

IMMEDIATE REENLISTMENT CONTRACT

NAME: SMITH, CRAIG ROBERT SSN: 059-58-2514 BR/CI: USN

FIRST: I am reenlisting in the UNITED STATES NAVY NAVAL RESERVE for 4 years from 07/31/2009 unless sooner discharged by proper authority. My new contract expiration date is 07/30/2013.

SECOND: I have read and understand the following SECTION OF TITLE 10 OF THE UNITED STATES CODE:

SECTION 5540 OF TITLE 10 OF THE UNITED STATES CODE: "(a) The senior officer present afloat in foreign waters shall send to the United States by Government or other transportation as soon as possible each enlisted member of the naval service who is serving on a naval vessel, whose term of enlistment has expired, and who desires to return to the United States. However, when the senior officer present afloat considers it essential to the public interest, he may retain such a member on active duty until the vessel returns to the United States. (b) Each member retained under this section: (1) shall be discharged not later than 30 days after arrival in the United States; and (2) except in time of war is entitled to an increase in basic pay of 25 percent. (c) The substance of this section shall be included in the enlistment contract of each person enlisting in the naval service."

THIRD: I understand that I may be extended on, or ordered to active duty for the duration of any war or national emergency declared by Congress, and for six months thereafter, and that my agreed period of active service may be extended as otherwise authorized by law.

FOURTH: I have had this contract fully explained to me. I understand it, and certify that no promise of any kind has been made to me concerning assignment to duty, geographical area, schooling, special programs, assignment of government quarters, or transportation of dependents except as indicated:

BENEFITS OF RATE

| | | | |
|---|--|---------------------------------|------------------------------|
| UIC: 23160 | STATUS: ACTIVE <input checked="" type="checkbox"/> INACTIVE <input type="checkbox"/> | RATE MONTHS/DAYS: 000 / 000 | DOB: 05/16/1968 |
| PLACE OF REENLISTMENT: USS MOMSEN DDG 92 | HOME OF RECORD: BRONX, NY | | |
| CITIZENSHIP: US | CITIZEN COUNTRY: | RATE: BMCS | DATE OF PAYGRADE: 06/16/2009 |
| ADSD: 10/05/1987 | PEID: 10/05/1987 | DATE LAST DISCHARGE: 07/30/2009 | 1ST. SELLBACK: 00.0 |
| TOTAL ACTIVE SERVICE: <u>21 / 09 / 26</u> | TOTAL PRIOR INACTIVE SERVICE: <u>00 / 00 / 00</u> | YEARS/MONTHS/DAYS | |

"OATH OF ENLISTMENT: "I, CRAIG ROBERT SMITH do solemnly swear (or affirm) that I will support and defend the constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same, and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulation and the Uniform Code of Military Justice. So help me God, I swear (or affirm) that I am fully aware and fully understand the conditions under which I am enlisting."

**** SIGNATURE OF REENLISTEE
CRAIG ROBERT SMITH
FIRST MIDDLE LAST

Subscribed and sworn before me on this 31st day of July, A.D. 2009

SIGNATURE AND GRADE: [Signature] LTJG M.L. KNOX, USN OFFICIAL
Title: Reenlisting Officer Name and Rank
EXECUTIVE OFFICER

AGREEMENT TO EXTEND ENLISTMENT

NAME: SMITH, CRAIG ROBERT

SSN: 059-58-2514

BR/CL: USN

Having enlisted in the UNITED STATES NAVY NAVAL RESERVE on 09/16/2005 for 3 years, I do voluntarily agree to (further) extend my enlistment for 11 months (REASON: SCHOOL OTHER) subject to the provisions and obligations of my enlistment contract. I acknowledge that the provisions of 10 USC 5540 relating to an increase in basic pay do not apply to this agreement. I understand my new contract expiration date to be 08/15/2009. This agreement has been fully explained to me, I understand it. I understand that extensions of enlistment totaling 24 months or greater require a physical examination prior to the extension becoming operative. No promises of any kind have been made to me except as indicated:

UIC: 23160

STATUS: ACTIVE INACTIVE

RATE: BMC

COMBAT ZONE:

PEBD: 10/05/1987

TOTAL AGGREGATE MOS: 11

SHIP OR STATION: DDG 92 MOMSEN

LOCATION OF SHIP OR STATION:

**** SIGNATURE OF MEMBER: _____

FIRST

MIDDLE

LAST

Witnessed and accepted on behalf of the United States Navy
this 16th day of September, A.D.

**** SIGNATURE

AND GRADE:

A.M. BONIFACIO, GS-6, TRFSUPV, BYDIROIC

Certifying Officer Name and Rank

Extension of Enlistment Operative/Cancelled

The extension identified hereon for 11 months (REASON: SCHOOL OTHER) is Operative () Cancelled ()
effective 9/16/2008.

AUTHORITY:

LSL SELLRACK: 00.0

**** SIGNATURE

AND GRADE:

A.M. Bonifacio
A.M. BONIFACIO, GS-6, TRFSUPV, BYDIROIC

Certifying Officer Name and Rank

**NSIPS
UPDATED**

AGREEMENT TO EXTEND ENLISTMENT

NAME: SMITH, CRAIG ROBERT

SSN: 059-58-2514

BR/CL: USN

Having enlisted in the UNITED STATES NAVY NAVAL RESERVE on 09/16/2005 for 3 years, I do voluntarily agree to (further) extend my enlistment for 11 months (REASON: SCHOOL OTHER) subject to the provisions and obligations of my enlistment contract. I acknowledge that the provisions of 10 USC 5540 relating to an increase in basic pay do not apply to this agreement. I understand my new contract expiration date to be 08/15/2009. This agreement has been fully explained to me. I understand it. I understand that extensions of enlistment totaling 24 months or greater require a physical examination prior to the extension becoming operative. No promises of any kind have been made to me except as indicated.

TO MATCH EAOS WITH PRD OF AUG09.

I UNDERSTAND THAT THIS EXTENSION BECOMES BINDING UPON EXECUTION AND MAY NOT BE THEREAFTER CANCELLED, EXCEPT AS PROVIDED IN MILPERSMAN 1160-040. I HAVE BEEN INFORMED OF THE PROVISIONS OF THE SRB PROGRAM AND THE EXECUTION OF THIS EXTENSION OF ENLISTMENT MAY AFFECT MY ENTITLEMENT TO MONETARY BENEFITS FOR A SUBSEQUENT REENLISTMENT.

UIC: 23160

STATUS: ACTIVE INACTIVE

RATE: BMC

COMBAT ZONE:

PEBD: 10/05/1987

TOTAL AGGREGATE MOS: 11

SHIP OR STATION: DDG 92 MOMSEN

LOCATION OF SHIP OR STATION: USS MOMSEN (DDG 92)

SIGNATURE OF MEMBER:

FIRST

MIDDLE

LAST

Witnessed and accepted on behalf of the United States Navy
this 25th day of August, A.D. 2008

SIGNATURE
AND GRADE:

BONIFACIO, A. J.

TITLE:

TRFSUPV BYDIROIC

Certifying Officer Name and Rank

Extension of Enlistment Operative/Cancelled

The extension identified hereon for _____ months (REASON: SCHOOL OTHER) is Operative () Cancelled () effective _____.

AUTHORITY:

WARRANTY
AND GRADE:

Certifying Officer Name and Rank

**NSIPS
UPDATED**

EVENT: C02 AGREEMENT TO EXTEND

AGREEMENT TO EXTEND ENLISTMENT NAVPERS 1070/621

NAME: SMITH CRAIG R

SSN: 059-58-2514 BR-CL: USN

Having enlisted in the UNITED STATES NAVY on 99OCT01 for 3 years, I do voluntarily agree to (further) extend my enlistment for 40 months (REASON: SCHOOL 00 OTHER 40), subject to the provisions and obligations of my enlistment contract. I acknowledge that the provisions of 10 USC 5540 relating to an increase in basic pay do not apply to this agreement. I understand my new contract expiration date to be 06JAN31. This agreement has been fully explained to me, I understand it. I understand that extensions of enlistment totalling 24 months or greater require a physical examination prior to an extension becoming operative. No promises of any kind have been made to me except as indicated: TO ACCEPT BUPERS ORDERS 1212. I UNDERSTAND THAT THIS EXTENSION OF ENLISTMENT BECOMES BINDING UPON EXECUTION AND MAY NOT THEREAFTER BE CANCELLED EXCEPT AS PROVIDED BY MILPERSMAN 1160-040.

THIS IS MY FIRST EXTENSION OF THIS ENLISTMENT.

I HAVE HAD EXPLAINED TO ME THE PROVISIONS OF THE SRE PROGRAM AND THE EXECUTION OF THIS EXTENSION OF ENLISTMENT MAY AFFECT MY ENTITLEMENT TO MONETARY BENEFITS FOR A SUBSEQUENT REENLISTMENT.

UIC: 21872 STATUS: ACTIVE X INACTIVE RATE: BM1 PEBD: 871005
COMBAT ZONE: NO TOTAL AGGREGATE MOS 40

SHIP OR STATION: USS RAINIER AOE7

LOCATION OF SHIP OR STATION: USS RAINIER AOE-7 BREMERTON, WA

SIGNATURE
****OF MEMBER Craig Robert Smith
FIRST MIDDLE LAST

Witnessed and accepted
on behalf of the UNITED STATES NAVY
this 4TH day of SEPTEMBER, A.D. 2002

****SIGNATURE R. A. Rumpff TITLE: PERSONNEL OFFICER, BY DIRECTION
AND GRADE: R. A. RUMPF, PNC(SW), USN

CANCELLATION OF EXTENSION TO EXTEND ENLISTMENT

THE EXTENSION IDENTIFIED HEREON FOR ___ MONTHS* IS CANCELLED EFFECTIVE ____.
AUTHORITY: _____

****SIGNATURE _____ TITLE: _____
AND GRADE: _____
(CERTIFYING OFFICER'S NAME AND RANK)

NAVPERS 1070/621

EVENT: C01 REENLISTMENT CONTRACT

IMMEDIATE REENLISTMENT CONTRACT NAVPERS 1070/601

NAME: SMITH CRAIG ROBERT SSN: 059-58-2514 BR-CL: USN
FIRST: I am reenlisting in the UNITED STATES NAVY for 3 years from
99OCT01, unless sooner discharged by proper authority. My new contract expira-
tion date is 02SEP30.

SECOND: I have read and understand SECTION 5540 of TITLE 10 OF THE UNITED STATES
CODE: (a) The senior officer present afloat in foreign waters shall send to the
United States by Government or other transportation as soon as possible each en-
listed member of the naval service who is serving on a naval vessel, whose term
of enlistment has expired, and who desires to return to the United States. How-
ever, when the senior officer present afloat considers it essential to the pub-
lic interest, he may retain such member on active duty until the vessel re-
turns to the United States. (b) Each member retained under this section: (1)
shall be discharged not later than 30 days after his arrival in the United
States; and (2) except in time of war is entitled to an increase in basic pay of
25 percent. (c) The substance of this section shall be included in the enlist-
ment contract of each person enlisting in the naval service.

THIRD: I understand that I may be extended on, or ordered to active duty for
the duration of any war or national emergency declared by Congress, and for 6
months thereafter, and that my agreed period of active service may be extended
as otherwise authorized by law.

FOURTH: I have had this contract fully explained to me. I understand it and
certify that no promise of any kind has been made to me concerning assignment to
duty, geographical area, schooling, special programs, assignment of government
quarters, or transportation of dependents except as indicated:
BENEFITS OF RATE

UIC: 21872 STATUS: ACTIVE X INACTIVE RADO MONTHS/DAYS: / DOB: 680516
PLACE OF REENLISTMENT: USS RAINIER (AOE7) SEATTLE, WA ADSD: 871005 PEBD: 871005
HOME OF RECORD: BRONX, NY RATE: BM2 DATE OF PAYGRADE: 961216
CITIZENSHIP: US CITIZEN COUNTRY: US DATE LAST DISCHARGE: 990930
TOTAL ACTIVE SERVICE: 11/11/27 TOTAL PRIOR INACTIVE SERVICE: 00/00/00
LSL SELL BACK: YEARS/MONTHS/DAYS YEARS/MONTHS/DAYS

OATH OF ENLISTMENT: I, CRAIG ROBERT SMITH do
solemnly swear (or affirm) that I will support and defend the Constitution of
the United States against all enemies, foreign and domestic; that I will bear
true faith and allegiance to the same, and that I will obey the orders of the
President of the United States and the orders of the officers appointed over me
according to regulations and the Uniform Code of Military Justice. So help me
God. I swear (or affirm) that I am fully aware and fully understand the condi-
tions under which I am enlisting.

*** SIGNATURE OF REENLISTEE:

Craig FIRST *Robert* MIDDLE *Smith* LAST

Subscribed and sworn before me this 1ST day of OCTOBER, A.D. 1999

SIGNATURE AND GRADE: *[Signature]* ENS, USNR
M. S. LLENZA, ENS, USNR
NAVPERS 1070/601

TITLE: FIRST DIVISION OFFICER

EVENT: C01 REENLISTMENT CONTRACT

IMMEDIATE REENLISTMENT CONTRACT NAVPERS 1070/601

NAME: SMITH CRAIG ROBERT SSN: 059-58-2514 BR-CL: USN
FIRST: I am reenlisting in the UNITED STATES NAVY for 2 years from
97OCT03, unless sooner discharged by proper authority. My new contract expira-
tion date is 99OCT02.

SECOND: I have read and understand SECTION 5540 of TITLE 10 OF THE UNITED STATES
CODE: (a) The senior officer present afloat in foreign waters shall send to the
United States by Government or other transportation as soon as possible each en-
listed member of the naval service who is serving on a naval vessel, whose term
of enlistment has expired, and who desires to return to the United States. How-
ever, when the senior officer present afloat considers it essential to the pub-
lic interest, he may retain such member on active duty until the vessel re-
turns to the United States. (b) Each member retained under this section: (1)
shall be discharged not later than 30 days after his arrival in the United
States; and (2) except in time of war is entitled to an increase in basic pay of
25 percent. (c) The substance of this section shall be included in the enlist-
ment contract of each person enlisting in the naval service.

THIRD: I understand that I may be extended on, or ordered to active duty for
the duration of any war or national emergency declared by Congress, and for 6
months thereafter, and that my agreed period of active service may be extended
as otherwise authorized by law.

FOURTH: I have had this contract fully explained to me. I understand it and
certify that no promise of any kind has been made to me concerning assignment to
duty, geographical area, schooling, special programs, assignment of government
quarters, or transportation of dependents except as indicated:

BENEFITS OF RATE

UIC: 21872 STATUS: ACTIVE X INACTIVE RADO MONTHS/DAYS: / DOB: 680516
PLACE OF REENLISTMENT: USS RAINIER AOE 7 ADSD: 871005 PEBD: 871005
HOME OF RECORD: BRONX, NY RATE: BM2 DATE OF PAYGRADE: 961216
CITIZENSHIP: US CITIZEN COUNTRY: DATE LAST DISCHARGE: 971002
TOTAL ACTIVE SERVICE: 09/11/28 TOTAL PRIOR INACTIVE SERVICE: 00/00/00
YEARS/MONTHS/DAYS YEARS/MONTHS/DAYS

OATH OF ENLISTMENT I, CRAIG ROBERT SMITH do
solemnly swear (or affirm) that I will support and defend the Constitution of
the United States against all enemies, foreign and domestic; that I will bear
true faith and allegiance to the same, and that I will obey the orders of the
President of the United States and the orders of the officers appointed over me
according to regulations and the Uniform Code of Military Justice. So help me
God. I swear (or affirm) that I am fully aware and fully understand the condi-
tions under which I am enlisting.

**** SIGNATURE OF REENLISTEE: *Craig* FIRST *Robert* MIDDLE *Smith* LAST

Subscribed and sworn before me this 3RD day of OCTOBER , A.D. 1997

SIGNATURE AND GRADE: *E P Jones*
E P JONES, CWO3, USN
NAVPERS 1070/601

TITLE: SHIP'S BOATSWAIN

150/0079

EVENT: 002 AGREEMENT TO EXTEND

AGREEMENT TO EXTEND ENLISTMENT NAVPERS 1070/621

NAME: SMITH CRAIG ROBERT

SSN: 059-58-2514 BR/CL: USN

Having enlisted in the UNITED STATES NAVY/NAVAL RESERVE on 94JUL05 for 3 years, I do voluntarily agree to (further) extend my enlistment for 03 months (REASON: SCHOOL 00 OTHER 03), subject to the provisions and obligations of my enlistment contract. I acknowledge that the provisions of 10 USC 5543 relating to an increase in basic pay do not apply to this agreement. I understand my new contract expiration date to be 971004. This agreement has been fully explained to me, I understand it. I understand that extensions of enlistment totalling 24 months or greater require a physical examination prior to the extension becoming operative. No promises of any kind have been made to me except as indicated: TO HAVE SUFFICIENT OBLIGATED SERVICE TO ACCEPT BUPERS ORDER 0166. I UNDERSTAND THAT THIS EXTENSION BECOMES BINDING UPON EXECUTION AND MAY NOT THEREAFTER BE CANCELLED EXCEPT AS PROVIDED IN MILPERSMAN 1050150. I HAVE HAD EXPLAINED TO ME THE PROVISIONS OF THE SRB PROGRAM AND THAT THIS EXTENSION BECOMES BINDING UPON EXECUTION AND MAY NOT THEREAFTER BE CANCELLED EXCEPT AS PROVIDED IN MILPERSMAN 1050150. THIS IS MY FIRST EXTENSION OF THIS ENLISTMENT.

UIC: 68438 STATUS: ACTIVE X INACTIVE RATE: BM3 PEBD: 871005
 COMBAT ZONE: NO TOTAL AGGREGATE MOS: 03

SHIP OR STATION: TRIREFAC BANG

LOCATION OF SHIP OR STATION: BANGOR WA

SIGNATURE
 ***OF MEMBER Craig Robert Smith
 FIRST MIDDLE LAST

Witnessed and accepted
 on behalf of the UNITED STATES NAVY
 this 24th day of MAY . A.D. 1996

**** SIGNATURE AND GRADE: G. A. WELCH, PN1, USN B10

TITLE: TRFSECHD BYDIROIC

CANCELLATION OF EXTENSION TO EXTEND ENLISTMENT

THE EXTENSION IDENTIFIED HEREON FOR ___ MONTHS, IS CANCELLED EFFECTIVE _____.

187/297

FC50/
DEM: 418600212P

EVENTS: 001 REENLISTMENT CONTRACT
IMMEDIATE REENLISTMENT CONTRACT NAUPERS 1070/601

NAME: SMITH CRAIG ROBERT SSN: 059-58-2514 BR/CL USN

FIRST: I am reenlisting in the UNITED STATES NAVY NAVAL RESERVE for 3 years from 04/01/94, unless sooner discharged by proper authority. My new contract expiration date is 07/01/97.

SECOND: I have read and understand SECTION 5540 OF TITLE 38 OF THE UNITED STATES CODE: (a) The senior officer present afloat in foreign waters shall send to the United States by Government or other transportation as soon as possible each enlisted member of the naval service who is serving on a naval vessel, whose term of enlistment has expired, and who desires to return to the United States. However, when the senior officer present afloat considers it essential to the public interest, he may retain such a member on active duty until the vessel returns to the United States. (b) Each member retained under this section: (1) shall be discharged not later than 30 days after his arrival in the United States; and (2) except in time of war is entitled to an increase in basic pay of 25 percent. (c) The substance of this section shall be included in the enlistment contract of each person enlisting in the naval service.

THIRD: I understand that I may be extended on, or ordered to active duty for the duration of any war or national emergency declared by Congress, and for 6 months thereafter, and that my agreed period of active service may be extended as otherwise authorized by law.

