**USE ONLY ONE SPACE AFTER PERIODS**

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| **Grade and Name:** 0-3/ CPT |
| **OER Type and Ending Period:** Annual ending ## APR 16 |
| **Position AOC/Branch:** 19A/AR |

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| **Significant Duties and Responsibilities (limited to about 1107 characters with spaces or 8 lines of text):**  Serves as ……………………….. consisting of over 4,000 Soldiers. |

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| **MSAF Date (YYYYMMDD):** 20140115 |
| **APFT Pass/Fail/Profile:** Pass **Date:** 20141014 **Height: 67 Weight** 190 **Within Standard:** Yes |

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| **I currently rate \_\_\_\_ Army Officers in this grade.**  **This Officer’s overall Performance is Rated as:** **Comments:** on **“PERFORMANCE” only (limited to about 541 characters with spaces, or 4 lines of text):**  An outstanding performance by a top 15% officer, and one of the best Officers I have served with in X years of service. CPT XYZ’s' success in …………. |

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| **Character:**  (Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, AND EEO) | **Comments (limited to about 395 characters with spaces, or 4 lines of text):**  CPT XYZ is a ……………………… **He fully supports all SHARP, EO, and EEO programs.** |
| **Presence:**  (Military and Professional Bearing, Fitness, Confident, Resilient) | **Comments (limited to about 395 characters with spaces, or 4 lines of text):**  CPT XYZ……. is a confident, and physically fit officer who clearly takes pride in maintaining sound military and professional bearing. |
| **Intellect:**  (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise) | **Comments (limited to about 395 characters with spaces, or 4 lines of text):**  CPT XYZ best exhibits intellect in his ability to …………………….. He excels in…... |
| **Leads:**  (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates) | **Comments (limited to about 395 characters with spaces, or 4 lines of text):**  CPT XYZ leads others with ……………... He exceeds at providing purpose, motivation and inspiration to all. |
| **Develops:**  (Creates a positive command/workplace environment, , Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession) | **Comments (limited to about 395 characters with spaces, or 4 lines of text):**  CPT XYZ places a great effort in……….. |
| **Achieves:**  (Gets Results) | **Comments (limited to about 395 characters with spaces, or 4 lines of text):**  CPT XYZ adapts to change and effectively manages resources to get results. ……………..he can always be counted on to accomplish the mission. |

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| **I currently senior rate \_\_\_\_ Army Officers in this grade.**  **Senior Rater Comment on Potential:**  **Comments (limited to about 487 characters with spaces, or 4 lines of text):**  Exceptional performance by CPT XYZ during this challenging assignment…… Promote immediately and assign to command or special nominative assignment. |

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| **List 3 future SUCCESSIVE assignments for which this Officer is best suited, looking 3-5 years out.**  Company Command; Division/Corps Staff Officer; Special nominative assignment |