACTED]		c. RANK CPT		d. DATE OF RANK Year: 2001, Month: 03, Day: 20		e. BRANCH JA	f. DESIGNATED SPECIALTIES / PMOS (WO) 55A						
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 10th LSO, 5550 Dower House Road, Upper Marlboro, MD 20772-3603								h. REASON FOR SUBMISSION 05 Annual									
i. PERIOD COVERED						j. RATED MONTHS 12	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER COPY (Check one and date)		n. PSB INITIAL	o. CMD CODE SZ					
FROM		THRU						1. Given to Officer		Date							
Year	Month	Day	Year	Month	Day			2. Forwarded to Officer		19 AUG 01	[REDACTED]						
2000	08	10	2001	08	09												
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)																	
a. NAME OF RATER (Last, First, MI)			SSN		RANK	POSITION		SIGNATURE		DATE							
[REDACTED]			[REDACTED]		MAJ	Chief, Recorder Team		[REDACTED]		19 Aug 01							
b. NAME OF INTERMEDIATE RATER (Last, First, MI)			SSN		RANK	POSITION		SIGNATURE		DATE							
[REDACTED]			[REDACTED]					[REDACTED]									
c. NAME OF SENIOR RATER (Last, First, MI)			SSN		RANK	POSITION		SIGNATURE		DATE							
[REDACTED]			[REDACTED]		LTC	Deputy Commander		[REDACTED]		19 Aug 01							
SENIOR RATER'S ORGANIZATION 10th LSO, 5550 Dower House Road, Upper Marlboro, MD 20772-3603					BRANCH	SENIOR RATER TELEPHONE NUMBER		E-MAIL ADDRESS									
					JA	[REDACTED] UA		[REDACTED]									
d. This is a referred report, do you wish to make comments?								e. SIGNATURE OF RATED OFFICER		DATE							
<input type="checkbox"/> No <input type="checkbox"/> Yes, comments are attached								[Signature]		19 AUG 01							
PART III - DUTY DESCRIPTION																	
a. PRINCIPAL DUTY TITLE Trial Counsel, Recorder Team								b. POSITION AOC/BR 55A00									
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 Manage administrative separation board cases assigned to the 10th LSO by the RSC. Review administrative drug board cases for validity of urinalysis chain of custody. Coordinate management of administrative elimination boards with Recorder Team leader, board president, board members, defense counsel and potential witnesses. Ensure that administrative separation actions are processed in a timely manner. Brief fellow recorders on lessons learned during administrative separation board cases. Support the 10th JA LSO on annual training as needed.																	
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)																	
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions																	
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)																	
1. HONOR: Adherence to the Army's publicly declared code of values				X	No	5. RESPECT: Promotes dignity, consideration, fairness, & EO				X	No						
2. INTEGRITY: Possesses high personal moral standards; honest in word and				X	No	6. SELFLESS-SERVICE: Places Army priorities before self				X	No						
3. COURAGE: Manifests physical and moral bravery				X	No	7. DUTY: Fulfills professional, legal, and moral obligations				X	No						
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier					No					X	No						
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in																	
b.1. ATTRIBUTES (Select 1)		X	MENTAL		X	NO	2. PHYSICAL		X	NO	3. EMOTIONAL		X	NO			
Fundamental qualities and characteristics		Possesses desire, will, initiative, and discipline		Maintains appropriate level of physical fitness and military bearing		Displays self-control; calm under pressure											
b.2. SKILLS (Competence)		X	CONCEPTUAL		X	NO	X		INTERPERSONAL		X	NO	3. TECHNICAL		X	NO	
Skill development is part of self-development; prerequisite to action		Demonstrates sound judgment, critical/creative thinking, moral reasoning		Shows skill with people: coaching, teaching, counseling, motivating and empowering		Possesses the necessary expertise to accomplish all tasks and functions											
		4.	TACTICAL		Demonstrates proficiency in required professional knowledge, judgment, and warfighting						X	NO					
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving																	
INFLUENCING		1.	COMMUNICATING		X	NO	2. DECISION-MAKING		X	NO	X	MOTIVATING		X	NO		
Method of reaching goals while operating / improving		Displays good oral, written, and listening skills for individuals / groups		Employs sound judgment, logical reasoning and uses resources wisely		Inspires, motivates, and guides others toward mission accomplishment											
OPERATING		4.	PLANNING		X	NO	X		EXECUTING		X	NO	6. ASSESSING		X	NO	
Short-term mission accomplishment		Develops detailed, executable plans that are feasible, acceptable, and suitable		Shows tactical proficiency, meets mission standards, and takes care of people/resources		Uses after-action and evaluation tools to facilitate consistent improvement											
IMPROVING		7.	DEVELOPING		X	NO	X		BUILDING		X	NO	9. LEARNING		X	NO	
Long-term improvement in the Army its people and organizations		Invests adequate time and effort to develop individual subordinates as leaders		Spends time and resources improving teams, groups and units; fosters ethical climate		Seeks self-improvement and organizational growth; envisioning, adapting and leading											
c. APFT: PASS				DATE: APR 2001		HEIGHT: 69		WEIGHT: 172		YES							
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.												YES	NO	X			
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?																	