FOURTH: I have had this contract explained to me. I understand it and certify that no promise or any other inducement has been made to me concerning assignment to duty, geographical area, schooling, special programs, assignment of government quarters, or transportation of dependents except as indicated: BENEFITS OF RATE

LIST NUMBER: 001 STATE: ACTIVE & INACTIVE RADO MONTHS/DAYS: / DOB: 680516
PLACE OF REENLISTMENT: NEW YORK, NY ADSD: 871005 PEBD: 871005
HOME OF RECORD: SPAIN, NY RATE: BMS DATE OF PAYGRADE: 900616
CITIZENSHIP: US CITIZEN COUNTRY: DATE LAST DISCHARGE: 940704
TOTAL ACTIVE SERVICE: 06/09/00 TOTAL PRIOR INACTIVE SERVICE: 00/00/00
YEARS MONTHS/DAYS YEARS MONTHS/DAYS

BATH OF ENLISTMENT: I, CRAIG ROBERT SMITH, do solemnly swear (or affirm) that I will support and defend the constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same, and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulation and the Uniform Code of Military Justice. So help me God. I swear (or affirm) that I am fully aware and fully understand the conditions under which I am enlisting.

**** SIGNATURE OF REENLISTEE: Craig Robert Smith
FIRST MIDDLE LAST

Subscribed and sworn before me this 5th DAY OF JULY, A.D. 1994

SIGNATURE AND GRADE: [Signature] OFFICIAL TITLE: REENLISTING OFFICER
S. KUNCH, LTJG, USN

NAUPERS 1070/601

2 FEB 20

SMITH, CRATC B

054-52-2224

USN

X

05832

USS SACRAMENTO AOE-1

10

SEATTLE, WA

TO COMPLY WITH NMPC TC-2981. I UNDERSTAND THAT THIS EXTENSION BECOMES BINDING UPON EXECUTION AND MAY NOT THEREAFTER BE CANCELLED EXCEPT AS SET FORTH IN MILPERSMAN 1050150.

THIRD EXTENSION. TOTAL AGGREGATE: 33 MONTHS

HAVING ENLISTED IN THE U.S. NAVY/NAVAL RESERVE ON 870CT05 FOR 4 YEARS, I VOLUNTARILY AGREE TO (FURTHER) EXTEND MY ENLISTMENT FOR 30 MONTHS SUBJECT TO THE PROVISIONS AND OBLIGATIONS OF MY ENLISTMENT CONTRACT. I ACKNOWLEDGE THAT THE PROVISIONS OF 10 USC 5548 RELATING TO AN INCREASE IN BASIC PAY DO NOT APPLY TO THIS AGREEMENT. THIS AGREEMENT HAS BEEN FULLY EXPLAINED TO ME, I UNDERSTAND IT, AND NO PROMISES OF ANY KIND EXCEPT AS NOTED IN BLOCK 10 ABOVE, HAVE BEEN MADE TO ME.

WITNESSED AND ACCEPTED IN BEHALF OF THE U.S. NAVY THIS 20 DAY OF FEB 1992

SIGNATURE AND GRADE S R LUGOD JR PRES(SM/AV) USN OFFICIAL TITLE PERSOFF BYDIRCO

OFFICIAL RECORD COPY

PL21R

REMOVED

SHIP'S CALL R

059-58-2514

USN

X

05832

USS SACRAMENTO (AOE 1)

18

SEATTLE, WA

TO COMPLY WITH NMPC TC-2961/Y5. I UNDERSTAND THAT THIS EXTENSION BINDING UPON EXECUTION AND MAY NOT THEREAFTER BE CANCELLED EXCEPT AS SET FORTH IN MILPERSMAN 1050150.

SECOND EXTENSION. TOTAL AGGREGATE: 23 MONTHS.

HAVING ENLISTED IN THE U.S. NAVY ~~XXXXXX~~ ON 820CT05 FOR 4 YEARS, I VOLUNTARILY AGREE TO FURTHER EXTEND MY ENLISTMENT FOR 18 MONTHS SUBJECT TO THE PROVISIONS AND OBLIGATIONS OF MY ENLISTMENT CONTRACT. I ACKNOWLEDGE THAT THE PROVISIONS OF 10 USC 554 RELATIVE TO AN INCREASE IN BASIC PAY DO NOT APPLY TO THIS AGREEMENT. THIS AGREEMENT HAS BEEN FULLY EXPLAINED TO ME. I UNDERSTAND IT, AND NO PROMISES OF ANY KIND EXCEPT AS NOTED IN BLOCK 10 ABOVE, HAVE BEEN MADE TO ME.

Chief Robert Smith

WITNESSED AND ACCEPTED IN BEHALF OF THE U.S. NAVY THIS 26TH DAY OF NOV 199

SIGNATURE AND GRADE S R LOGSD JR PFC USN / 051-15N OFFICIAL TITLE PERSOFF, BYDIRCO

OFFICIAL RECORD COPY

U.S. NAVY

VETERANS' EDUCATIONAL ASSISTANCE ACT OF 1984 (GI BILL)
(Chapter 30, Title 38 U.S.C.)

Prerequisite Statement

AUTHORITY: Chapter 30, Title 38, U.S. Code, Sections 1411 and 1412
PRINCIPAL PURPOSE: To establish eligibility to participate in the Veterans' Educational Assistance Act of 1984 (GI Bill of 1984)
ROUTINE USES: This form will be used as a source document indicating participation status of each service member in the GI Bill of 1984 Educational Benefits Program
DISCLOSURE: Disclosure of your social security number and other personal information is voluntary. However, this form CANNOT be processed if requested information is not provided.

1. SERVICE MEMBER

(1) NAME (Last, first, middle initial) Smith, Cheryl A. (2) SOCIAL SECURITY NUMBER (SSN) 1575-5514

2. STATEMENT OF UNDERSTANDING

- a. I am eligible for the GI Bill of 1984 and I am automatically enrolled
- b. I have the option to disenroll (See paragraph 4)
- c. I do not enroll. I must do so within two weeks of initial entry on active duty
- d. I am not eligible for Chapter 32, Title 38 U.S.C., Veterans' Educational Assistance Program (VEAP) nor for Chapter 34, Title 38 U.S.C., Vietnam-Era GI Bill.
- e. I understand that, if I am a Service academy or ROTC scholarship graduate, I am **NOT ELIGIBLE** for the GI Bill of 1984

3. SERVICE MEMBER

(1) TYPED OR PRINTED NAME (Last, first, middle initial) Lasley, Arnold NBN (2) RANK/GRADE SP4 (3) SIGNATURE [Signature] (4) DATE SIGNED 10 OCT 80

4. WITNESS OFFICER

(1) TYPED OR PRINTED NAME (Last, first, middle initial) LASLEY, ARNOLD NBN (2) RANK/GRADE IC2 (E-5) (3) SIGNATURE [Signature] (4) DATE SIGNED 29 SEP 81

5. STATEMENT OF ENROLLMENT

- a. I understand that if I remain enrolled in the GI Bill of 1984 that \$100 per month will be deducted from my base pay for EACH of the first full 12 months of active duty and **WILL NOT BE REFUNDED**
- b. I must complete three years of service before I am entitled to \$300 per month for 36 months (\$250 per month for 36 months, if I have a two year obligation)
- c. I must complete two years of active duty service and join the Selected Reserve for a minimum four year service agreement before I am entitled to \$300 per month for 36 months
- d. If a non-high school graduate, I must complete all requirements for a high school diploma (or an equivalency certificate) before completion of my initial tour in order to qualify for the GI Bill of 1984
- e. I must use my benefits within 10 years of my separation or discharge from active duty for the entitlement in paragraph 3b or complete my Selected Reserve obligation for the entitlement in paragraph 3c
- f. I must receive an honorable discharge for service which established entitlement to the GI Bill of 1984

6. SERVICE MEMBER

(1) TYPED OR PRINTED NAME (Last, first, middle initial) [Signature] (2) RANK/GRADE SP4 (3) SIGNATURE [Signature] (4) DATE SIGNED 11 OCT 81

7. WITNESS OFFICER

(1) TYPED OR PRINTED NAME (Last, first, middle initial) LASLEY, ARNOLD NBN (2) RANK/GRADE IC2 (E-5) (3) SIGNATURE [Signature] (4) DATE SIGNED

8. STATEMENT OF DISENROLLMENT

I do not desire to participate in the GI Bill of 1984. I understand that the option to enroll **WILL NOT** be available to me at a later date.

9. SERVICE MEMBER

(1) TYPED OR PRINTED NAME (Last, first, middle initial) (2) RANK/GRADE (3) SIGNATURE (4) DATE SIGNED

10. WITNESS OFFICER

(1) TYPED OR PRINTED NAME (Last, first, middle initial) LASLEY, ARNOLD NBN (2) RANK/GRADE IC2 (E-5) (3) SIGNATURE (4) DATE SIGNED

11. SERVICE MEMBER EDUCATION ASSISTANCE OPTIONS

If I remain enrolled in the GI Bill of 1984, I may be eligible for additional educational assistance based on my military specialty and/or years of service as shown below:
 CO. NO. 367
 BILLET NO. 1B-1A-45

ENLISTMENT / REENLISTMENT DOCUMENT

ARMED FORCES OF THE UNITED STATES

PRIVACY ACT STATEMENT

AUTHORITY: 5 USC 3331, 32 USC 706, 44 USC 708, 44 USC 3101, and Sections 133, 265, 275, 504, 508, 510, 591, 672(d), 678, 687, 1007, 1071, through 1087, 1168, 1169, 1475 through 1480, 1553, 2197, 2122, 3012, 5431, 8012, 8033, 9496, and 9411 of 10 USC and in Executive Orders 9397, 10450, and 11652

PRINCIPAL PURPOSES: To record enlistment or reenlistment into the U.S. Armed Forces. This information becomes a part of your military personnel record which are used to provide promotion, reassignment, training, medical support, and other personnel management actions for you. Your Social Security Number is necessary to identify you and your records, and to properly report your earnings as a member of the U.S. Armed Forces to the Social Security Administration. The data is FOR OFFICIAL USE ONLY and will be maintained in strict confidence in accordance with Federal law and regulations.

ROUTINE USES: To document your enlistment/reenlistment agreement with the U.S. Armed Forces; to record voluntary changes in your enlistment/reenlistment agreement; to determine dates of service and seniority, and for such other purposes as the personnel management actions required to maintain normal career progress on as a member of a component of the U.S. Armed Forces.

DISCLOSURE IS VOLUNTARY: However, failure to furnish information will result in denial of enlistment or reenlistment.

ENLISTEE / REENLISTEE IDENTIFICATION DATA

| | | | | | |
|--|---|---|--------------|---------------|-------------|
| 1. NAME (Last, First, Middle) SMITH CRAIG ROBERT | | 2. SOCIAL SECURITY NUMBER 088-87-007-E | | | |
| 3. HOME OF RECORD (Street, City, State, ZIP Code) 765 E 168RD ST APT 9C BROOKLYN NY 11246 | | 4. PLACE OF ENLISTMENT / REENLISTMENT (MIL. Installation, City, State) NEW YORK MEPS NY | | | |
| 5. DATE OF ENLISTMENT / REENLISTMENT (YYMMDD) 87 SEP 28 | 6. DATE OF BIRTH (YYMMDD) 68 MAY 16 | 7. PREVIOUS MILITARY SERVICE | YEARS | MONTHS | DAYS |
| | | a. Total Active Military Service | | | |
| | | b. Total Inactive Military Service | | | |

AGREEMENTS

B. I am enlisting /reenlisting in the United States (list branch of service) NAVAL RESERVE
 this date for 2 years and
0 weeks beginning in pay grade E-1. The additional details of my enlistment /
 reenlistment are in Section C and Annex(es) 1 & 2

a. FOR ENLISTMENT IN A DELAYED ENTRY / ENLISTMENT PROGRAM (DEP):

I understand that I will be ordered to active duty as a Reservist unless I report to the place shown in item 4 above by (list date (YYMMDD)) 0888 SEP 007 E for enlistment in the Regular component of the United States (list branch of service) NAVY for not less than 4 years and 0 weeks. My enlistment in the DEP is in a nonpay status. I understand my period of time in the DEP is NOT creditable for pay purposes upon entry into a pay status. However, I also understand that this time is counted toward fulfillment of my military service obligation or commitment. I must maintain my current qualifications and keep my recruiter informed of any changes in my physical or dependency status, moral qualifications, and mailing address.

b. Remarks: (if none so state)

NONE

I, the undersigned, hereby certify that the information furnished above is true and correct to the best of my knowledge and belief, and that I understand the terms and conditions of the enlistment/reenlistment agreement and the consequences of my actions.

(Signature of Enlistee/Reenlistee)

Rate (Last-First-Middle-Initial-etc)

SMITH, CRAIG ROBERT

SSN

059-58-2514

I. I have been guaranteed the following:

Assignment in the SEAMAN Apprenticeship.

Assignment to either "Arduous Sea Duty" or "Unaccompanied Non-rotated Sea Duty." SPECIFIC TYPE SEA DUTY IS NOT GUARANTEED. BUT WILL BE ASSIGNED BASED ON THE NEEDS OF THE NAVY.

Assignment to available duty in the following area for a minimum of two (2) years (Seaman and Fireman Apprenticeships only):

West Coast - includes Hawaii

East Coast - includes Gulf Coast

Anywhere Pacific Fleet (SEA DUTY ONLY)

Anywhere Atlantic Fleet (includes Gulf Coast) (SEA DUTY ONLY)

No area guarantee

I UNDERSTAND:

1. That if for reason other than sickness or medical, the Navy assigns me to duty out of my area of guarantee, I have the option of requesting a separation from the naval service prior to completion of recruit training (completion of apprenticeship training if orders not received while in recruit training).

2. I may waive my area or sea duty option while in recruit training. I will then become eligible for assignment as the needs of the Navy require.

3. If I accept assignment to a Navy Class "A" School, or accept reclassification into an Apprenticeship other than the Apprenticeship for which I was enlisted, the above sea duty and/or area guarantees are cancelled.

4. If enlisted in the Seaman Apprenticeship, I understand that during recruit classification if I request and am recommended for a Navy Class "A" school or on-the-job training in a rating which is in the Fireman, Airman, or Constructionman apprenticeships, my Seaman Apprenticeship guarantee is cancelled.

Linda S. Peterson SEP 28 1987
(Signature of Enlisting Officer/Date)

LINDA S. PETERSON, YN1, USN
BY DIRECTION

(Typed Name and Title)

Craig Robert Smith SEP 28 1987
(Signature of Enlistee/Date)

CRAIG ROBERT SMITH
(typed Name)

NAVY RECRUITING DISTRICT NEW YORK, 1975 BEEHIVE TURNPIKE E. MEADOW NY 11754

CONTINGENT ENLISTMENT/APPOINTMENT
STATEMENT OF UNDERSTANDING

SEP 28 1987

I understand that my enlistment/appointment in the U.S. Navy or Naval Reserve (including the Delayed Entry into Training (DET) Program, the Delayed Enlistment Program (DEP) and Officer accession programs) and my ultimate assignment to active duty or active duty for training, is contingent on the return of negative results of blood tests which screen for HTLV-III antibody. The HTLV-III antibody. The HTLV-III antibody is the body's response to the virus believed to cause Acquired Immune Deficiency Syndrome (AIDS). Presence of the HTLV-III antibody implies past exposure to the virus that causes AIDS but does not indicate the presence of the disease AIDS. I understand that if the test indicated the presence of the HTLV-III antibody, I will receive an Entry Level Separation (ELS) or discharge, as appropriate from the Navy or Naval Reserve and my enlistment contract will be voided.

I understand that upon ELS or discharge from the DET, DEP, U.S. Navy or Naval Reserve, I may obtain a written consultation at my own expense from a private physician in order to be evaluated as to my potential for infection with the HTLV-III virus. If results are negative, I may provide this consultation to my Navy Recruiter for further evaluation of my eligibility to reenter the Navy or Naval Reserve.

Linda S. Peterson
(Signature of Enlisting Officer)
L. SANDERSON, (55), USN
BY DIRECTOR

Craig Robert Smith
(Signature of Enlistee)
CRAIG ROBERT SMITH

OFFICIAL RECORD COPY

INDEX * B TO DD FORM 4 DATED SEP 28 1987

| | | |
|--|-----------------------|-------------------------|
| NAME (Last, First, Middle) SMITH CRAIG ROBERT | SERIAL 059-58-2514 | BRANCH AND CLASS USN |
|--|-----------------------|-------------------------|

□

9. FOR ALL ENLISTEES OR REENLISTEES: Many laws, regulations, and military customs will govern my conduct and require me to do things a civilian does not have to do. The following statements are not promises or guarantees of any kind. They explain some of the present laws affecting the Armed Forces which I cannot change but which Congress can change at any time.

a. My enlistment is more than an employment agreement. As a member of the Armed Forces of the United States, I will be:

- (1) Required to obey all lawful orders and perform all assigned duties.
- (2) Subject to separation during or at the end of my enlistment. If my behavior fails to meet acceptable military standards, I may be discharged and given a certificate for less than honorable service, which may hurt my future job opportunities and my claim for veteran's benefits.
- (3) Subject to the military justice system, which means, among other things, that I may be tried by military courts-martial.
- (4) Required upon order to serve in combat or other hazardous situations.
- (5) Entitled to receive pay, allowances, and other benefits as provided by law and regulation.

b. Laws and regulations that govern military personnel may change without notice to me. Such changes may affect my status, pay, allowances, benefits, and responsibilities as a member of the Armed Forces REGARDLESS of the provisions of this enlistment / reenlistment document.

c. In the event of war, my enlistment in the Armed Forces continues until six (6) months after the war ends, unless my enlistment is ended sooner by the President of the United States.

10. MILITARY SERVICE OBLIGATION FOR ALL MEMBERS OF THE ACTIVE AND RESERVE COMPONENTS, INCLUDING THE NATIONAL GUARD.

a. FOR ALL ENLISTEES: If this is my initial enlistment, I must serve a total of eight (8) years. Any part of that service not served on active duty must be served in a Reserve Component unless I am sooner discharged.

b. If I am a member of a Reserve Component of an Armed Force at the beginning of a period of war or national emergency declared by Congress, or if I become a member during that period, my military service may be extended without my consent until six (6) months after the end of that period of war.

of war or national emergency declared by the Congress, I may be required to serve on active duty (other than for training) for the entire period of the war or emergency and for six (6) months after its end.

d. As a member of the Ready Reserve I may be required to perform active duty or active duty for training without my consent (other than as provided in item 8 of this document) as follows:

(1) In time of national emergency declared by the President of the United States, I may be ordered to active duty (other than for training) for not more than 24 consecutive months.

(2) I may be ordered to active duty for 24 months, and my enlistment may be extended so I can complete 24 months of active duty, if:

(a) I am not assigned to, or participating satisfactorily in, a unit of the Ready Reserve; and

(b) I have not met my Reserve obligation; and

(c) I have not served on active duty for a total of 24 months.

(3) I may be ordered to perform additional active duty training for not more than 45 days if I have not fulfilled my military service obligation and fail in any year to perform the required training duty satisfactorily. If the failure occurs during the last year of my required membership in the Ready Reserve, my enlistment may be extended until I perform that additional duty, but not for more than six months.

(4) When determined by the President that it is necessary to support any operational mission, I may be ordered to active duty for not more than 90 days if I am a member of the Selected Reserve.

11. FOR ENLISTEES / REENLISTEES IN THE NAVY OR MARINE CORPS: I understand that if I am serving on a naval vessel in foreign waters, and my enlistment expires, I will be returned to the United States for discharge as soon as possible consistent with my desires. However, if essential to the public interest, I understand that I may be retained on active duty until the vessel returns to the United States. If I am retained under these circumstances, I understand I will be discharged not later than 30 days after my return to the United States; and, that except in time of war, I will be entitled to an increase in basic pay of 25 percent from the date my enlistment expires to the date of my discharge.

12. FOR ALL MALE APPLICANTS: This form registers me under the Military Selective Service Act. The Department of Defense may transmit information from my personnel records, including name, social security number, birthdate, and address to the Selective Service System to meet registration and information reporting requirements.

SMITH CRAIG ROBERT

059-58-2514

D. CERTIFICATION AND ACCEPTANCE

13a. My acceptance for enlistment is based on the information I have given in my application for enlistment. If any of that information is false or incorrect, this enlistment may be voided or terminated administratively by the Government or I may be tried by a Federal, civilian, or military court and, if found guilty, may be punished.

I CERTIFY THAT I HAVE CAREFULLY READ THIS DOCUMENT. ANY QUESTIONS I HAD WERE EXPLAINED TO MY SATISFACTION. I FULLY UNDERSTAND THAT ONLY THOSE AGREEMENTS IN SECTION B OF THIS DOCUMENT OR RECORDED ON THE ATTACHED ANNEXES WILL BE HONORED. ANY OTHER PROMISES OR GUARANTEES MADE TO ME BY ANYONE ARE WRITTEN BELOW: (If none, X "NONE" and initial.)

NONE *CR* (initials of enlistee / reenlistee)

d. SIGNATURE OF ENLISTEE / REENLISTEE

Craig Robert Smith

e. DATE SIGNED (YYMMDD)

87 SEP 28

14a. On behalf of the United States (list branch of service) NAVY, I accept this applicant for enlistment. I have witnessed the signature in item 13b to this document. I certify that I have explained that only those agreements in Section B of this form and in the attached Annex(es) will be honored, and any other promises made by any person are not effective and will not be honored.

SERVICE REPRESENTATIVE INFORMATION

b. NAME (Last, First, Middle)

SAUNDRA DAY

c. PAY GRADE

E-6

d. UNIT / COMMAND NAME

NAVY RECRUITING DIST NY

e. SIGNATURE

Sandra Day

f. DATE SIGNED (YYMMDD)

87 SEP 28

g. UNIT / COMMAND ADDRESS (City, State, ZIP Code)

BKLYN NY 11252

E. CONFIRMATION OF ENLISTMENT OR REENLISTMENT

15. IN THE ARMED FORCES EXCEPT THE NATIONAL GUARD (ARMY OR AIR):

I, CRAIG ROBERT SMITH, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

16. IN THE NATIONAL GUARD (ARMY OR AIR):

I, _____, do solemnly swear (or affirm) that I will support and defend the Constitution of the United States and the State of _____ against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the Governor of _____ and the orders of the officers appointed over me, according to law and regulations. So help me God.

17. IN THE NATIONAL GUARD (ARMY OR AIR):

I do hereby acknowledge to have voluntarily enlisted / reenlisted this _____ day of _____ 19____ in the _____ National Guard and as a Reserve of the United States (list branch of service) _____ with membership in the _____ National Guard of the United States for a period of _____ years, _____ months, _____ days, under the conditions prescribed by law, unless sooner discharged by proper authority.

18a. SIGNATURE OF ENLISTEE / REENLISTEE

Craig Robert Smith

b. DATE SIGNED (YYMMDD)

87 SEP 28

19a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

ENLISTMENT / REENLISTMENT OFFICER INFORMATION

b. NAME (Last, First, Middle)

PATRINO BASQUALE JR

c. PAY GRADE

O-3

d. UNIT / COMMAND NAME

NEW YORK MEPS

e. SIGNATURE

[Signature]

f. DATE SIGNED (YYMMDD)

87 SEP 28

g. UNIT / COMMAND ADDRESS (City, State, ZIP Code)

BKLYN NY 11252

SMITH CRAIG ROBERT

059-58-2514

DISCHARGE FROM DELAYED ENTRY / ENLISTMENT PROGRAM

20a. I request to be discharged from the Delayed Entry/Enlistment Program (DEP) and enlisted in the Regular Component of the United States (list branch of service) NAVY for a period of 4 years and weeks. No changes have been made to my enlistment options OR if changes were made they are recorded on Annex(es) NA which replace(s) Annex(es) NA.

b SIGNATURE OF DELAYED ENTRY / ENLISTMENT PROGRAM ENLISTEE

c DATE SIGNED (YYMMDD)

Craig Robert Smith

87 OCT 05

APPROVAL AND ACCEPTANCE BY SERVICE REPRESENTATIVE

21a. This enlistee is discharged from the Reserve Component shown in item 8 and is accepted for enlistment in the Regular Component of the United States (list branch of service) NAVY in pay grade E1.

SERVICE REPRESENTATIVE INFORMATION

b NAME (Last, First, Middle)
SANDOVAL RAYD

c PAY GRADE
E 6

d UNIT / COMMAND NAME
NAVY RECRUITING DIST NY

e SIGNATURE

f DATE SIGNED (YYMMDD)
87 OCT 05

g UNIT / COMMAND ADDRESS (City, State, ZIP Code)
BROOKLYN NY 11252

CONFIRMATION OF ENLISTMENT OR REENLISTMENT

22a. IN A REGULAR COMPONENT OF THE ARMED FORCES:

I, CRAIG ROBERT SMITH do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God.

b SIGNATURE OF ENLISTEE / REENLISTEE

c DATE SIGNED (YYMMDD)

Craig Robert Smith

87 OCT 05

23a. The above oath was administered, subscribed, and duly sworn to (or affirmed) before me this date.

ENLISTMENT OFFICER INFORMATION

b NAME (Last, First, Middle)
MCDONALD GERALD M

c PAY GRADE
03

d UNIT / COMMAND NAME
NEW YORK MEPS NY

e SIGNATURE

f DATE SIGNED (YYMMDD)
87 OCT 05

g UNIT / COMMAND ADDRESS (City, State, ZIP Code)
BROOKLYN NY 11252

REVIEW OF MEDICAL DOCUMENTS STATEMENT

871005
(DATE)

I. RAIG ROBERT SMITH SR. 059582514
(FULL NAME, RATE, SSAN)

this date reviewed the Report of Medical History SF-93 executed by me in connection with my enlistment in the U.S. Naval Reserve/U.S. Navy and certify the information furnished is true, complete, and accurate, to the best of my knowledge and belief, except as noted below. I understand that I am being accepted for enlistment based on the information provided by me. I understand that if I secure my enlistment by means of any false statement, willful misrepresentation or concealment of the information sought herein, I am liable to trial by Courts-Martial or discharge under other than honorable conditions, that I may be deprived of virtually all the rights as a Veteran under both federal and state law and can expect to encounter substantial prejudice in civilian life because of such discharge. (Identify any changes below by the corresponding SF 93 block number, as appropriate).

[Signature]
(WITNESS)

RAIG ROBERT SMITH
(SIGNATURE OF ENLISTEE)

I acknowledge the following change(s) to the report of medical history, SF-93:

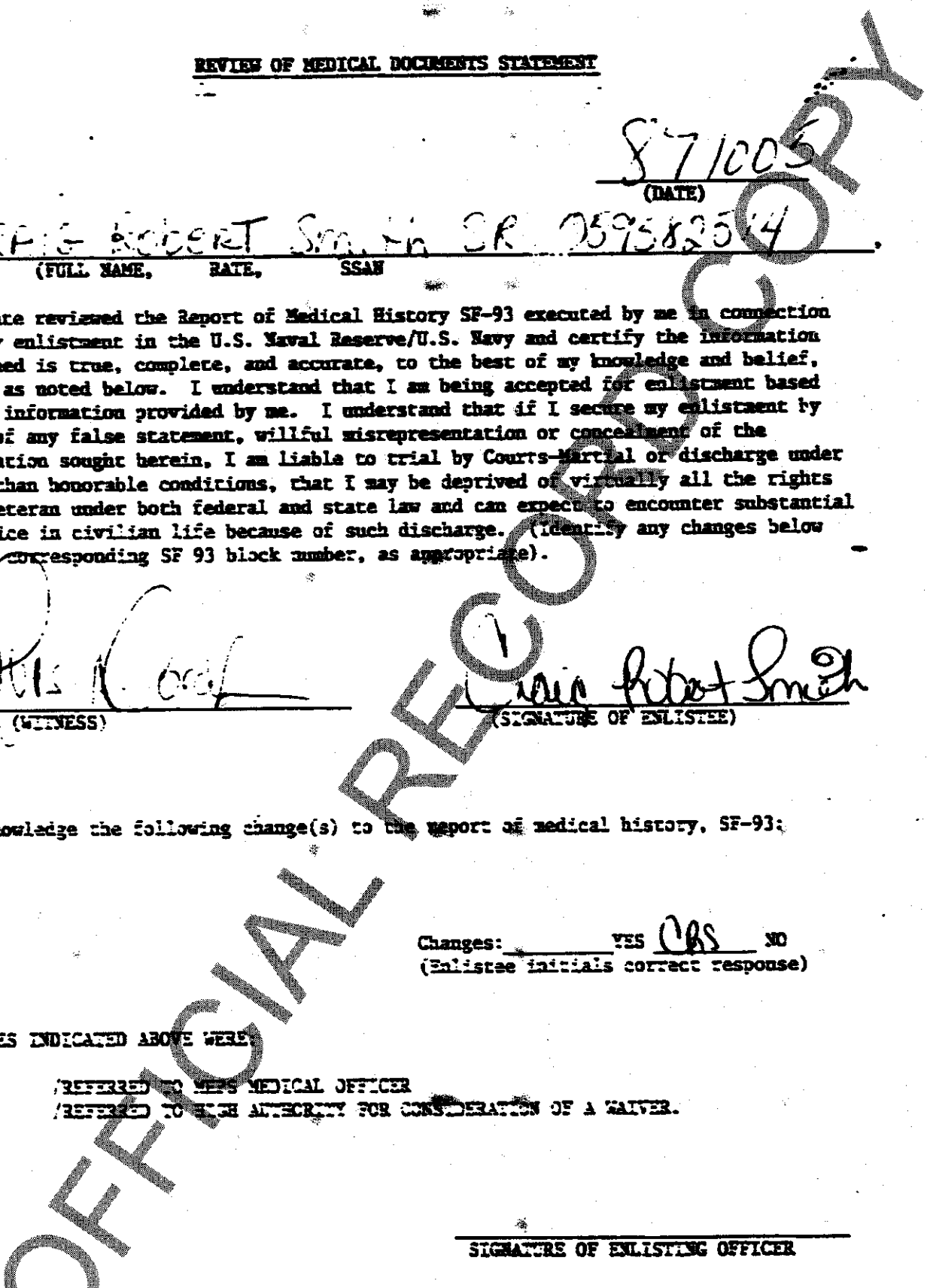
Changes: YES CBS NO
(Enlistee initials correct response)

CHANGES INDICATED ABOVE WERE:

- / REFERRED TO MEPS MEDICAL OFFICER
- / REFERRED TO HIGH AUTHORITY FOR CONSIDERATION OF A WAIVER.

SIGNATURE OF ENLISTING OFFICER

Distribution:
USN Service Record (original and copy)



HISTORY OF ASSIGNMENTS

| 1. GAIN | 2. ACTIVITY | 3. UIC | 4. LOSS | 5. INITIALS | |
|----------------------------|---|--------|-------------------|-------------|------|
| | | | | GAIN | LOSS |
| REENL (3 YEARS) 99OCT01 | USS RAINIER (AOE 7) HP: BREMERTON WA SDCD: 96SEP | 21872 | TRF 02OCT04 | JAB | JAB |
| TEMDUINS 18OCT02 | NORU PNCLA FL | 41466 | TRF 22NOV02 | JAB | JAB |
| TEMDU 021203 | NRS SEATTLE WA BY PSD EVERETT, WA | 62449 | TRF 021206 | AMB | AMB |
| DUTY 021206 | NRS TACOMA, WA BY PSD EVERETT, WA SHDCD:1202 | 62449 | EXPENL 02SEP30 | AMB | SAT |
| EXTENL 02OCT01 | NRS TACOMA, WA BY PERSUPDET EVERETT, WA | 62449 | TRF 06JAN06 | SAT | TB |
| DUTY 06JAN06 | USS MOMSEN (DDG 92) HP: EVERETT, WA SDCD: JAN06 | 23160 | EXPENL 08SEP15 | JAB | AMB |
| EXTENL 08SEP16 | USS MOMSEN (DDG 92) HP: EVERETT, WA SDCD: 06/JAN | 23160 | DISRE 090730 | AMB | AMB |
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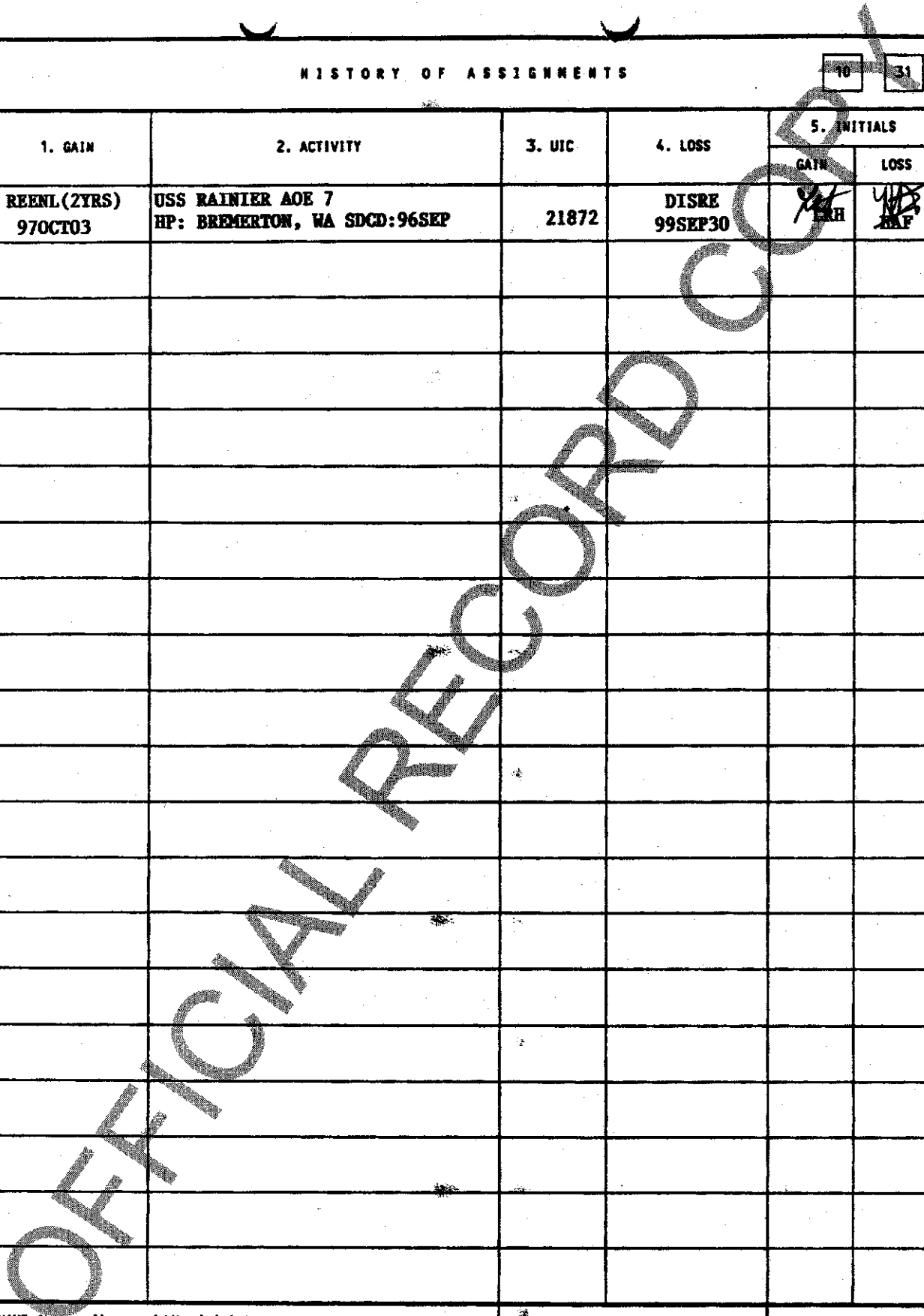
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|--|--|-------------------------|
| NAME (Last, first, middle initial) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | RANK/RATE BM2 |
|--|--|-------------------------|

HISTORY OF ASSIGNMENTS

10 31

| 1. GAIN | 2. ACTIVITY | 3. UIC | 4. LOSS | 5. INITIALS | |
|------------------------|---|--------|------------------|---------------------------|---------------------------|
| | | | | GAIN | LOSS |
| REENL(2YRS) 97OCT03 | USS RAINIER AOE 7 HP: BREMERTON, WA SDCD:96SEP | 21872 | DISRE 99SEP30 | <i>[Signature]</i> ERH | <i>[Signature]</i> RAF |
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| NAME (Last, first, middle initial) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | RANK/RATE BM2/E5 |
|--|--|----------------------------|



HISTORY OF ASSIGNMENTS

10 31

| 1. GAIN | 2. ACTIVITY | 3. UIC | 4. LOSS | 5. INITIALS | |
|------------------------|---|----------------|-------------------|-------------|------------|
| | | | | GAIN | LOSS |
| REENL 3 YRS 94JUL05 | TRIREFFAC BANGOR WA SHDCD BY PSD BANGOR WA | 93AUG 68438 | TRF 11AUG96 | <i>BLN</i> | <i>MLH</i> |
| DUTY 96SEP15 | USS RAINIER AOE 7 HP: BREMERTON WA SDCD: 96SEP | 21872 | EXPENL 97JUL04 | <i>LJP</i> | <i>LRH</i> |
| 97JAN16 | PRD ADJUSTED THIS DATE TO 01SEP IAW BUPERS MSG 090936Z JAN 97. | | | | |
| EXTENL 97JUL05 | USS RAINIER AOE 7 HP: BREMERTON WA | 21872 | DISRE 97OCT02 | <i>LRH</i> | <i>LRH</i> |
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OFFICIAL RECORD

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|---|---------------------------------------|--------------------|
| NAME (Last , first , middle initial) SMITH, CRAIG R. | SOCIAL SECURITY NUMBER 059-58-2514 | RANK / RATE BM3 |
|---|---------------------------------------|--------------------|

HISTORY OF ASSIGNMENTS

| 1. GAIN | 2. ACTIVITY | 3. UIC | 4. LOSS | 5. INITIALS | |
|-----------------|---|--------|------------------|-------------|------------|
| | | | | GAIN | LOSS |
| DUTY 72JUN22 | NAVAL AIR STATION SDCD: 88MAR SECURITY DET ADAK AK | 46181 | TRAN 28JUL93 | ADW ADW | MLH MLH |
| DUTY 93AUG21 | TRIREFFAC HARBOR WA SHDCD: 93AUG | 68438 | DISSE 94JUL04 | ADW ADW | MLH MLH |
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NO FURTHER ENTRIES THIS PAGE

NAME (Last, first, middle initial) **SMITH, CRAIG ROBERT** SOCIAL SECURITY NUMBER **057-58-2514** NAME/DATE **ADW/ADW**

COPIES OF ASSIGNMENTS

| | | | |
|--|---|--|---|
| ENLISTED | RECALLED TO ACTIVE DUTY FOR TRAINING | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TEMPORARY DUTY | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY FOR TRAINING | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |
| RECALLED FOR ACTIVE DUTY | RECALLED FOR TAD | RECALLED FOR TEMPORARY DUTY UNDER INSTRUCTION | RECALLED FOR TEMPORARY ADDITIONAL DUTY UNDER INSTRUCTION |

| 1. TYPE AND DATE OF GAIN ENTRY | 2. ACTIVITY | 3. DUTIES | 4. TYPE AND DATE OF LOSS ENTRY | 5. INITIALS | |
|--------------------------------|--|------------------------------|--------------------------------|-------------|-----|
| | | | | A | B |
| ENL 05 OCT 1987 | MEPS New York NY | RECRUIT SR | TEAM 05 OCT 1987 | NA | NA |
| RECRUITING 05 OCT 1987 | RTC, GREAT LAKES, IL | RECRUIT TRAINING 303 RICK SR | TEAM 27 JAN 1988 | NA | NA |
| RECDUT 08 FEB 17 | USS SACRAMENTO (AOE-1) UIC: 05832 | TOUR REP: OCT91 | TRF 20 MAR 92 | AS | RNB |
| TERDUINS 25 MAR 92 | PACFLT/HP: BREMERTON, WA OF RATE: SR NITC DET LACKLAND AFB TX BY PSD SATX UIC: 43094 | 35419 | TEAM 15 MAY 92 | AS | AS |
| OFFICIAL RECORD | | | | | |

NAME: SMITH CRAIG ROBERT

COMPANY NUMBER: 1304

SERVICE NUMBER: 044-58-2310

ENLISTED CLASSIFICATION RECORD

NAVPERS FORM 1070 (Rev. 7-83) (N01021) (1-19-87)

511

PREPARATION STATEMENT: Authority to request this information is contained in 5 USC 501, Departmental Regulations. The principal purpose of the information is to identify your personal skills and capabilities in order to assign you training duties commensurate thereto. It will therefore be used initially to assist in ascertaining your suitability for particular types of formal training and duty assignment. Additionally, it may be used throughout your naval service by officials and employees of the Department

of the Navy in the performance of their official duties related to the management, supervision, and administration of Navy military personnel and the operation of personnel affairs and functions. Completion of the form is mandatory. Failure to provide required information may result in denial of your requests for training or duty assignments which you might desire later in your naval service, or in other administrative action being taken.