NAME GRIFFIN, JOHN, T.

SSN [REDACTED]

PERIOD COVERED 20000810 - 20010809

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

- OUTSTANDING PERFORMANCE, MUST PROMOTE
- SATISFACTORY PERFORMANCE, PROMOTE
- UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE
- OTHER (Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

CPT Griffin is an outstanding officer and attorney. During this rating period, he served on the Recorder Team, prosecuting administrative separation boards. CPT Griffin secured the separation of a soldier who tested positive for cocaine despite the fact that the soldier's current commander recommended retention. Because of his eagerness and conscientious approach to all assigned tasks, CPT Griffin is regularly selected for additional special assignments outside of his recorder duties. He played a significant role in the preparation for the unit's on-site training activity, which hosts over 250 judge advocate officers and enlisted members for two days of concentrated training. Because of his demonstrated professionalism in the accomplishment of that mission, he was awarded the Army Achievement Medal. CPT Griffin is a highly dedicated and dependable officer who frequently assisted the S-4 section with time-sensitive tasks. Most recently CPT Griffin performed additional annual training to assist in the preparation for the 99th RSC security inspection. He also recently completed a two week internship with the OSJA, USARC where he attended a USARC Staff Meeting conducted by LTG Plewes, Commanding General, and worked with the SJA Mobilization Force Officer on the distribution of ODT lines between LSOs and MSOs. His military bearing is exceptional. He was promoted after his tireless efforts paid off in becoming branch qualified. CPT Griffin is a top-notch officer and judge advocate who should be considered for promotion at the earliest opportunity and ahead of his contemporaries.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

- BEST QUALIFIED
- FULLY QUALIFIED
- DO NOT PROMOTE
- OTHER (Explain below)

I currently senior \_\_\_\_\_ officer(s) in this grade  
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review  YES  NO (Explain in c)

d. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

- ABOVE CENTER OF MASS  
(Less than 50% in top box; Center of Mass if 50% or more in top box)
- CENTER OF MASS
- BELOW CENTER OF MASS  
RETAIN
- BELOW CENTER OF MASS  
DO NOT RETAIN

e. COMMENT ON PERFORMANCE/POTENTIAL

I am unable to evaluate the rated officer because I have not been his senior rater for the required number of days.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Trial Counsel, Defense Counsel, Administrative Law Attorney.

**OFFICER EVALUATION REPORT**  
For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT  
ON DA FORM 67-9-1

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) <b>GRIFFIN, JOHN T.</b>			b. SSN [REDACTED]		c. RANK <b>CPT</b>	d. DATE OF BIRTH Year: <b>2001</b> Month: <b>03</b> Day: <b>20</b>			e. BRANCH <b>JA</b>	f. DESIGATED SPECIALTIES / PAID (NU) <b>55A</b>			
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND <b>HQ 90th RSC [REDACTED] 8000 Camp Robinson Road, N. Little Rock, AR 72118-220</b>							h. REASON FOR SUBMISSION <b>05 Annual</b>						
i. PERIOD COVERED						j. RATED MONTHS <b>11</b>	k. NONRATED CODES <b>Q</b>	l. NO. OF ENCL.	m. RATED OFFICER COPY (Check one and date)		n. PSB INITIAL	o. EMO CODE <b>5Q</b>	p. PSB CODE
Year	Month	Day	Year	Month	Day				1. Given to Officer				
<b>2001</b>	<b>08</b>	<b>10</b>	<b>2002</b>	<b>08</b>	<b>09</b>				2. Forwarded to Officer		<b>9 OCT 2002</b>		

**PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed DER Parts I-VII and the admin data is correct)**

a. NAME OF RATER (Last, First, MI) [REDACTED]	SSN [REDACTED]	RANK <b>LTC</b>	POSITION <b>Deputy SJA</b>	SIGNATURE [REDACTED]	DATE <b>9 Oct 2002</b>
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE
c. NAME OF SENIOR RATER (Last, First, MI) [REDACTED]	SSN [REDACTED]	RANK <b>COL</b>	POSITION <b>SJA</b>	SIGNATURE [REDACTED]	DATE <b>9 Oct 2002</b>
SENIOR RATER'S ORGANIZATION <b>HQ, 90th RSC North Little Rock, AR 72118-2205</b>		BRANCH <b>JA</b>	SENIOR RATER TELEPHONE NUMBER <b>(501) [REDACTED]</b>	SIGNATURE OF RATED OFFICER [REDACTED]	
d. This is a selected report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				e. SIGNATURE OF RATED OFFICER [REDACTED]	
				DATE <b>2 Oct 02</b>	