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|--|--|--|--|--|--|--|--|--|------------------------------|--|----------------------------------|--|------------------|--|-----------------|--|-----------------|--|-----------------|--|-----------------|--|-----------------|--|-----------------|--|-----------------|--|-----------------|--|-----------------|--|----------------|--|-----------------|--|
| PREPARING AGENCY PERSUPPORT RTC | | | | | | | | | | | | CD NO 6571 | | DATE PREPARED 10/30/87 | | | | | | | | | | | | | | | | | | | | | | | | | |
| TEST FORM ID F3 | | | | | | | | | | | | DATE ADMIN 9/22/87 | | AFPT 44 | | AGE 12 | | CS 46 | | AR 42 | | MR 36 | | PC 33 | | RD 00 | | CS 14 | | AS 31 | | MR 44 | | MC 57 | | E 52 | | VE 51 | |

| | | | | | | | | | | | | | | | |
|--|--|---------------------------|--|---------------------------------|--|---------------------|--|---|--|--|--|--|--|--|--|
| HIGHEST COMPLETION EDUCATION High School | | DATES 8/83-6/87 | | YEARS EDUCATION 12 | | DEGREE HS | | AGENCY/ADMITTED BY 1125- NEW YORK, NY | | | | | | | |
|--|--|---------------------------|--|---------------------------------|--|---------------------|--|---|--|--|--|--|--|--|--|

| | | | | |
|---------------------|------|------|-------|-------|
| SPECIAL TEST SCORES | | | | |
| NAME | FORM | DATE | SCORE | |
| AFPT | - | | | |
| JLAP | | | | |
| KCAT | | | | |
| SPECIAL STUDIES | | | | |
| HS | GEOM | TRIG | PAVS | TYRAD |
| 1 | - | - | - | - |
| COLLEGE | | | | |

SPECIALIZED TRAINING (PROFESSIONAL, NAVAL, BUSINESS, MILITARY)

| | | | |
|--|--|------------------------|--|
| CIVILIAN OCCUPATION (This item is OOT) | | NAVY SERVICE DUTY CODE | |
| STUDENT | | 000.000-000 | |

REMARKS

| | | | | | | | | | |
|----------|------|---------|------|---------------|--|---------|--|-----------------|--|
| RIGHT/VE | | LEFT/VE | | CORR | | DEF | | QUALIFIED/CLASS | |
| UNCORR | CORR | UNCORR | CORR | CORRESPONDING | | REMARKS | | CLASS | |
| 20/20 | | 20/20 | | | | | | IV | |

| | | | | |
|-------------------------|-----|-----|-----|-----|
| SPECIAL RECOMMENDATIONS | | | | |
| VE | 2ND | 3RD | 4TH | 5TH |
| EW | MM | RI | - | - |
| CP | - | - | - | - |

A. KEVINS PH USN
RECOMMENDATION SIGNATURE

I understand what has been recorded hereon and the information is correct. I also accept and volunteer for the (apprenticeship) ratings and I volunteer for the following type(s) of duty:

Craig Robert Smith
CRAIG ROBERT SMITH
RECOMMENDATION SIGNATURE

| | | | | | |
|--------------------------|--|-----------------|--|--------------|--|
| NAME AND GRADE | | DATE | | CLASS | |
| SMITH CRAIG R3061 | | 10/30/87 | | SR 11 | |

OFFICIAL RECORD

E-32

ADMINISTRATIVE REMARKS

NAVPERS 1070/613 (Rev. 10-81)
S/N 0106-LF-010-6991

SHIP OR STATION
USS MOMSEN (DDG 92) HP: EVERETT, WA FPO AP 96672-1307

11/7/05 : Reported for duty. Sea Duty Counter Started.

Not eligible for CSPP over 8 yrs

_____ : Started CSSP this date.

G. C. Rivera
G. C. RIVERA, PN3, USN
Personnel Clerk

OFFICIAL RECORD COPY

| | | |
|--|---------------------------|-------------------------|
| NAME (Last, First, Middle) <i>SMITH CRAIG R</i> | SSN <i>059-58-2514</i> | BRANCH AND CLASS USN |
| | | 13 <i>20</i> |

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0105-LF-010-6991

E-32

SHIP OR STATION

COMMANDING OFFICER, USS RAINIER (AOE 7) FPO/AP 96698-3038 HP: BREMERTON, WA

02OCT04: TRANSFERRED THIS DATE. SEA COUNTER STOPPED.


R. A. RUMPF, PNC(SW), USN
PERSONNEL OFFICER, BY DIRECTION

02OCT04: DEERS/RAPIDS VERIFICATION COMPLETED ON THIS DATE. ALL FAMILY MEMBERS HAVE BEEN VERIFIED AND/OR ENROLLED IAW OPNAVINST 1750.2.


R. A. RUMPF, PNC(SW), USN
PERSONNEL OFFICER, BY DIRECTION

02OCT04: HIV SCREENING COMPLETED WITHIN THE PAST 12 MONTHS.


R. A. RUMPF, PNC(SW), USN
PERSONNEL OFFICER, BY DIRECTION

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SSN

059-58-2514

BRANCH AND CLASS

USN

13 **6**

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0106-LF-010-6991

E-32

SHIP OR STATION

USS RAINIER (AOE 7) FPO AP 96698-3038

98DEC01: ENROLLED IN ENLISTED AVIATION WARFARE SPECIALIST PROGRAM THIS DATE ON BOARD
USS RAINIER (AOE 7).

L. R. Hartford
L. R. HARTFORD, PN1(SW), USN
PERSOFFSUPV BYDIRCO

99MAR16: QUALIFIED AS ENLISTED AVIATION WARFARE SPECIALIST H-46 SPECIFIC THIS DATE ON
USS RAINIER (AOE 7).

L. R. Hartford
L. R. HARTFORD, PN1(SW), USN
PERSOFFSUPV BYDIRCO

OFFICIAL RECORD COPY

NAME (Last, First, Middle)
SMITH, CRAIG R

SSN

059-58-2514

BRANCH AND CLASS

USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0106-LF-010-6991

SHIP OR STATION
TRIDENT TRAINING FACILITY, 2000 THRESHER AVE. BANGOR, WA 98315

30 OCTOBER 98: Course Completion for the period 19 OCT 98 to 30 OCT 98.

SNM completed a two week course entitled **Second Class Petty Officer Leadership (P-500-0025)**. The purpose of this course is to provide advanced education and training in concepts, elements, tools, and practices of leadership and management that are required to excel as a **Second Class Petty Officer**. This course provided training in the areas of values, leadership, communications, subordinate development, managing systems and processes, command development, and mission execution. Training consisted of the following:

1. **Unit 1:** **FOUNDATIONS OF LEADERSHIP** includes the Leader/Manager Responsibility, Authority, and Accountability; Ethics and Core Values; Change Management; Situational Leadership; Systems Approach; and Deployment of U.S. Policy.
2. **Unit 2:** **EFFECTIVE COMMUNICATIONS** includes Communication Concepts; Written Communications; Oral Communications; Situational Communications and Interpersonal Relationships.
3. **Unit 3:** **SUBORDINATE DEVELOPMENT** includes Motivation; Delegation and Empowerment; Performance Evaluation; Counseling; Recognition; Personal and Professional Development; and Mentoring.
4. **Unit 4:** **MANAGING SYSTEMS AND PROCESSES** includes Planning; Resource Management; Quality; Process Management; Process Improvement; and Management of Teams.
5. **Unit 5:** **COMMAND DEVELOPMENT** includes Command Climate; Customs, Traditions, Honors, and Ceremonies; Quality of Life; and Stress Management.
6. **Unit 6:** **MISSION EXECUTION** includes Decision Making; Risk Management; Combat/Crisis Leadership.

Total: 80 Hours


LT Y. Kern, UNSR
Leadership Department Director

NAME (Last, First, Middle)
Smith, Craig R.

SSN
059 58 2514

BRANCH OF SERVICE
USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/813 (REV. 10-81)
S/N 0100-LF-010-0001

E-32

SHIP OR STATION

USS RAINIER (AOE 7)

Craig May 94

I CERTIFY THAT I ATTENDED THE ANNUAL COMMAND SPECIFIC TRAINING/SEXUAL
HARRASSMENT TOPICS AND UNDERSTAND THAT ANY QUESTIONS SHOULD BE DIRECTED TO
MY CHAIN OF COMMAND OR MEMBERS OF THE COMMAND ASSESSMENT TEAM OR COMMAND
TRAINING TEAM.

[Signature]
SIGNATURE

5/11/94
DATE

OFFICIAL RECORD COPY

NAME (Last, First, Middle)

SMITH CRAIG ROBERT

SSN

059-58-2514

BRANCH AND CLASS

USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/813 (REV. 10-81)
SN 0100-LF-010-0001

SHIP OR STATION

USS RAINIER (AOE 7) BREMERTON WA EPO AP 96698-3038

97OCT03 I hereby elect:

Leave balance on date of separation

35.5

Cash settlement from leave balance on or before 31 August 1976

0

Cash settlement from leave balance on or after 1 September 1976

0

Leave carried over to new or extended enlistment

35.5

Naig & med BU (SW)

Witnessed:

L. R. Hartford
L. R. Hartford, PNI/USN
Personnel Office Supervisor

97OCT03: Dates of prior active service:

1987OCT05-1997OCT02

Dates of prior inactive service:

NONE

Total periods of lost time for all periods of service:

NONE

Above entries certified to be correct:

L. R. Hartford
L. R. Hartford, PNI/USN
Personnel Office Supervisor
By direction

OFFICIAL RECORD COPY

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SSN

059-58-2514

BRANCH AND CLASS
USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/813 (REV. 10-81)
SN 0108-LF-010-8081

SHIP OR STATION USS RAINIER (AOE 7) BREMERTON WA FPO AP 96698-3038

970CT03 Received instructions in the Uniform Code of Military Justice (UCMJ), in accordance with Article 137.

Craig Robert Smith (Signature)

CRAIG ROBERT SMITH (Typed Name)

Witnessed: *L.R. Hartford* (Signature)

L. R. Hartford, PN1, USN
Personnel Office Supervisor

970CT03 Received instructions in the Code of Conduct for members of the Armed forces of the United States in accordance with CNET 1500.2 and U.S. Navy Regulations.

Craig Robert Smith (Signature)

CRAIG ROBERT SMITH (Typed Name)

Witnessed: *L.R. Hartford* (Signature)

L. R. Hartford, PN1, USN
Personnel Office Supervisor

970CT03 I hereby acknowledge and agree that I have the duty, as explained below to establish and maintain an account with a United States financial institution for the direct deposit of my Navy net pay and allowances. I understand that I am required to execute the appropriate forms at my Disbursing Office to ensure that my Navy net pay and allowances are deposited directly into this account. I understand that I may freely choose or change U.S. financial institutions to satisfy this requirement. I understand that I will continue to have the duty to maintain such an account for direct deposit of my Navy net pay and allowances as long as I am on active/reserve duty, unless I receive a specific exemption from this requirement from the Navy. I understand that failure to perform the duty of establishing and maintaining such an account, in the absence of a specific exemption, may subject me to administrative and/or disciplinary action under the UCMJ.

Craig Robert Smith (Signature)

CRAIG ROBERT SMITH (Typed Name)

Witnessed: *L.R. Hartford* (Signature)

L. R. Hartford, PN1, USN
Personnel Office Supervisor

| | | |
|--|---------------------------|--------------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SSN 059-58-2514 | BRANCH AND CLASS USN |
|--|---------------------------|--------------------------------|

USS RAINIER (AOE 7) HP: BREMERTON WA

EXPLANATION OF ARTICLE 137 UCMJ AND DISCHARGES

97OCT03 : As directed by the Navy Military Personnel Manual, Art. 1010150, the provisions of Art. 137 of the Uniform Code of Military Justice were carefully explained to me upon my reenlistment, extension of enlistment, or entrance onto active duty (for a period of more than six months) - sections 802, 803, 807-815, 825, 827, 831, 836, 838, 877-934, and 937-939. (Art 2, 3, 7-15, 25, 31, 37, 38, 55, 77-134, and 137-139 of the UCMJ). The complete text of the UCMJ and the regulations prescribed by the President thereunder is available to me, for my personal examination, and at any time, from my Commanding Officer. Additionally, I have been advised of the various types of Discharge Certificates and the basis of issuance for each.

- HONORABLE DISCHARGE (DD 256N) is a separation from the service with honor.
- GENERAL DISCHARGE (DD 257N) is a separation from the service under honorable conditions for behavior not sufficiently meritorious to warrant an honorable discharge.
- DISCHARGE UNDER OTHER THAN HONORABLE CONDITIONS may be issued for misconduct of security reasons.
- DISHONORABLE DISCHARGE, by its own connotation, is under dishonorable conditions approved by sentence of General Court Martial and are appropriate for serious offenses warranting dishonorable separation as punishment.

An explanation of possible effects of such certificates relative to reenlistment, civilian employment, veteran's benefits, and related matters was presented to me.

I also understand that failure on the part of myself to receive, or to understand, such explanation of the above shall in no event be considered a defense in an administrative discharge proceeding, or a bar thereto.

[Signature]
Date 17 Oct 97 BR (SW)

WITNESSED:

[Signature]
L.R. Hartford, PN1 USN
Personnel by Hydirco

SHIP OR STATION

USS RAINIER (AOE 71) HP: BREMERTON WASHINGTON



IMPERIVM NEPTVNI REGIS



TO ALL SAILORS' WHEREVER YE MAY BE: and to all Mermaids, Whales, Sea Serpents, Porpoises, Sharks, Dolphins, Eels, Skates, Suckers, Crabs, Lobsters and all other living things of the sea. GREETINGS: Know Ye: That on this 29th day of March 1997, in the Latitude 00 degrees 00 minutes and Longitude 180 degrees 00 minutes there appeared within our Royal Domains the USS RAINIER AOE 71 bound for the equator and for Bremerton, Washington. BE IT REMEMBERED THAT the said vessel and Officers and Crew thereof, have been inspected and passed on by Ourself and Royal Staff.

AND YE IT KNOWN:

By all Ye sailors, land lubbers and others who may be honored by his presence that

"SOLEMN MYSTERIES OF THE ANCIENT ORDER OF THE DEEP"

Be it further understood: That by virtue of the powers invested in me I do hereby command all my subjects to show due honor and respect to him wherever he may be.

DISOBEY THIS ORDER UNDER PENALTY OF OUR ROYAL DISPLEASER

[Signature]
Commanding Officer

[Signature]
His Majesty's Scribe

[Signature]
Ruler of the Regine Main

NAME

SMITH, CRAIG ROBERT

ISSN 059-58-2519

BRANCH AND CLASS
USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0106-LF-010-8991

E-32

SHIP OR STATION

USS RAINIER AOE 7

CRS

The following topics were covered during Navy Rights and Responsibility yearly follow on training.

Sexual Harassment

Racial Discrimination

Sexual Discrimination

Fraternization

Interpersonnel relationships

Rights, responsibilities, accountability & privileges

Grievance/redress procedures

Reprisal

Assignment of women in the Navy

Management of pregnant servicewomen

Naval Equal Opportunity

RAINIER Command Policies

I certify that I attended the command yearly NR&R workshop and was present for the above mentioned lectures and understand that any questions should be directed to my Chain-of Command or member of the CAT or CIT.

OCTOBER 20 1996

Date

Signature

Craig R. Smith

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SSN

059-58-2514

BRANCH AND CLASS

USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0106-LF-010-8991

E-32

SHIP OR STATION

USS RAINIER (AOE 7) BREMERTON WA FPO AP 96698-3038

16 Sep 96

I understand that prior to departing for visits in a foreign country, I must check out with the Command Duty Officer (CDO).

Witnessed:

L. J. Peutz
L. J. PEUTZ
By Direction

16 Oct 96

16 OCT 1996

I have officially met with the Commanding Officer of USS Rainier (AOE 7). I fully understand the Commanding Officer's philosophy on what is expected of me as a Rainier sailor. I also completely understand the responsibilities of the chain of command towards me. I have received, read, and understand the RAINIER RULES.

[Signature]
16 Oct 96

Witnessed:

L. J. Peutz, YN1(AW)
L. J. PEUTZ, PNC, USN
By Direction

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SSN

059-58-2514

BRANCH AND CLASS

USN

SHIP OR STATION

THE RAINIER RULES

1. A SAFE HEALTHY ENVIRONMENT FOR EVERY RAINIER SAILOR. No one hurt through negligence or because a shipmate was intoxicated by drugs or alcohol. The safety of every shipmate comes before any other consideration.
2. THE BEST COMBAT READINESS AND OPERATIONAL CAPABILITY OF ANY AOE. This ship will be a team of sailors who work safely, smoothly and better together than any other team afloat.
3. GOOD, INFORMED LEADERSHIP THAT RECOGNIZES THE INDIVIDUAL WORTH of a Rainier sailor and respects his basic human integrity. Non-performers and dopers will not be tolerated. But a sailor who works hard, follows orders, and tries to improve will not be held back.
4. GUARANTEED EQUALITY IS THIS SHIP'S POLICY. We don't care what color, nationality, gender or religion you are! You are a Rainier shipmate first and an individual human being second. We require everyone to respect each other's cultures, traditions and individual rights.
5. CLEAR, SIMPLE, AND HONEST COMMUNICATION UP AND DOWN THE CHAIN OF COMMAND promotes good working relationships and good morale. We'll approach problems in a positive way, looking for solutions.
6. CONDUCT THAT SHOWS WE'RE RESPONSIBLE, PROUD OF RAINIER AND THE U. S. NAVY. Whether we're onboard ship, ashore, in a foreign country, in a car or on a motorcycle we respect the rights of other. We don't give in to pressure from others to do something we know or think is wrong. We're proud of ourselves and we don't cop out.
7. ADVANCEMENT IS THE KEY to more recognition, more pay, more family security, and more job satisfaction. Rainier sailors set goals. They try to advance as fast as they can. Know all of the requirements, exactly what you must do to give yourself a pay raise this year and every year.
8. WE TAKE OUR HEALTH AND WELFARE SERIOUSLY. Our brains, hearing, eyesight, and feet cannot be replaced, so we wear helmets/cranials, hearing protection, safety goggles, and safety shoes when necessary. We practice personal cleanliness and pick up after ourselves to keep the ship clean. We don't pollute our bodies and brains with drugs or other excesses. We respect members of the opposite sex and we know and abide by the rules regarding sexual harassment and fraternization.
9. RAINIER SAILORS WANT TO BETTER THEMSELVES AND THE NAVY during their enlistment. They use GED classes, PQS, PACE courses, ESWS, Rate training manuals, and the ship's library to improve their knowledge. They leave Rainier with a high school diploma and a skill as their minimum accomplishment.
10. GOOD WORK, PERSONAL INITIATIVE, AND TEAMWORK GET RECOGNIZED EVERYDAY on our ship. Our leaders understand that their success only comes through hard work by their sailors. Who you are is not as important as what you do with what you have.

I acknowledge receipt of these RAINIER RULES and fully understand them.

Craig Robert
16 September 96

Witnessed: *[Signature]*
L. J. PEUTZ, PNC, USN
PERSOFF BYDIRCO

NAME (Last, First, Middle)
SMITH, CRAIG ROBERT

SSN
059-58-2514

BRANCH AND CLASS
USN

SHIP OR STATION

USS RAINIER (AOE 7) HP: BREMERTON, WA

RAINIER RULES ON SEXUAL HARASSMENT AND INTERPERSONAL RELATIONSHIPS

1. SEXUAL HARASSMENT will not be tolerated at any time under any circumstances. SEXUAL HARASSMENT includes:

- a. Influencing or offering to influence the pay duties or career of another person in exchange for sexual favors.
- b. Making offensive gestures, statements, jokes or questions of a sexual nature.

2. INTERPERSONAL RELATIONSHIPS. RAINIER officers shall not flirt with, date, make sexual advances to, nor engage in sexual relation with enlisted personnel. E-7 and above shall not flirt with, date, make sexual advances to, not engage in sexual relations with RAINIER personnel E-6 and below. Furthermore, no RAINIER personnel will engage in such conduct if it involves a senior-subordinate relationship.

3. GENERAL RULES.

A. Berthing areas of opposite sex are off limits unless on official duty, and entrance is properly announced.

b. Sexual relations, public displays of affection and touching in other than a professional manner in uniform or civilian attire are prohibited between RAINIER personnel on board any government facility.

4. ACT PROFESSIONALLY, AND BE RESPONSIBLE. DON'T JEOPARDIZE YOUR CAREER OR THE CAREER OF OTHERS. WE ARE SHIPMATES AND WE SHOULD ALWAYS TREAT EACH OTHER WITH RESPECT AND DIGNITY. WE ARE A TEAM, WE ARE THE "LEGEND OF SERVICE."

I acknowledge receipt of the RAINIER'S policy on Sexual Harassment and Interpersonal Relationships and fully understand them. If I have any further questions in regards to these rules, I will seek guidance from my chain of command.

Craig Robert Smith
16 September 96

Witnessed:

[Signature]
L. J. FEUTZ, PNC, USN
PERSONNEL OFFICER BY DIRCO

| | | |
|--|---------------------------|--------------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SSN 059-58-2514 | BRANCH AND CLASS USN |
|--|---------------------------|--------------------------------|

SHIP OR STATION

USS RAINIER (AOE 7) BREMERTON WA FPO AP 96698-3038

In accordance with Military Pay Advisory (MPA) 63/91 as amplified by NAVADMIN 089/91, on or after 15 July 91, DDS participation is MANDATORY for all new accessions, reenlistees and reservists recalled to active duty. Enlisted personnel currently on active duty are not required to participate in DDS until they reenlist. Officer augmenting into the regular Navy or transitioning to career reserve status will be required to enroll in DDS as a pre-condition to accepting their appointments.

"I hereby acknowledge and agree that I have the duty, as explained above and below, to establish and maintain an account with a United States Financial Institution for the direct deposit of my Navy net pay and allowances. I understand that I am required to execute the appropriate forms at my Disbursing Office to ensure that my Navy net pay and allowances are deposited directly into this account. I understand that I may freely choose or change U. S. Financial Institution to satisfy this requirement. I understand that I will continue to have the duty to maintain such an account as long as I am on active/reserve duty, unless I receive a specific exemption from this requirement from the Navy. I understand that failure to perform the duty of establishing and maintaining such an account, in the absence of a specific exemption, may subject me to administrative and/or disciplinary action under the Uniform Code of Military Justice (UCMJ)."

Craig R. Smith
16 September 96
MEMBER'S SIGNATURE

WITNESSED:

[Signature]
L. J. PEUTZ, PNC USN
Personnel Officer
By direction of the Commanding Officer

NAME (Last, First, Middle)
SMITH, CRAIG ROBERT

SSN
059-58-2514

BRANCH AND CLASS
USN



E-32

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (Rev. 1-76)
S/N 0106-LE-010-6990

SEE MILPERSMAN 5030420

SHIP OR STATION
Prepared by: PERSUPPET BANGOR, WA UIC: 43150 FOR COMMANDING OFFICER TRIDENT REFIT FACILITY BANGOR W.

ENLISTED PERFORMANCE RECORD (E1-E6)

OCCASION FOR REPORT: DETACHMENT

PERIOD OF REPORT: 96JUN14-96AUG12

PROFESSIONAL KNOWLEDGE: 3.0

QUALITY OF WORK: 4.0

EQUAL OPPORTUNITY: 3.0

MILITARY BEARING: 3.0

PERSONAL JOB ACCOMPLISHMENT: 3.0

TEAMWORK: 3.0

LEADERSHIP: NOB

INDIVIDUAL TRAIT AVERAGE 3.17

M. L. Hurley
M. L. HURLEY, PN1, USN
TRFSECHD BYDIROIC

| NAME (Last, First, Middle) | SSN | BRANCH AND CLASS |
|----------------------------|-------------|------------------|
| SMITH, CRAIG R | 059-58-2514 | USN |



SHIP OR STATION

PERSUPPET BANGOR WA FOR

TRIREFFAC BANGOR WA

96JUL09 : ADMINISTRATIVE REMARKS ENTRY MADE IN LIEU OF REVISED
NAVPERS 1070/609.

ENLISTED PERFORMANCE RECORD (E1 - E6)

OCCASION FOR REPORT: PROMOTION/FROCKING

PERIOD OF REPORT: 95JUL01-96JUN13

RATE: BM3

PROFESSIONAL KNOWLEDGE: 4.0

QUALITY OF WORK: 4.0

EQUAL OPPORTUNITY: 3.0

MILITARY BEARING: 3.0

PERSONAL JOB ACCOMPLISHMENT: 4.0

TEAMWORK: 3.0

LEADERSHIP: NOB

INDIVIDUAL TRAIT AVERAGE: 3.50

J. Johnson
J. JOHNSON, PN2, USN
SMMLPO BYDIROIC

NAME (Last, First, Middle)
SMITH, CRAIG ROBERT

SSN
*059-58-2514

BRANCH AND CLASS
USN

ADMINISTRATIVE REMARKS

NAVPERs 1070/813 (REV. 10-81)

S/N 0106-LF-010-6991

E-32

SHIP OR STATION TRIDENT Refit Facility, Bangor, Silverdale, WA

Date: 960614 Selectee for advancement to BM2 from participation in the Cycle 151 Navywide examination held in March 1996 and frocked to that rate per BUPERSINT 1430.16D.

AWR
By direction

Date:

JUN 14 1996

"I understand that frocking is an administrative authorization to wear the uniform and insignia of the higher rate without entitlements or allowances of the frocked paygrade. I further understand that the frocked paygrade is effected at my option and that no increased pay and allowances accrue to me and that any cost for additional uniforms or insignia incident to my being frocked will be defrayed by me, and that no retroactive pay allowances or reimbursements will be authorized I also understand that my frocked rate may be vacated by my Commanding Officer.
"I volunteer to be frocked to the rate of BM2."

Craig Robert Smith
(Signature)

Witnessed:

AWR
TRF ESO
By direction

NAME (Last, First, Middle) SMITH, CRAIG ROBERT

SSN: 059-58-2514

BRANCH AND CLASS USN



E-32

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0106-LF-010-8981

SHIP OR STATION TRIREFFAC BANGOR, BY PERSUPPDET BANGOR

1995MAR08: I certify that the DD Form 2N previously issued to:

PO3 CRAIG R SMITH

was (lost) (~~EXMISD~~) under the following circumstances:

AT BANGOR GYM

and that such card has not been located after a diligent search. I further certify that, if recovered, the card will be surrendered to proper military authority.

WITNESS:

[Signature]

MEMBER:

[Signature]

C STEFFEN GS05 BYDIROIC
IDCARDSECSUP

OFFICIAL RECORD COPY

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SSN

059-58-2514

BRANCH AND CLASS

USN

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)
S/N 0106-LF-010-8981

E-32

SHIP OR STATION

TRIDENT Refit Facility, Bangor, Silverdale, WA

30 AUG 94 : Unauthorized absence commenced 0600 this date as reported by the Command Muster Report of 30 August 1994.

CB George
C. B. GEUGE, CWO4, USN
By direction of the
Commanding Officer

31 AUG 94 : SNM returned voluntarily this date at 0600

CB George
C. B. GEUGE, CWO4, USN
By direction of the
Commanding Officer

4 OCT 94 : Charges dismissed this date.

R. W. Byers
R. W. BYERS, YNC(SS), USN
By direction of the
Commanding Officer

NAME (Last, First, Middle)

SMITH, CRAIG R.

SSN

059-58-2514

BRANCH AND CLASS
USN



ADMINISTRATIVE REMARKS
 MILPERSMAN 1070/613 (REV. 10-81)
 SF 010-6991

32

SHIP OR STATION
 PREPARED BY PERSUPPDET BANGOR WA FOR: TRIREFFAC BANGOR, WA

04JUL94 : I HEREBY ELECT:

CASH SETTLEMENT (FROM LEAVE BALANCE ON 31 AUGUST 1976) 00.0 DAYS

CASH SETTLEMENT (FROM LEAVE BALANCE ON AND AFTER 01 SEPTEMBER 1976) 00.0 DAYS

LEAVE CARRIED OVER TO NEW ENLISTMENT/EXTENSION ALL DAYS

EXCESS LEAVE CARRIED OVER TO NEW ENLISTMENT/EXTENSION 00.0 DAYS

EXCESS LEAVE CHECKED ON DATE OF REENLISTMENT/EXTENSION 00.0 DAYS

WITNESSED: B. L. PRICE, PNC, USN
 REENSEPSSUPVR BYDIROIC

Craig R. Smith
 CRAIG R. SMITH

N/A : PER MILPERSMAN 1040300, I AM REQUESTING TO BE DISCHARGED AND REENLIST MORE THAN 3 MONTHS AND LESS THAN 1 YEAR PRIOR TO NORMAL EXPIRATION OF ENLISTMENT. I FURTHER UNDERSTAND THAT I WILL NOT BE ENTITLED TO LUMP-SUM PAYMENT FOR UNUSED LEAVE.

WITNESSED: B. L. PRICE, PNC, USN
 REENSEPSSUPVR BYDIROIC

04JUL94 : RECEIVED INSTRUCTIONS IN THE UCMJ, IN ACCORDANCE WITH ARTICLE 137, UNIFORM CODE OF MILITARY JUSTICE AND COMPLETED COURSE OF INSTRUCTIONS IN THE CODE OF CONDUCT FOR MEMBERS OF THE ARMED FORCES OF THE UNITED STATES IN ACCORDANCE WITH U.S. NAVY REGULATIONS, ARTICLE 1122.

WITNESSED: B. L. PRICE, PNC, USN
 REENSEPSSUPVR BYDIROIC

Craig R. Smith
 CRAIG R. SMITH

04JUL94 : ISSUED HONORABLE DISCHARGE PIN THIS DATE.

B. L. Price
 B. L. PRICE, PNC, USN
 REENSEPSSUPVR BYDIROIC

| | | |
|---|--------------------|-------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SSN 059-58-2514 | BRANCH AND CLASS USN |
|---|--------------------|-------------------------|

ADMINISTRATIVE REMARKS
NAVPERS 1070/613 (REV. 10-81)

SHIP OR STATION TRIDENT REFIT FACILITY, BANGOR

5 JUL 94 :

"I HEREBY ACKNOWLEDGE AND AGREE THAT I HAVE THE DUTY, AS EXPLAINED BELOW:

1. TO ESTABLISH AND MAINTAIN AN ACCOUNT WITH A UNITED STATES FINANCIAL INSTITUTION FOR THE DIRECT DEPOSIT OF MY NAVY NET PAY AND ALLOWANCES.
2. I UNDERSTAND THAT I AM REQUIRED TO EXECUTE THE APPROPRIATE FORMS AT MY DISBURSING OFFICE TO ENSURE THAT MY NAVY NET PAY AND ALLOWANCES ARE DEPOSITED DIRECTLY INTO THIS ACCOUNT.
3. I UNDERSTAND THAT I MAY FREELY CHOOSE OR CHANGE U. S. FINANCIAL INSTITUTIONS TO SATISFY THIS REQUIREMENT.
4. I UNDERSTAND THAT I WILL CONTINUE TO HAVE THE DUTY TO MAINTAIN SUCH ACCOUNT FOR DIRECT DEPOSIT OF MY NAVY NET PAY AND ALLOWANCES AS LONG AS I AM ON ACTIVE/RESERVE DUTY, UNLESS I RECEIVE A SPECIFIC EXCEPTION FROM THIS REQUIREMENT FROM THE NAVY.
5. I UNDERSTAND THE FAILURE TO PERFORM THE DUTY OF ESTABLISHING AND MAINTAINING SUCH AN ACCOUNT, IN THE ABSENCE OF A SPECIFIC EXCEPTION, MAY SUBJECT ME TO ADMINISTRATIVE AND/OR DISCIPLINARY ACTION UNDER THE UNIFORM CODE OF MILITARY JUSTICE."

Craig Robert Smith
MEMBER'S SIGNATURE

WITNESSED:

S. R. Miller
S. R. Miller EMI
COMMAND CAREER COUNSELOR

OFFICIAL RECORD

| | | |
|---|--------------------|-------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SSN 059-58-2514 | BRANCH AND CLASS USN |
|---|--------------------|-------------------------|



ADMINISTRATIVE REMARKS
 NAVPERS 1070/813 (REV. 10-81)
 S/N 0106-LF-010-8991

E-32

SHIP OR STATION
 OIC, PERSUPPDET BANGOR WA FOR: TRIREFFAC BANGOR, WA

05JUL94 : Additional information required per SDSPROMAN B10252: . CREDITABLE FOR PAY

a. Dates of Prior Inactive Service: 28SEP87 TO 04OCT87 YES / NO
 TO YES / NO
 TO YES / NO

Dates of Prior Active Service: 05OCT87 TO 04JUL94
 TO
 TO
 TO
 TO
 TO

b. Special Duty Assignment Pay: LEVEL: N/A
 DATE OF AWARD:

c. Inclusive periods of Lost Time during this period of service: NONE

B. L. Price
 B. L. PRICE, PNC, USN
 REENSEPSSUPVR BYDIROIC

N/A : Member is reenlisting more than 3 months prior to current EAOS.

CURRENT EAOS:
 HOME OF RECORD AT TIME OF COMPLETION OF LAST ENLISTMENT AND SEPARATION FROM THE SERVICE:
 PLACE OF REENLISTMENT AT TIME OF LAST ENLISTMENT AND SEPARATION FROM THE SERVICE:

B. L. PRICE, PNC, USN
 REENSEPSSUPVR BYDIROIC

OFFICIAL RECORD COPY

| | | |
|---|--------------------|-------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SSN 059-58-2514 | BRANCH AND CLASS USN |
|---|--------------------|-------------------------|

ADMINISTRATIVE REMARKS
NAVPERS FORM 1070 (Rev. 1-78)
SN 020-1F-010-0000

SEE SUPERVISOR INDEX

SHIP OR STATION
NAVAL AIR STATION UIC: 60462 BY PERSUPDET ADAK AK

93APR13: COMMANDING OFFICER'S NON-JUDICIAL PUNISHMENT

DATE OF OFFENSE: 7 FEB 93

NATURE OF OFFENSE: VIOL OF UCMJ ART 128 - ASSAULT

DATE OF CAPTAIN'S MAST: 13 APR 93

PUNISHMENT AWARDED: EXTRA DUTIES FOR 15 DAYS, REDUCTION TO NEXT
INFERIOR PAY GRADE (SUSPENDED FOR 6 MOST)

J. K. Byer
J. K. BYER, INC, USN
BY DIR OIC, PERSUPDET ADAK AK

OFFICIAL RECORD COPY

NAME (Last, First, Middle)
SMITH, CRAIG ROBERT

USN 58-2514

REGISTRATION
USN

16 JAN 1990

SELECTION FOR ASSIGNMENT TO RM3
EXAMINATION HELD IN SEP 89 AND PROMOTED TO THAT RATE PER DEPARTMENT 1430.16.

SRL
S. R. LUGO JR., PDCS(SW), USN
PERSONNEL OFFICER
BY DIRECTION OF THE C.O.

16 JAN 1990

I UNDERSTAND PROCKING IS AN ADMINISTRATIVE AUTHORIZATION TO WEAR THE UNIFORM AND INSIGNIA OF A HIGHER PAY GRADE WITHOUT PAY ENTITLEMENTS OR ALLOWANCES OF THAT GRADE. I FURTHER UNDERSTAND PROCKING IS EFFECTED AT MY OPTION, ANY COST FOR ADDITIONAL UNIFORMS OR INSIGNIA WILL BE DEFRAYED BY ME AND NO RETROACTIVE PAY, ALLOWANCES, OR REIMBURSEMENTS ARE AUTHORIZED. I VOLUNTEER TO BE PROCKED TO THE RATE OF RM3.

(Signature) BH³
SIGNATURE OF MEMBER

17 FEB 91: SEA DUTY PREMIUM PAY STARTS THIS DATE.

SRL
S. R. LUGO JR., PDCS(SW), USN
PERSONNEL OFFICER BY DIR CO

09 JUL 91: PROJECTED ROTATION DATE ADJUSTED TO MAR 92. AUTH: BUPERS WASHINGTON DC 030744Z JUL 91.

SRL
S. R. LUGO JR., PDCS(SW/AM), USN
PERSONNEL OFFICER
BY DIRECTION OF THE C. O.

OFFICIAL RECORD COPY

| | | |
|---|-----------------------|-------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SERIAL 059-58-2514 | BRANCH AND CLASS USN |
|---|-----------------------|-------------------------|

10

DRUG AND ALCOHOL ABUSE STATEMENT OF UNDERSTANDING

PRIVACY ACT STATEMENT

The Navy is responsible for preventing drug and alcohol abuse by its members and for disciplining those who promote or engage in drug and alcohol abuse. Navy personnel are subject to drug and alcohol testing methods, including urinalysis, to enforce this policy. Authority to obtain your social security number, which will be used for identification and filing, is provided by 5 USC 301 and Executive Order 9397 (NOTAL). Disclosure of your social security number is voluntary. Failure to disclose this information, however, will result in termination of the process for which this statement is required.

| | INITIALS |
|---|----------|
| I, <u>CRAIG ROBERT SMITH</u> understand that <small>(Full name - last, middle, first)</small> | CRS |
| 1. Service in the United States Navy or Naval Reserve places me in a position of special trust and responsibility. | CRS |
| 2. Drug abuse by members of the United States Navy is against the law; and drug and alcohol abuse, in general, violates Navy standards of behavior and duty performance and will not be tolerated. | CRS |
| 3. The illegal or improper use of alcohol, marijuana and other controlled substances endangers my health and the safety of other Navy men and women. | CRS |
| 4. If I illegally or improperly use or possess alcohol or drugs, including marijuana, appropriate disciplinary and/or administrative action may be taken against me. In the case of drugs, this action may include trial by court-martial or administrative separation from the Navy. Administrative separation for drug abuse or separation in lieu of trial by court-martial could result in an other than honorable discharge. Conviction by a court-martial of a drug-related offense may lead to a punitive separation. This can result in a denial of education benefits, home loan assistance, and other benefits administered by the VA. Additionally, a person receiving such a separation or discharge can expect to encounter substantial prejudice in civilian life in situations where the character of separation or discharge received from the Armed Forces may have a bearing. | CRS |
| 5. (Initial applicable section only -- a, b, or c) | / |
| a. (OFFICERS PRE-COMMISSIONING PROGRAMS) I understand the U. S. Navy's intolerance of substance abuse and that I will be screened by urinalysis testing for the presence of marijuana or drugs within thirty days of reporting for training. I further understand that a single detection of drug abuse after entry will result in disenrollment from an officer program and separation from the Navy. | NA |
| b. (CHIEF PETTY OFFICERS) I understand that the Navy's policy of zero-tolerance towards drug and alcohol abuse by its leaders will result in administrative or disciplinary action and may result in my separation. | NA |

DRUG AND ALCOHOL ABUSE STATEMENT OF UNDERSTANDING (Continued)

5. c. (ENLISTED, E-1 THROUGH E-6)

I understand that the Navy does not tolerate drug or alcohol abuse by its members and will take disciplinary action against those who promote or engage in drug abuse. Pertaining to my enlistment into the Navy, I further understand that:

INITIALS

CRS

(1) The Navy drug urinalysis test can detect the use of illegal drugs, including marijuana, up to 30 days following such use.

CRS

(2) The drug urinalysis test will be given to all personnel within 48 hours of arrival at the Recruit Training Center and at other periodic follow-on times as necessary.

CRS

(3) If I am found to have positive test indications of marijuana use, I shall be strongly warned, and if any follow-on tests indicate continued drug abuse, it will be cause for my separation from the Navy.

CRS

(4) Any drug urinalysis test showing positive indication of any drug use, other than marijuana, shall be cause for my being processed for discharge from the Navy.

CRS

(5) Detection of drug abuse may disqualify me from certain occupations or programs for which I enlisted and I may either be reassigned to another program or processed for separation from the Navy at the option of the Navy.