**PART III - DUTY DESCRIPTION**

a. PRINCIPAL DUTY TITLE <b>Assistant Staff Judge Advocate</b>	b. POSITION ADCEB <b>55A00</b>
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV. DA FORM 67-9-1 <b>Assists the SJA in providing legal advice to the Commander, 90th RSC, the staff, and subordinate commanders and their staffs. Primarily responsible for acting as recorder for officer and enlisted involuntary separation boards, reviewing transcripts and final action documents for the separation authority. Performs research and drafts written opinions and memoranda for the SJA on administrative law and other issues. Drafts letters of reprimand and filing determinations for the CG's signature and performs legal reviews of line of duty determinations, reports of survey and AR 15-6 investigations. Assists soldiers and units with deployment legal assistance issues, to include preparing wills and powers of attorney.</b>	

**PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rated)**

**CHARACTER** Disposition of the leader; combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)	Yes	No	5. RESPECT: Promotes dignity, consideration, fairness, & EO	Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> NO	
	b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	<input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		<input checked="" type="checkbox"/> NO		2. INTERPERSONAL Shows skill with people; coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> NO
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving		4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting	<input checked="" type="checkbox"/> NO				
	INFLUENCING Method of reaching goals while operating / improving	1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> NO	X DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> NO	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> NO
	OPERATING Short-term mission accomplishment	X PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> NO	X EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> NO	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> NO
IMPROVING Long-term improvement in the Army its people and organizations	7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> NO	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> NO	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> NO	

c. APFT: <b>PASS</b>	DATE: <b>OCT 2001</b>	HEIGHT: <b>68</b>	WEIGHT: <b>176</b>
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.			
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?			
		YES	NO
		<input type="checkbox"/>	<input checked="" type="checkbox"/>

**PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)**

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

**OUTSTANDING PERFORMANCE, MUST PROMOTE**       **SATISFACTORY PERFORMANCE, PROMOTE**       **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE**       **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

**Outstanding performance! CPT Griffin is a very dynamic and energetic JA officer. He arrives at drill ready to work and never stops until long after closing formation. CPT Griffin has the gift of easily identifying legal issues and drafting clear, concise, and correct opinions. These skills were put to good use in the many legal reviews CPT Griffin completed of difficult line of duty cases, reports of survey, and AR 15-6 investigations. CPT Griffin is a born litigator. He served as the government recorder for five administrative separation boards. Because of his extensive preparation, and smooth presentation of evidence, the boards recommended separation in all five cases. I relied on CPT Griffin, because of his absolute integrity and attention to detail, to prepare financial disclosure forms (SF 278) for four general officers with the 90th RSC. CPT Griffin's military bearing is exceptional and he enjoys widespread respect from his peers in the 90th RSC. His enthusiasm clearly raised the effectiveness of OSJA personnel and contributed greatly to high morale in the office. CPT Griffin is a highly motivated and dependable officer and judge advocate with unlimited potential. Promote early and select for resident schooling.**

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

**PART VI - INTERMEDIATE RATER**

**PART VII - SENIOR RATER**

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

**BEST QUALIFIED**       **FULLY QUALIFIED**       **DO NOT PROMOTE**       **OTHER (Explain below)**

I currently senior rate \_\_\_\_\_ officer(s) in this grade  
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review  YES  NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

**ABOVE CENTER OF MASS**  
 (Less than 50% in top box; Center of Mass if 50% or more in top box)

**CENTER OF MASS**

**BELOW CENTER OF MASS**  
 RETAIN

**BELOW CENTER OF MASS**  
 DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

**CPT Griffin's performance is outstanding. He is clearly one of the finest young officers in the 90th RSC. He encourages and motivates all around him with his positive attitude and outstanding work. He completes all tasks quickly, but is thorough and thoughtful and, most importantly, always correct in analysis. CPT Griffin made himself available, often on short notice, whenever a JA officer was needed for work outside of normal drill weekends. His work as a board recorder for separation boards was superb, and yielded outstanding results for the Command. CPT Griffin is an outstanding officer and judge advocate with unlimited potential for advancement. Select for advanced schooling. Promote him ahead of his peers.**

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

**RSC Administrative Law Chief; Brigade Command Judge Advocate; Trial Defense Counsel**