CRS

CERTIFICATION

I HAVE READ AND FULLY UNDERSTAND ALL THE INFORMATION CONTAINED ON BOTH SIDES OF THIS FORM

TYPED/PRINTED NAME (Last, First, Middle)

SMITH CRAIG ROBERT

SIGNATURE

Robert Smith

DATE

870924

SSN

059 58 2514

GRADE/RANK (if applicable)

CERTIFYING OFFICIAL AND WITNESS

I CERTIFY THE ABOVE INDIVIDUAL SIGNED THIS CERTIFICATE IN MY PRESENCE

TYPED/PRINTED NAME AND TITLE OF OFFICIAL CERTIFYING

JOSEPH A. ESPINOSA SKI(SS)
NAVY RECRUITER

SIGNATURE

Joseph A. Espinosa

DATE

870924

TYPED/PRINTED NAME AND TITLE OF WITNESS

VICTOR R. BUEBA PNL, NAVY RECRUITER

SIGNATURE

Victor R. Bueba

DATE

870924

REMARKS

RECORD OF MILITARY PROCESSING - ARMED FORCES OF THE UNITED STATES

Form Approved
OMB No. 0704-0172
Exp. Date: Jun. 30, 1988

Before completing this form, read Privacy Act Statement, Warning, and Instructions on reverse.

| | | | |
|---------------------------------------|--------------------|---|---|
| A. SERVICE PROCESSING FOR NAVY | B. STATUS X | C. SELECTIVE SERVICE CLASSIFICATION NONE | D. SELECTIVE SERVICE NUMBER 68-1588457-9 |
|---------------------------------------|--------------------|---|---|

SECTION I - PERSONAL DATA

| | | |
|---|--------------------------------------|---|
| 1. SOCIAL SECURITY NUMBER 059-58-2514 | 2. NAME SMITH CRAIG Robert | 3. ADDRESS SMITH CRAIG Rd 10456 |
| 4. CURRENT ADDRESS 765 E 163RD ST APT 9D BRONX, BRONX, NY 10456 | | 5. HOME OF RECORD ADDRESS SAME AS ITEM 4 |
| 6. CITIZENSHIP X | | 7. SEX X MALE |
| 8. BIRTH DATE 680516 | | 9. ETHNIC GROUP A |
| 10. MARRITAL STATUS SINGLE | | 11. NUMBER OF DEPENDENTS 0 |
| 12. DATE OF BIRTH 680516 | | 13. U.S. RESIDENCE PREFERENCE PREFERENCE |
| 14. EDUCATION ZL | | 15. PROFICIENT IN FOREIGN LANGUAGE NO |
| 16. VALID DRIVER'S LICENSE NO | | 17. PLACE OF BIRTH BRONX, NEW YORK USA. |

SECTION II - EXAMINATION AND ENTRANCE DATA PROCESSING CODES

FOR OFFICE USE ONLY - DO NOT WRITE IN THIS SECTION - GO ON TO PAGE 2, QUESTION 23

| | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|
| 18. APTITUDE TEST RESULTS | | | | | | | | | |
| TEST SCORES: 28/14/13/25/24/6/20/50/9/08/04/37 2561 | | | | | | | | | |
| REPEATS: 44 | | | | | | | | | |

| | | | | | | | |
|-------------------------|--|------------------|--|----------------------|--|-----------|--|
| 19. DEP ENLISTMENT DATA | | | | PROGRAM ENLISTED FOR | | MEMOS AFS | |
| DATE OF DEPARTURE | | SERIAL NUMBER | | CRU99SR | | | |
| 8709288710053 | | 010400000 | | | | | |

| | | | | | | | | |
|------------------------|--|--|-----------------|--|---------------|--|---------------------|--|
| 20. ACCESSION DATA | | | SERIAL NUMBER | | DATE OF GRADE | | HIGHEST ED GR COMPL | |
| 130466A770099SR | | | 00000000 | | 000000 | | 12 | |

| 21. SERVICE REQUIRED CODES | | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 | 09 | 10 | 11 | 12 | 13 |
|----------------------------|--|----|----|----|----|----|----|----|----|----|----|----|----|----|
| | | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 | 09 | 10 | 11 | 12 | 13 |
| C O U N T Y | | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 | 09 | 10 | 11 | 12 | 13 |
| | | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 | 09 | 10 | 11 | 12 | 13 |
| | | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 | 09 | 10 | 11 | 12 | 13 |

NAME

SMITH

059 58 7514

SECTION III - OTHER PERSONAL DATA

23. CITIZENSHIP (You must provide your recruiter with the necessary documents to confirm your answers.)

| | | | |
|---|-----------------------------------|----------------------------------|--|
| a BIRTH CERTIFICATE | | | b NATIVE COUNTRY |
| (1) FILE NUMBER SEE ITEM 41 | (2) ISSUING COUNTY SEE ITEM 41 | (3) ISSUING STATE SEE ITEM 41 | NA |
| c IF ALIEN, GIVE ALIEN REGISTRATION NUMBER AND LAST ADDRESS FURNISHED TO IMMIGRATION AND NATURALIZATION SERVICE (INS) | | | d DATE/PORT OF ENTRY INTO THE U.S. NA |
| NA | | | NA |

24. EDUCATION (List all high schools and colleges attended if none attended, show last school attended.)

| a FROM YEAR | b TO YEAR | c NAME OF SCHOOL | d LOCATION | e GRADUATE | |
|----------------|--------------|---------------------------------------|-------------|------------|----|
| | | | | YES | NO |
| 8409 | 8706 | GRACE H. DODGE VOCATIONAL HIGH SCHOOL | BRONX, N.Y. | X | |
| | | | | | |

25. RESIDENCES (List all for the last five years or since 13th birthday, whichever is shorter.)

| a FROM YEAR | b TO YEAR | c STREET ADDRESS | d CITY | e STATE | f ZIP CODE |
|----------------|--------------|-------------------------------------|--------|---------|------------|
| 8209 | PRESENT | 765 E. 163 RD ST. APT 9D | BRONX | N.Y. | 10456 |
| | | | | | |

26. EMPLOYMENT (Show all periods of employment and unemployment during the last five years.)

| a FROM YEAR | b TO YEAR | c NAME OF EMPLOYER | d ADDRESS (Include Zip Code) | e NAME OF IMMEDIATE SUPERVISOR | f JOB TITLE |
|----------------|--------------|---------------------------|---|--------------------------------|----------------|
| 8705 | PRESENT | Cosmetic Concepts | 1227 MADISON AVE NEW YORK N.Y. 10034 | LARRY PUTTER | STOCK MAN |
| 8704 | 8705 | UNEMPLOYED | | | |
| 8609 | 8704 | BRONX NEIGHBORHOOD CENTER | 980 CROSSLAND AVE BRONX N.Y. 10456 | THELMA HARPER | GYM INSTRUCTOR |
| 8209 | 8609 | UNEMPLOYED | | | |

27. RELATIVES

| a NAME (Last, first, middle initial) | b DEPENDENT | | c DATE OF BIRTH (YYMMDD) | d PLACE OF BIRTH | e PRESENT ADDRESS | f CITIZENSHIP |
|--------------------------------------|-------------|----|--------------------------|-------------------|--|---------------|
| | YES | NO | | | | |
| FATHER SMITH William | X | | UNKNOWN | UNKNOWN | UNKNOWN | UNKNOWN |
| DAUGHTER DAVES Beverly | X | | 421005 | KINGSTON, JAMAICA | 765 E. 163 RD ST APT 9D BRONX N.Y. 10456 | U.S. NAT. |
| CHILDREN NONE | | | | | | |

SMITH

1059 58 2514

- 28. Are you now or have you ever been in any regular or reserve branch of the Armed Forces or in the Army National Guard or the Air National Guard? (Give your recruiter the appropriate DD Form 214 and/or DD Form 215 or NGB Form 22 for review) YES NO **YES**
- 29. Are you now or have you ever been divorced or legally separated? If "YES," enter in item 39, "REMARKS," the date, place and court which granted divorce or legal separation. **CS**
- 30. Is any court order or judgment in effect that directs you to provide support for children or alimony? If "YES," enter in item 39, "REMARKS," the date, place, and court which granted alimony or support, including orders resulting from paternity suits. **CS**
- 31. Have you ever been arrested, apprehended, charged, cited or held by Federal, State, military or other law enforcement or juvenile authorities, regardless of whether the citation was dropped or dismissed or you were found not guilty? Include all courts-martial or non-judicial punishment while in military service. If "YES," enter details in item 35. **CS**
- 32. As a result of being arrested, apprehended, charged, cited or held by Federal, State, military or other law enforcement or juvenile authorities, have you ever been convicted, fined by or forfeited bond to a Federal, State or other judicial authority or adjudicated a youthful offender or juvenile delinquent, regardless of whether the record in your case has been "sealed" or otherwise stricken from the court record(s) or have you been released from parole, probation, juvenile supervision or given a suspended sentence or relieved of charges pending on condition that you apply for or enlist in the United States Armed Forces? If "YES," enter details in item 35. **CS**
- 33. Have you ever been detained, held in, or served time in any jail or prison, reform or industrial school, or a juvenile facility or institution under the jurisdiction of any city, state, Federal, or foreign country? If "YES," enter details in item 35. **CS**
- 34. Have you ever been a ward, or are you now under suspended sentence, parole, or probation, or awaiting any action on criminal charges against you? If "YES," enter details in item 35. **CS**

35. **LAW VIOLATIONS.** Explain below "YES" answers given in items 31 through 34 above. Include all incidents with law enforcement authorities even if the citation or charge was dropped or dismissed or you were found not guilty or you have been told by recruiting personnel or anyone else that the incident was not important enough to report.

| A. DATE OF VIOLATION | B. NATURE OF OFFENSE OR VIOLATION | C. PLACE OF OFFENSE | D. AGENCIES, LOCATION OF COURT OR OTHER AGENCIES INVOLVED | E. PENALTY IMPOSED OR OTHER DISPOSITION IN EACH CASE |
|----------------------|-----------------------------------|---------------------------------|---|--|
| B60112 | THEFT | 163RD & TIAWA BRONX NEW YORK | HOUSING POLICE AUTHORITIES | DROPPED |
| | AND NO OTHERS | CS | | |

36. **CHARACTER AND SOCIAL ADJUSTMENT:** If your answer to every question is truthfully "NO," indicate so in the appropriate space if your answer is "YES," indicate so in the appropriate space and give details in item 39, "REMARKS." A "YES" answer will not necessarily disqualify you for enlistment. It will depend on the circumstances surrounding the situation.

- a. ~~Do you have any mental or physical condition, such as epilepsy, tuberculosis, or other chronic disease, which would prevent you from performing your military duties? If "YES," give details in item 39, "REMARKS." If "NO," indicate so in the appropriate space.~~
- b. ~~Have you ever used narcotics, LSD or other dangerous drugs?~~
- c. ~~Have you ever been a supplier of, or a user of, narcotics, LSD or other dangerous drugs?~~
- d. ~~Have you ever used marijuana during the last 12 months?~~
- b. Has your use of drugs or alcoholic beverages (such as liquor, beer, wine), ever resulted in your loss of a job, arrest by police, or treatment of alcoholism?
- c. Are you a homosexual or a bisexual? ("homosexual" is defined as: sexual desire or behavior directed at a person(s) of one's own sex. "Bisexual" is defined as: a person sexually responsive to both sexes)
- d. Do you intend to engage in homosexual acts (sexual relations with another person of the same sex)?
- e. Are you a conscientious objector? That is, do you have, or have you ever had, a firm, fixed, and sincere objection to participation in war in any form or to the bearing of arms because of religious training or belief?
- f. Have you ever been rejected for enlistment, reenlistment, or induction by any branch of the Armed Forces of the United States?
- g. Are you now, or have you ever been, a deserter from any branch of the Armed Forces of the United States?
- h. Are you now, or have you ever been, a member of the Communist Party or any Communist organization? Are you now, or have you ever been, affiliated with any organization, association, movement, group, or combination of persons which advocates the overthrow of the Government of the United States by force or violence to deny other persons their rights under the Constitution of the United States or which advocates the overthrow of the Government of the United States by force or violence to deny other persons their rights under the Constitution of the United States?

Smith

SECURITY NUMBER
37-38-2517

37 OTHER BACKGROUND DATA

- | | YES | NO |
|--|-------------------------------------|-------------------------------------|
| a. Have you ever traveled to, or resided in, a foreign country except as a member of the United States Armed Forces (including dependent travel performing official duties)? (If "YES," give details in item 39, "REMARKS.") | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| b. Are you the only living child of your parents? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Are you now drawing or do you have an application pending, or approval for, retired pay, disability allowance, severance pay, or a pension from the government of the United States? | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Have you been enrolled in ROTC, Junior ROTC, Sea Cadet Program, or have you been a member of the Civil Air Patrol? (If "YES," enter organization and its address in item 39, "REMARKS.") | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

b APPLICANT'S INITIALS

CS

38 UNDERSTANDING

- a. I understand that an original enlistment obligates me to serve in the Armed Forces for a period of eight (8) years (active and inactive duty) unless sooner discharged.

SECTION IV - REMARKS

39. REMARKS (Enter Remarks being continued)

DATE ADMINISTERED: 22SEP87

ASVAB 12B GS-46, AR-42, NR-50, PC-53, MD-60, CS-64, AS-31, MK-44, MC-37, EI-32, VB-51

T. A. [Signature], MAJ2, USN, 101509079
PERSONNEL OFFICER / REGISTERED CLASSIFIER

ITEM 35 BLOCKS 35A, 35B, 35C, 35D & 35E CONTINUED

I was born in [unclear] and I saw my friend in front of [unclear] I went to [unclear] HI after I left [unclear] I went to [unclear] to pick up [unclear]. I was [unclear] in [unclear] line up so that the [unclear] came [unclear] the people who still [unclear] then [unclear] who not [unclear] [unclear] was [unclear] [unclear] [unclear] [unclear] 12 1986 [unclear] in the [unclear].

Chris Robert Smith

ITEM 37 BLOCK 37A CONTINUED

[unclear] [unclear] [unclear] went to Kingston Jamaica to [unclear] my family. I stayed in Jamaica for [unclear] [unclear].

[unclear] [unclear] [unclear]

SANTH

| 37. OTHER BACKGROUND DATA | | YES | NO |
|---------------------------|--|-----|----|
| a | Have you ever traveled to, or resided in a foreign country except as a member of the United States Armed Forces (including dependent travel performing official duties) (If "YES," give details in item 39, "REMARKS") | | |
| b | Are you the only living child of your parents? | | |
| c | Are you now drawing, or do you have an application pending, or approval for, retired pay, disability allowance, severance pay, or a pension from the government of the United States? | | |
| d | Have you been enrolled in ROTC, Junior ROTC, Sea Cadet Program, or have you been a member of the Civil Air Patrol (If "YES," enter organization and its address in item 39, "REMARKS") | | |

b APPLICANT'S INITIALS

38. UNDERSTANDING
a. I understand that an original enlistment obligates me to serve in the Armed Forces for a period of eight (8) years (active and inactive duty) unless sooner discharged.

SECTION IV - REMARKS

39. REMARKS (Enter items being continued)

ITEM 39 DD FORM 1966 CONTINUED

ITEM 41 Block 41a, 41b, & 41c CONTINUED

CERTIFICATION OF BIRTH ISSUED BY THE CITY OF NEW YORK, DEPARTMENT OF HEALTH, BUREAU OF VITAL RECORDS, File DATE 5-28-68
CERTIFICATE NO. 156-68-207954

ITEM 41 Block 41e CONTINUED:

HIGH SCHOOL DIPLOMA ISSUED BY GRACE H. DODGE VOCATIONAL HIGH SCHOOL, BRONX NEW YORK ON JUNE 1967

ITEM 41 Block 41d CONTINUED:

SSN VERIFIED BY SIGHTING SELECTIVE SERVICE SYSTEM REGISTRATION ACKNOWLEDGMENT ISSUED BY SELECTIVE SERVICE SYSTEM, NORTH SUBURBAN ILLINOIS AND EARNINGS STATEMENT ISSUED BY COSMETIC CONCEPTS NEW YORK, N.Y.

SOCIAL SECURITY NUMBER
38 751A

SMITH

| 37 OTHER BACKGROUND DATA | | YES | NO |
|--------------------------|---|-----|----|
| a | Have you ever traveled to, or resided in a foreign country except as a member of the United States Armed Forces (including dependent travel performing official duties) (If "YES," give details in Item 39, "REMARKS.") | | |
| b | Are you the only living child of your parents? | | |
| c | Are you now drawing or do you have an application pending, or approval for: retired pay, disability allowance, severance pay or a pension from the government of the United States? | | |
| d | Have you been employed in ROTC, Junior ROTC, Sea Cadet Program, or have you been a member of the Civil Air Patrol? (If "YES," enter organization and its address in Item 39, "REMARKS.") | | |

b APPLICANT'S INITIALS

38. UNDERSTANDING

a. I understand that an original enlistment obligates me to serve in the Armed Forces for a period of eight (8) years (active and inactive duty) unless sooner discharged.

SECTION IV - REMARKS

39. REMARKS (Enter item(s) being continued)

ITEM 39 DD FORM 1966 CONTINUED

DD 369 NOT SENT TO THE FOLLOWING LAW ENFORCEMENT AGENCIES DUE TO FEE REQUIRED TO PROCESS POLICE RECORD CHECK. APPLICANT DID NOT SELF-ADMIT TO PAST CRIMINAL ACTIVITY ~~ACTIVED~~ AND IS CONSIDERED A GOOD RISK FOR ENLISTMENT.

NEW YORK STATE JUVENILE AUTHORITY
 NEW YORK CITY JUVENILE AUTHORITY
 NEW YORK CITY POLICE DEPARTMENT
 NEW YORK STATE POLICE DEPARTMENT
 SUFFOLK COUNTY POLICE DEPARTMENT @
 NASSAU COUNTY POLICE DEPARTMENT @

ENTRAC INTERVIEW COMPLETED 8/19/28 NO DISCLOSURE NY MRS
 RA

STATE IDENTITY NUMBER
2512 2513

NAME

SMITH

SECTION V - CERTIFICATION

40. CERTIFICATION OF APPLICANT (Your signature in this block must be witnessed by your recruiter.)

I certify that the information given by me in this document is true, complete, and correct to the best of my knowledge and belief. I understand that I am being accepted for enlistment based on the information provided by me in this document; that if any of the information is knowingly false or incorrect, I could be tried in a civilian or military court and could receive a less than honorable discharge which could affect my future employment opportunities.

APPLICANT'S NAME (Last, first, middle initial) **SMITH CRAIG ROBERT M** DATE SIGNED (FURNISH) **870924**

41. DATA VERIFICATION BY RECRUITER (Enter description of the actual documents used to verify the following items.)

| | | | |
|----------------------------------|---------------------|----------------------------------|------------------|
| 1. STATE CERTIFICATE SEE ITEM 39 | 2. STATE ID CARD | 3. STATE CERTIFICATE SEE ITEM 39 | 4. STATE ID CARD |
| X | X | X | X |
| 5. SOCIAL SECURITY NUMBER | 6. EDUCATION RECORD | 7. OTHER EMPLOY | 8. OTHER EMPLOY |
| X | X | | |

42. CERTIFICATION OF WITNESS

I certify that I have witnessed the applicant's signature above and that I have verified the data in the documents required as prescribed by my directives. I further certify that I have not made any promises or guarantees other than those listed and signed by me. I understand my liability to trial by courts-martial under the Uniform Code of Military Justice should I effect or cause to be effected the enlistment of anyone known by me to be ineligible for enlistment.

WITNESS'S NAME (Last, first, middle initial) **ESPINOSA JOSEPA A** GRADE **E-6** ID NUMBER **13046647** DATE SIGNED (FURNISH) **870924**

43. SPECIFIC OPTION PROGRAM ENLISTED FOR, MILITARY SKILL, OR ASSIGNMENT TO A GEOGRAPHICAL AREA GUARANTEES

a. SPECIFIC OPTION PROGRAM ENLISTED FOR (Completed by Guidance Counselor, AFSS Liaison NCO, etc., as specified by appropriate service - use clear best English) **SEAFARER/SEAMAN PROGRAM/PRIDE CONTROL NUMBER 13621225/ACTIVE DUTY DATES: 05OCT87//RECRUIT TRAINING/COMMAND: GREAT LAKES, IL// 4 YRS// EI**

b. I fully understand that I will not be guaranteed any specific military skill or assignment to a geographic area except as shown in Item 43 a above and annexes attached to my Enlistment/Reenlistment Document (DD Form 4)

44. CERTIFICATION OF RECRUITER OR ACCEPTOR

I certify that I have reviewed all information contained in this document and, to the best of my judgment and belief, the applicant fulfills all legal policy requirements for enlistment. I accept him/her for enlistment on behalf of the United States (Enter Branch of Service) **NAVY** and certify that I have not made any promises or guarantees other than those listed in Item 43 above. I further certify that service regulations governing such enlistments have been strictly complied with and any waivers required to effect applicant's enlistment have been secured and attached to this document.

RECRUITER'S NAME (Last, first, middle initial) **SANDOVAL, DAVID** GRADE **E-5** ID NUMBER **128-48-6848** DATE SIGNED (FURNISH) **870828**

SECTION VI - RECERTIFICATION

45. RECERTIFICATION BY APPLICANT AND CORRECTION OF DATA AT THE TIME OF ACTIVE DUTY ENTRY

I have reviewed all information contained in this document this date. That information is still correct and true to the best of my knowledge and belief. If changes were required, the original entry has been marked "See Item 45" and the correct information provided below.

555 S. ...

APPLICANT'S NAME (Last, first, middle initial) **...** GRADE **E-4** DATE SIGNED (FURNISH) **...**

EVALUATION & COUNSELING RECORD (E7 - E9)

RCS BUPERS 1610-1

| | | | | | | | |
|--|------------------------------|--------------------------------|--------------------------------------|---|---|--|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Grade/Rate EMCS | 3. Desig SW/AW | 4. SSN 059-58-251 | |
| 5. ACT <input checked="" type="checkbox"/> | FTS <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/265 <input type="checkbox"/> | 6. UIC 0763A | 7. Ship/Station RTC GREAT LAKES | | 8. Promotion Status REGULAR |
| Occasion for Report <input checked="" type="checkbox"/> 10. Periodic | | | | 11. Detachment of Individual <input type="checkbox"/> | 12. Detachment of Reporting Senior <input type="checkbox"/> | 13. Special <input type="checkbox"/> | 14. From: 10Apr02 |
| 15. To: 10Sep15 | | | | 20. Physical Readiness P | | 21. Billet Subcategory (if any) NA | |
| 16. Not Observed Report <input type="checkbox"/> | | | | 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | |
| 19. Ops Cdr <input type="checkbox"/> | | | | 25. Title CO | | 26. UIC 0763A | |
| 22. Reporting Senior (Last, FI MI) BETHKE, S G | | | | 23. Grade CAPT | 24. Desig 1320 | 27. SSN | |

28. Command employment and command achievements
Recruit Training - initial Sailorization and training for 43,000 recruits annually. Responsible for the military training and 24-hour supervision of recruits. Earned 2009 Navy Total Force Retention Excellence and NETC Education and Training Excellence Awards.

29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.)
RDC
PRI: Recruit Division Commander-6. Responsible for the training and welfare of three divisions comprised of 88 recruits each. Assistant Ship's (Barracks) LCPO-3. COLL: Ship's Training Team (STT) Leader-1. WATCH: CDO-1; OOD/Rover-6. PFA: 10-1.

| | | | |
|--|--------------------------------------|---------------|---------------------------------------|
| For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32.) | 30. Date Counseled NOT REQ | 31. Counselor | 32. Signature of Individual Counseled |
|--|--------------------------------------|---------------|---------------------------------------|

PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|--------------------------|---|-------------------------------------|---|
| 33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of Junior Officer and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, creates problems for subordinates. - Lacks ability to manage under stress. | <input type="checkbox"/> | - Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets/achieves useful, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies. - Performs well in stressful situations. | <input checked="" type="checkbox"/> | - Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superb organizer, great foresight, develops process improvements and efficiencies. - Perseveres through the toughest challenges and inspires others. |
| 34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application, procedural compliance. NOB <input type="checkbox"/> | - Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience. | <input type="checkbox"/> | - Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and new tasks. - Tactical knowledge and skill in specialty equal to others of same rank and experience. | <input checked="" type="checkbox"/> | - Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures. - Tactical knowledge and skill in command mission and function. |
| 35. PROFESSIONALISM: - Standard enforcement; taking initiative, planning/prioritizing/solving challenges in Chief's Mess. - Continuous learning. Standards of appearance, conduct, physical fitness, qualifications. NOB <input type="checkbox"/> | - Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, and self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance or unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with others, puts self above team. | <input type="checkbox"/> | - Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal commitments to team. | <input checked="" type="checkbox"/> | - Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages talents of all Sailors. |
| 36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailor success, Sailor advocacy. NOB <input type="checkbox"/> | - Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact Sailor readiness. | <input type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges before they significantly impact Sailor readiness. | <input checked="" type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. - Proactively identifies and solves command challenges before they impact Sailor readiness. |

EVALUATION & COUNSELING RECORD (E7 - E9) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|--|------------------------------|--------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | 2. Grade/Rate EMCS | 3. Desig SW/AW | 4. SSN 059-58-2514 |
|--|------------------------------|--------------------------|------------------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|--------------------------|--|-------------------------------------|--|
| 37. CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community. NOB <input type="checkbox"/> | - Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment. | <input type="checkbox"/> | - Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEO policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment. | <input checked="" type="checkbox"/> | - Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment. |
| 38. ACTIVE COMMUNICATION: - Communication, questioning attitude, energized information flow. NOB <input type="checkbox"/> | - Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively impact mission goals and readiness. | <input type="checkbox"/> | - Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors. | <input checked="" type="checkbox"/> | - Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down the chain of command. |
| 39. SENSE OF HERITAGE: - Know and teach customs and traditions, understand naval history. NOB <input type="checkbox"/> | - Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, in training, or in daily leadership. - No grasp of naval history. | <input type="checkbox"/> | - Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service. | <input checked="" type="checkbox"/> | - Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service. |

40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two)
 Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC CSC

41. COMMENTS ON PERFORMANCE. *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable.
 Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case. Font 10

OUTSTANDING LEADERSHIP - DEDICATED TO THE SAILORIZATION PROCESS!

- Stellar Lead Recruit Division Commander. Flawlessly led five senior petty officers, in the transformation of 176 civilians into highly motivated and basically trained Sailors ready for duty in the Fleet. Due to his superb leadership, 15 Sailors were meritoriously advanced for exceptional performance throughout all phases of training. Qualified Master Training Specialist and Ship's Training Team in first six months.
- Trusted Command Duty Officer (CDO). Directed a 35-person watch team; accountable for a 140-acre complex encompassing 12 1,200-person barracks and 27 support facilities. Responsible for the training and welfare of 12,000 staff and recruits daily.
- Command and Community Ambassador. Dedicated 70 hours as a volunteer for Lambs Farm, RTC Easter Egg Hunt, Angel Drill Team, Junior Disability Special Olympics, and Honor Flight.
- Active in a 300-member CPO Mess. FY-11 SOI CSTT Leader and Chief's Package Review Committee Member, mentored and guided 166 board-eligible petty officers preparing and submitting CPO packages, ensuring accuracy and completeness. Volunteered 12 hours with CPO NASCAR fundraising event.

Recommended for advancement to Master Chief Petty Officer.

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address |
|--------------------------|-------------------------------------|----------------------|-------------|-------------------------------------|--------------|---------------|--|
| 42. INDIVIDUAL | <input checked="" type="checkbox"/> | | | <input checked="" type="checkbox"/> | | | COMMANDING OFFICER RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60088-3127 |
| 43. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 19 | 11 | 8 | |

45. Signature of Reporting Senior: *[Signature]* Date: **15 Sep 10**

46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."
 I intend to submit a statement do not intend to submit a statement

Member Trait Average: **3.86** Summary Group Average: **4.19** Date: **23 SEP 10**

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

EVALUATION & COUNSELING RECORD (E7 - E9)

RCS BUPERS 1610-1

| | | | | | | | | | |
|---|--|---|------------------------------|---|--------------------------|--------------------------------------|---------------------------------------|--|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | 2. Grade/Rate EMCS | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | | |
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | | 6. UIC 41455 | | 7. Ship/Station RTC GREAT LAKES | | | 8. Promotion Status REGULAR | | 9. Date Reported 09Dec11 |
| 10. Occasion for Report Periodic <input type="checkbox"/> | | 11. Detachment of Individual <input checked="" type="checkbox"/> | | 12. Detachment of Reporting Senior <input type="checkbox"/> | | 13. Special <input type="checkbox"/> | | 14. Period of Report From: 09Sep18 | 15. To: 10Apr01 |
| 16. Not Observed Report <input checked="" type="checkbox"/> | | 17. Type of Report Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 19. Ops Cdr <input type="checkbox"/> | | 20. Physical Readiness P/WS | 21. Billet Subcategory (if any) NA |
| 22. Reporting Senior (Last, FI MI) NIELSON, C M | | | 23. Grade CDR | 24. Desig 1200 | 25. Title MTD | | 26. UIC 0763A | 27. SSN [REDACTED] | |

28. Command employment and command achievements
Recruit Training - initial sailorization and training for 43,000 recruits annually. Responsible for the military training and 24-hour supervision of recruits. Earned the FY09 Navy Total Force Retention Excellence Award.

29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.)
STUDENT
PRI: Recruit Division Commander "C" School-3. Underwent course of instruction in preparation for duties as a RDC. LV/TT/TEMUINS: 09SEP18-09DEC10.

| | | | | |
|--|--|--------------------------------------|---------------|---------------------------------------|
| For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32.) | | 30. Date Counseled NOT REQ | 31. Counselor | 32. Signature of Individual Counseled |
|--|--|--------------------------------------|---------------|---------------------------------------|

PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|---|--------------------------|--|---------------------------|--|
| 33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of Junior Officer and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, creates problems for subordinates. - Lacks ability to manage under stress. <input type="checkbox"/> | <input type="checkbox"/> | - Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets/achieves useful, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies. - Performs well in stressful situations. <input type="checkbox"/> | <input type="checkbox"/> | - Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superb organizer, great foresight, develops process improvements and efficiencies. - Perseveres through the toughest challenges and inspires others. <input type="checkbox"/> |
| 34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application, procedural compliance. NOB <input type="checkbox"/> | - Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience. <input type="checkbox"/> | <input type="checkbox"/> | - Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and new tasks. - Tactical knowledge and skill in specialty equal to others of same rank and experience. <input type="checkbox"/> | <input type="checkbox"/> | - Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures. - Tactical knowledge and skill in command mission and function. <input type="checkbox"/> |
| 35. PROFESSIONALISM: - Standard enforcement; taking initiative, planning/prioritizing/solving challenges in Chief's Mess. - Continuous learning; Standards of appearance, conduct, physical fitness, qualifications. NOB <input type="checkbox"/> | - Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, and self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance or unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with others, puts self above team. <input type="checkbox"/> | <input type="checkbox"/> | - Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal commitments to team. <input type="checkbox"/> | <input type="checkbox"/> | - Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages talents of all Sailors. <input type="checkbox"/> |
| 36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailor success, Sailor advocacy. NOB <input type="checkbox"/> | - Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact Sailor readiness. <input type="checkbox"/> | <input type="checkbox"/> | - Loyal to mission, seniors; peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges before they significantly impact Sailor readiness. <input type="checkbox"/> | <input type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. - Proactively identifies and solves command challenges before they impact Sailor readiness. <input type="checkbox"/> |

EVALUATION & COUNSELING RECORD (E7 - E9) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|--|------------------------------|--------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | 2. Grade/Rate EMCS | 3. Desig SW/AN | 4. SSN 059-58-2514 |
|--|------------------------------|--------------------------|------------------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | Greatly Exceeds Standards |
|--|--|--------------------------|--|--------------------------|--|
| 37. CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community. NOB <input type="checkbox"/> | - Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment. | <input type="checkbox"/> | - Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEO policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment. | <input type="checkbox"/> | - Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment. |
| 38. ACTIVE COMMUNICATION: - Communication, questioning attitude, energized information flow. NOB <input type="checkbox"/> | - Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively impact mission goals and readiness. | <input type="checkbox"/> | - Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors. | <input type="checkbox"/> | - Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down the chain of command. |
| 39. SENSE OF HERITAGE: - Know and teach customs and traditions, understand naval history. NOB <input type="checkbox"/> | - Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, in training, or in daily leadership. - No grasp of naval history. | <input type="checkbox"/> | - Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service. | <input type="checkbox"/> | - Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service. |

40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two)
 Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC. Font 10

41. COMMENTS ON PERFORMANCE. *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable.
 Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

Report submitted due to member's transfer to RTC Great Lakes, IL.

- Successfully completed 13-week Recruit Division Commander "C" School (A-012-0037) and self-paced Journeyman's Instructor training (A-012-0011) earning (9508) and (9502) NECs.
- Member successfully completed Senior Enlisted Academy.
- Completed Command INDOC. Certified CPR.

| | | | | | | | |
|--------------------------|---|----------------------|-------------|------------|--------------|---------------|--|
| Promotion Recommendation | NOB <input checked="" type="checkbox"/> | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER RECRUIT TRAINING COMMAND 3355 ILLINOIS STREET GREAT LAKES, IL 60088-3127 |
| 42. INDIVIDUAL | <input checked="" type="checkbox"/> | | | | | | |
| 43. SUMMARY | <input checked="" type="checkbox"/> | | | | | | |

45. Signature of Reporting Senior: *Cm Nelson* Date: _____

46. Signature of individual evaluated: "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement do not intend to submit a statement

C. Nelson Date: *6/8/10*

Member Trait Average: **0.00** Summary Group Average: _____

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date: _____

EVALUATION & COUNSELING RECORD (E7 - E9)

RCS BUPERS 1610-1

| | | | | |
|--|---|---|--------------------------------------|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMCS | 3. Desig SW/AN | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 23160 | 7. Ship/Station DDG 92 MOMSEN | | 8. Promotion Status REGULAR |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/> | | 14. From: 08Sep16 | | 15. To: 09Sep15 |
| 16. Not Observed Report <input type="checkbox"/> | Type of Report 17. Regular <input checked="" type="checkbox"/> | 18. Concurrent <input type="checkbox"/> | 19. Ops Cdr <input type="checkbox"/> | 20. Physical Readiness P/WS |
| 22. Reporting Senior (Last, FI MI) BODVAKE, R W | | 23. Grade 1110 | 24. Desig CDR | 25. Title CO |
| | | 26. UIC 23160 | 27. SSN [REDACTED] | |

28. Command employment and command achievements
ALSG 7th Fleet Deployment-1, Safety Survey, SMC, SBTT, ALSG SUSTAINEX-1, SISCAL, ULTRA-C/E, 3M Cert, SAR Cert, SRA-3, CDS9 GROUPSAIL, AVCERT, Seattle SEAFAIR 2009, CMTQ FST-U, CSRA. AWARDED: CY08 Retention Excellence Award, CY08 Battle Effectiveness Award.

29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.)
DEPT LCPO
PRI: Operations Dept LCPO-12, leads 4 Chiefs and 60 blueshirts in eight ratings; OD Division LCPO-12. COLL: Command DAPA-12, DCTT-12, STT-12, Aviation Flight Deck Officer-12, Deck Safety Officer-12, WATCH: (I/P) Officer of the Deck-12, Section Leader-12.

| | | | |
|--|--------------------------------------|--------------------------------------|---|
| For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32.) | 30. Date Counseled 09MAY01 | 31. Counselor BODVAKE, R W | 32. Signature of Individual Counseled <i>[Signature]</i> |
|--|--------------------------------------|--------------------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|--------------------------|---|-------------------------------------|---|
| 33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of Junior Officer and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, creates problems for subordinates. - Lacks ability to manage under stress. | <input type="checkbox"/> | - Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets achievable, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies. - Performs well in stressful situations. | <input type="checkbox"/> | - Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superb organizer, great foresight, develops process improvements and efficiencies. - Perseveres through the toughest challenges and inspires others. |
| 34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application, procedural compliance. NOB <input type="checkbox"/> | - Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience. | <input type="checkbox"/> | - Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and new tasks. - Tactical knowledge and skill in specialty equal to others of same rank and experience. | <input type="checkbox"/> | - Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures. - Tactical knowledge and skill in command mission and function. |
| 35. PROFESSIONALISM: - Standard enforcement; taking initiative, planning/prioritizing/solving challenges in Chief's Mess. - Continuous learning; Standards of appearance, conduct, physical fitness qualifications. NOB <input type="checkbox"/> | - Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, and self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance or unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with others, puts self above team. | <input type="checkbox"/> | - Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal commitments to team. | <input type="checkbox"/> | - Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages talents of all Sailors. |
| 36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailor success, Sailor advocacy. NOB <input type="checkbox"/> | - Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact Sailor readiness. | <input type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges before they significantly impact Sailor readiness. | <input checked="" type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. - Proactively identifies and solves command challenges before they impact Sailor readiness. |

EVALUATION & COUNSELING RECORD (E7 - E9) (cont 'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMCS | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | |
|---|---|------------------------------|---|-------------------------------------|---|------------------------------|--|
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 37. CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community. NOB <input type="checkbox"/> | - Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> | <input type="checkbox"/> | - Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEO policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> | | |
| 38. ACTIVE COMMUNICATION: - Communication, questioning attitude, energized in information flow. NOB <input type="checkbox"/> | - Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator; actions negatively impact mission goals and readiness. <input type="checkbox"/> | <input type="checkbox"/> | - Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down the chain of command. <input type="checkbox"/> | | |
| 39. SENSE OF HERITAGE: - Know and teach customs and traditions, understand naval history. NOB <input type="checkbox"/> | - Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, in training, or in daily leadership. - No grasp of naval history. <input type="checkbox"/> | <input type="checkbox"/> | - Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service. <input type="checkbox"/> | | |

40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two) **SEA** | **CMC**
 Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC. Font 10

41. COMMENTS ON PERFORMANCE *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

***** RANKED 2 OF 5 OUTSTANDING USS MOMSEN SENIOR CHIEF PETTY OFFICERS!! *****
***** Equal in every regard to my EP *****

COMNAVSURFOR Navy & Marine Corps Association Leadership Award Winner! The epitome of enlisted leadership! Provides unmatched leadership and guidance. He is my first choice to be CMC during CMC's absence.

PHENOMENAL MENTOR AND SAILOR ADVOCATE. He produces success: 70% retention and 75% departmental advancement rate; mentored MOMSEN and DESRON NINE JSOY and five of the SOQs. TECHNICAL EXPERTISE: LEADING BOATSWAIN Certifications. His forehandedness resulted in early MOB-S, MOB-N, and AVCERT. Outstanding BMCA; 95% accomplishment and 100% spotcheck demonstrations within OPS Dept.

CPO MESS VICE PRESIDENT. Planned and executed '09 CPO Induction Program, achieved MCPON's vision and guidance for four newly selected Chiefs.

COMMAND ADVOCACY. As DAPA, enhanced MOMSEN's drug and alcohol prevention efforts through education and personal growth encouragement - prepared his Sailors for lifelong success.

**Ready NOW for Command Master Chief! Never deterred, excels under pressure - HE DOES IT ALL!
 WILL SUCCEED IN COMMAND LEADERSHIP POSITION. Select him NOW for MASTER CHIEF!**

| | | | | | | | |
|---|--|-----------------------------|-------------|------------|--------------|---------------|---|
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER USS MOMSEN (DDG 92) FPO AP 96672-1307 |
| 42. INDIVIDUAL | | | | 2 | 2 | 1 | |
| 43. SUMMARY | 45. Signature of Reporting Senior <i>[Signature]</i> Date: <i>05/09</i> | | | | | | 46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." <i>[Signature]</i> Date: <i>9/1/05</i> |
| Member Trait Average: 4.43 | | Summary Group Average: 4.20 | | | | | |
| 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report | | | | | | | Date: |

EVALUATION & COUNSELING RECORD (E7 - E9)

RCS BUPERS 1610-1

| | | | | | | |
|--|--|---|---------------------------------------|---------------------------------------|--|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Grade/Rate BMCS | 3. Desig SW/AW | 4. SSN 059-58-2510 |
| 5. ACT <input checked="" type="checkbox"/> FTS <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 23160 | 7. Ship/Station DDG 92 MOMSEN | | 8. Promotion Status FROCKED | 9. Date Reported 06Jan06 | |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/> | | | 14. From: 07Sep16 | | 15. To: 08Sep15 | |
| 16. Not Observed Report <input type="checkbox"/> | Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/> | | 20. Physical Readiness N/XX | | 21. Effort Subcategory (if any) NA | |
| 22. Reporting Senior (Last, FI MI) SPARKS, M C | | 23. Grade CDR | 24. Desig 1110 | 25. Title CO | 26. UIC 23160 | 27. SSN [REDACTED] |

28. Command employment and command achievements
TSTA-1, CMTQ, DGSIT, IAC, WOWUS, ALSG C2X, CMAV, CSRA, FST-J, Leave/Upkeep-3, ALSG JTFEX, Ammo Onload, ULTRA-S, ALSG USWEX, Deployed to 7th and 5th FLT with ALSG in support of OPER ENDURING FREEDOM and GWOT-7.

29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.)
DEPT LCPO
PRI: Operations Dept LCPO-10, leads 5 Chiefs and 62 blueshirts in eight ratings; OD Division LCPO-12. COLL: Command DAPA-5, DCTT-12, STT-12, Aviation Flight Deck Officer-12, WAZCH: I/P: Officer of the Deck-12, Section Leader-3.

| | | | |
|--|--------------------------------------|----------------------------------|---|
| For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32.) | 30. Date Counseled 08JAN15 | 31. Counselor SMITH, R | 32. Signature of Individual Counseled <i>[Signature]</i> |
|--|--------------------------------------|----------------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | |
|--|--|--------------------------|---|-------------------------------------|---|-------------------------------------|
| 33. DECKPLATE LEADERSHIP: - Organizing, motivating and developing others to accomplish goals. - Engaging and visible presence establishes positive tone for command. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of Junior Officer and Enlisted Sailors. - Presence not felt on the deckplates. - Does not set or achieve goals relevant to command mission and vision. - Does not tailor leadership style to situation or individual. - Fails to organize, creates problems for subordinates. - Lacks ability to manage under stress. | <input type="checkbox"/> | - Effectively stimulates growth/development in Junior Officers and Enlisted Sailors. - Visible and engaged on the deckplate; sets positive tone. - Sets/achieves useful, realistic goals that support command mission. - Tailors leadership to situation to accomplish mission. - Organizes successfully, implementing process improvements and efficiencies. - Performs well in stressful situations. | <input type="checkbox"/> | - Inspiring motivator and trainer. Junior Officers and Enlisted Sailors reach highest level of growth and development. - Always visible and engaged on the deckplate; energetically sets positive tone across CMD. - Leadership achievements dramatically further command mission and vision. - Seamlessly tailors leadership to each Sailor's strengths, weaknesses and goals to maximize mission effectiveness. - Superb organizer, great foresight, develops process improvements and efficiencies. - Perseveres through the toughest challenges and inspires others. | <input checked="" type="checkbox"/> |
| 34. INSTITUTIONAL AND TECHNICAL EXPERTISE: - Institutional, policy and technical knowledge. - Practical application, procedural compliance. NOB <input type="checkbox"/> | - Lacks basic Navy knowledge. - Unaware and unwilling to learn details of Navy programs and policies. - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Tactical knowledge and skill in specialty are below standards compared to others of same rank and experience. | <input type="checkbox"/> | - Has thorough knowledge of Navy organization and structure. - Has thorough knowledge of Navy programs and policies. - Has detailed rating knowledge; resolves technical issues within rating. - Competently performs both routine and new tasks. - Tactical knowledge and skill in specialty equal to others of same rank and experience. | <input checked="" type="checkbox"/> | - Navy Expert, complete understanding of purpose, organization, and structure. - Detailed, current knowledge and strong advocate for all Navy programs and policies. - Recognized expert, sought after to solve difficult problems, executes innovative ideas. - Exceptionally skilled; complete accuracy and precision in all technical actions, duties and procedures. - Tactical knowledge and skill in command mission and function. | <input type="checkbox"/> |
| 35. PROFESSIONALISM: - Standard enforcement; taking initiative, planning/prioritizing/solving challenges in Chief's Mess. - Continuous learning. Standards of appearance, conduct, physical fitness qualifications. NOB <input type="checkbox"/> | - Fails to uphold and enforce standards. - Does not effectively utilize the Chief's Mess to plan and solve challenges. - Improvement of peers, subordinates, and self not a priority. - Unable to meet one or more physical readiness standards. - Consistently unsatisfactory appearance or unsatisfactory demeanor or conduct. - Creates conflict, unwilling to work with others, puts self above team. | <input type="checkbox"/> | - Actively teaches, upholds and enforces standards with peers and subordinates. - Participates in command planning and problem solving through the Chief's Mess. - Committed to professional education/training for self and subordinates. - Complies with physical readiness program. - Excellent personal appearance and representative of the Navy. - Reinforces others' efforts, meets personal commitments to team. | <input checked="" type="checkbox"/> | - Proactively teaches, upholds, and enforces standards throughout the command. - Actively leads command activities, solves command challenges, and drives mission accomplishment through the Chief's Mess. - Fosters an environment of improvement, education and professional development. - A leader in physical readiness. - Exemplary personal appearance and representative of the Navy. - Team builder, inspires cooperation and focus on mission accomplishment; leverages talents of all Sailors. | <input type="checkbox"/> |
| 36. LOYALTY: - Loyalty to mission, seniors, peers and subordinates. - Dedication to Sailor success, Sailor advocacy. NOB <input type="checkbox"/> | - Does not consistently demonstrate loyalty to mission, seniors, peers or subordinates. - Not concerned about Sailor success. - Allows command challenges to impact Sailor readiness. | <input type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and support the outcome. - Effective mentor, actions adequately encourage/support subordinates' personal/professional growth. - Routinely solves command challenges before they significantly impact Sailor readiness. | <input checked="" type="checkbox"/> | - Loyal to mission, seniors, peers and subordinates; moral courage to raise issues and strength to fully support the outcome. - Exemplary mentor, creates environment with outstanding professional growth opportunities for each Sailor. - Proactively identifies and solves command challenges before they impact Sailor readiness. | <input type="checkbox"/> |

EVALUATION & COUNSELING RECORD (E7 - E9) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix): **SMITH, CRAIG R**
 2. Grade/Rate: **BMCS**
 3. Desig: **SW/AW**
 4. SSN: **059-58-2514**

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|---|--------------------------|---|-------------------------------------|---|
| 37. CHARACTER: - Integrity, adherence to Navy Core Values. - Recognition of Diversity. - Contributes to growth, human worth and community. NOB <input type="checkbox"/> | - Demonstrates exclusionary behavior, fails to value differences from cultural diversity. - Lacks personal integrity and does not take responsibility for actions or decisions. - Fails to live up to Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> | <input type="checkbox"/> | - Diversity: values differences as strengths, fosters atmosphere of acceptance/inclusion per EO/EEO policy. - Trustworthy, ethical and honest. - Always lives up to Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Seamlessly integrates diversity into all aspects of the command. - Model of achievement. Develops unit cohesion by valuing differences as strengths. - Leads with an uncompromising code of integrity. - Exemplifies Navy Core Values: Honor, Courage and Commitment. <input type="checkbox"/> |
| 38. ACTIVE COMMUNICATION: - Communication, questioning attitude, energized information flow. NOB <input type="checkbox"/> | - Stifles information exchange, idea sharing and diversity of opinion. - Does not take advantage of the Chief's Mess to discuss, plan, or act on command issues. - Poor communicator, actions negatively impact mission goals and readiness. <input type="checkbox"/> | <input type="checkbox"/> | - Facilitates information exchange, idea sharing and diversity of opinion. - Uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Effectively communicates and listens to subordinates, peers, and seniors. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Actively facilitates information exchange, idea sharing and diversity of opinion. - Actively uses Chief's Mess as an open forum to discuss, plan, and act on command issues. - Energizes communication flow up and down the chain of command. <input type="checkbox"/> |
| 39. SENSE OF HERITAGE: - Know and teach customs and traditions, understand naval history. NOB <input type="checkbox"/> | - Lacks knowledge and understanding of naval customs and traditions. - Ignores naval traditions, customs, and practices when considering decisions, in training, or in daily leadership. - No grasp of naval history. <input type="checkbox"/> | <input type="checkbox"/> | - Good understanding of naval customs and traditions. - Integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Occasionally uses naval history to demonstrate who we are as a service. <input type="checkbox"/> | <input checked="" type="checkbox"/> | - Thorough understanding of naval customs and traditions. - Proactively integrates naval traditions, customs, and practices into decision making processes, training and daily leadership. - Consistently uses naval history to demonstrate who we are as a service. <input type="checkbox"/> |

40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two)
 Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC CWO

41. COMMENTS ON PERFORMANCE *All 1.0 marks, three 2.0 marks, and 2.0 marks in block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

BEST SCPO in MOMSEN! My newest SCPO and easily ranked NUMBER 1 over 5 seasoned and highly competitive Senior Chiefs. Exemplifies the tenets of the CPO Guiding Principles.
 - CONSUMMATE LEADER & MENTOR. Performs flawlessly as Operations Dept LCPO. Leads five CPOs and 62 Sailors in four divisions. Leadership directly contributed to certification in 12 of 14 warfare areas during ULTRA-C. Sailor builder without equal! Directly responsible for a 75% PO3-PO1 advancement and unparalleled qualification and certification rate. Four of his Sailors selected as SOQ and one COMDESRON NINE SOQ.
 - TEAM BUILDER. As DCTT and ST expert he led an aggressive level of knowledge improvement program and conducted over 100 DC and 20 seamanship and navigation evolutions. His performance has enabled MOMSEN to sustain a 90% TFOM rating in five warfare areas.
 - IMPACT LEADER. His deckplate engagement guaranteed the safe and incident free conduct of over 50 underway replenishments and greater than 1000 hours of flight deck operations.
 - COMMAND ADVOCACY. As Command DAPA he reduced alcohol related incidents by 75% through well-orchestrated education and training programs.
 Waived from the Spring 2008 PFA due to deployment. Fall PFA: P/WS.
 He has my complete trust and confidence, capable of anything! Outstanding CMC or CWO/LDO candidate. Promote ahead of all others, make him a BMCM today!

| | | | | | | | |
|--------------------------|------------------------------|----------------------|-------------|------------|--------------|-------------------------------------|--|
| Promotion Recommendation | NOB <input type="checkbox"/> | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address |
| 42. INDIVIDUAL | | | | | | <input checked="" type="checkbox"/> | COMMANDING OFFICER USS MOMSEN (DDG 92) FPO AP 96672-1307 |

43. SUMMARY

45. Signature of Reporting Senior: *[Signature]* Date: **7 SEP 08**

46. Signature of individual evaluated: *[Signature]* Date: **17 SEP 08**
 I intend to submit a statement do not intend to submit a statement

Member Trait Average: **4.14** Summary Group Average: **4.14**

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

| | | | | | | | | | |
|---|--|--|-------------------------|--|------------------------|--------------------------|--|------------------------------|------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Grade/Rate BMC | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | | 6. UIC 23160 | | 7. Ship/Station DDG 92 MOMSEN | | | 8. Promotion Status REGULAR | | 9. Date Reported 06JAN06 |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/> | | | | Period of Report 14. From: 07APR24 | | | 15. To: 07SEP15 | | |
| 16. Not Observed Report <input type="checkbox"/> | | Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/> | | 20. Physical Readiness P/WS | | | 21. Billet Subcategory (if any) NA | | |
| 22. Reporting Senior (Last, FI MI) SPARKS, M C | | | 23. Grade CDR | 24. Desig 1110 | 25. Title CO | | 26. UIC 23160 | 27. SSN [REDACTED] | |

28. Command employment and command achievements.
 SRA-3, LOA, AVCERT, ARQ, SAR CERT, ULTRA-C, 3M CERT, Ammo Onload, ESSM Tech Eval, TSTA, Supply Management Certification.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
OD LCPO PRI: OD DIV LCPO-5. Responsible for the training, supervision, and mentoring of 27 Sailors. COLL: Urinalysis Program Coordinator-5, DOTT-5, STT-5. WATCH: U/W: OOD-4. WATCH I/P: OOD-5.

| | | | | |
|--|--|--------------------------------------|---------------|---------------------------------------|
| For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.) | | 30. Date Counseled NOT REQ | 31. Counselor | 32. Signature of Individual Counseled |
|--|--|--------------------------------------|---------------|---------------------------------------|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|--|-------------------------|---|---------------------------|---|
| 33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/> | - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications. | | - Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications. | | - Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications. |
| 34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 35. MILITARY BEARING/CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction. |
| 37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/> | - Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done. | | - Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done. | | - Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected. |

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|--|-----------------------------|--------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | 2. Grade/Rate BMC | 3. Desig SW/AW | 4. SSN 059-58-2514 |
|--|-----------------------------|--------------------------|------------------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | |
|--|---|--------------------------|---|---------------------------|--|-------------------------------------|
| 38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. | -Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. | <input type="checkbox"/> | -Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful, realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. | <input type="checkbox"/> | -Inspiring motivator and trains subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others. | <input checked="" type="checkbox"/> |
| 39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. | -Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. -Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience. | <input type="checkbox"/> | -Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience. | <input type="checkbox"/> | -Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience. | <input type="checkbox"/> |

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two)
 Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT EPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School, etc.
 Regular Reporting Senior: **ENL ADVISOR** CWO/LDO

41. COMMENTS ON PERFORMANCE: *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

#5 of 14! TOP PERFORMING CHIEF PETTY OFFICER!

BMC Smith is a proven deckplate leader; his tireless devotion to achieve mission success and his technical expertise are absolutely phenomenal.

-DYNAMIC LEADER/MANAGER. Acting First Lieutenant during Selected Restricted Availability overseeing major topside/hull renovations and maintenance. Skillfully managed personnel resources capitalizing on all training opportunities while meeting all work deadlines. Outstanding efforts and foresight resulted in MOMSEN's compressed Aviation Readiness Qualification, Aviation Facilities, Force Protection, and Search and Rescue Certifications. Skillfully manages the command's drug testing program.

-COMMAND-WIDE PRESENCE. Active member of Seamanship Training and Damage Control Training Team; aggressively trained junior team members, watchstanders, and repair party personnel during ULTRA-C and LOA.

-DEDICATED MENTOR. Sailor's seek him out for expert advice; personal approach and efforts yield tangible positive results. Mentored 27 junior Sailors enhancing their personal and professional development; efforts resulted in a 75% advancement rate.

BMC Smith epitomizes deckplate leadership and outstanding performance. Expertise and connection with Sailors make him an invaluable asset to MOMSEN. He is ready now for increased responsibilities and challenges. **PROMOTE NOW TO BMCS!**

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER USS MOMSEN (DDG 92) FPO AP 96672-1307 |
|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--|
| 42. INDIVIDUAL | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| 43. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 7 | 4 | 3 | |

| | |
|--|---|
| 45. Signature of Reporting Senior Date: 11 Sep 07 | 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/> |
| Member Trait Average: 4.33 Summary Group Average: 4.17 | Date: 13 Sep 07 |

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

| | | | | | | |
|---|---|--------------------------------------|---------------------------------------|---|--|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | 2. Grade/Rate BMC | 3. Desig SW/AW | 4. SSN 059-58-2514 | |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 23160 | 7. Ship/Station DDG 92 MOMSEN | | 8. Promotion Status REGULAR | 9. Date Reported 06 JAN 06 | |
| Occasion for Report | | | 10. Periodic <input type="checkbox"/> | 11. Detachment of Individual <input type="checkbox"/> | 12. Detachment of Reporting Senior <input checked="" type="checkbox"/> | 13. Special <input type="checkbox"/> |
| 14. From: 06 SEP 16 | | | 15. To: 07 APR 23 | | | 16. Not Observed Report <input type="checkbox"/> |
| 17. Regular <input checked="" type="checkbox"/> | 18. Concurrent <input type="checkbox"/> | 19. Ops Cdr <input type="checkbox"/> | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) NA | |
| 22. Reporting Senior (Last, FI MI) KELLY, P M | | 23. Grade CDR | 24. Desig 1110 | 25. Title CO | 26. UIC 23160 | 27. SSN [REDACTED] |

28. Command employment and command achievements.
POM-1, RONALD REAGAN CSG Sustainment Training-1, JOHN C STENNIS CSG JTFEX 07-1, Leave/Upkeep-1, Availability/Upkeep-2, Unit Level Training-2, BHR ESC JTFEX 07-5, NSFS, AT/FP CERT, ULTRA-E/EOC, Ammo Offload.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
 OD DIV LCPO PRI: OD DIV LCPO-8. COLL: Urinalysis Program Coordinator-8, Assitant Command Safety Officer-8, Damage Control Training Team-8, Seamanship Training Team Coordinator-8. WATCH I/P: Officer of the Deck-8. WATCH O/W: Officer of the Deck-1, Conning Officer-8, Junior Officer Of The Deck-8.



| | | | |
|--|-------------------------------|---------------|---------------------------------------|
| For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled NOT REQ | 31. Counselor | 32. Signature of Individual Counseled |
|--|-------------------------------|---------------|---------------------------------------|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|-------------------------|--|------------------------|---|
| 33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/> | - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications. | | - Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications. | | - Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications. |
| 34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | X | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | X | - Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction. | X | - Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction. |
| 37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/> | - Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done. | | - Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done. | X | - Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected. |

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | | | |
|---|---|-----------------------------|---|--|---|-------------------------------------|--|---------|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMC | | 3. Desig SW/AW | | 4. SSN 059-58-251 | | | |
| PERFORMANCE TRAITS | 1.0 ^o Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | | | |
| 38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. | <ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. | | <ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. | | <ul style="list-style-type: none"> - Inspiring motivator and trains subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | | |
| 39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. | <ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. | | <ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. | | <ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | | |
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School. | | | | | | DEPT LCPO | | CWO/LDO | |
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. | | | | | | | | | |
| <p>RANKS #4 OF 17 OUTSTANDING CHIEF PETTY OFFICERS!</p> <p>BMC Smith is the best Boatswains Mate I have ever worked with in 20 years and my only Chief to qualify Underway Officer of The Deck; No challenge is too great.</p> <p>-COMMAND TRAINER. As a member of the Damage Control Training Team, he trained 25 Repair Locker personnel in all aspects of damage control procedures in preparation for and leading to an early certification of ULTRA-E. His management of the Seamanship Training Team assured MOMSEN's M-1 rating within the areas of MOB-S and SAR. His intrusive leadership and subordinate development resulted in a 76% advancement rate in his division.</p> <p>-SUPERB MANAGER. As Command Urinalysis Coordinator, he was responsible for the training of two assistant coordinators and 16 observers, resulting in zero rejections out of 720 samples processed. His steadfast efforts and attention to detail continue to reaffirm the Navy's zero tolerance drug policy while reinforcing the Core Values within the crew.</p> <p>-UP FRONT LEADER. Leads by setting a personal example. Earned his Associates Degree from Vincennes University, and is working towards a BA in Organizational Behavior.</p> <p>Chief Smith always produces exceptional results. He excels in every endeavor and is ready in all respects for promotion to SENIOR CHIEF. SELECT TODAY!</p> | | | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER | | |
| 42. INDIVIDUAL | | | | | | <input checked="" type="checkbox"/> | USS MOMSEN (DDG 92) FPO AP 96672-1307 | | |
| 43. SUMMARY | | 0 | 0 | 8 | 5 | 4 | | | |
| 45. Signature of Reporting Senior  | | | | | 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/> | | | | |
| Member Trait Average: 4.33 | | Summary Group Average: 4.05 | |  | | Date: 17 Apr 07 | | | |
| 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report | | | | | | | | | |
| Date: | | | | | | | | | |

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

| | | | | |
|---|--------------------------|---|--------------------------|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMC | 3. Desig SW/AW | 4. SSN 059-58-251 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 23160 | 7. Ship/Station DDG 92 MOMSEN | | 8. Promotion Status REGULAR |
| 9. Date Reported 06 JAN 06 | | 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/> | | |
| 14. From: 06 JAN 06 | 15. To: 06 SEP 15 | 16. Not Observed Report <input type="checkbox"/> 17. Type of Report: Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/> | | 20. Physical Readiness P/WS |
| 21. Billet Subcategory (if any) NA | | 22. Reporting Senior (Last, FI MI) KELLY, P M | 23. Grade CDR | 24. Desig 1110 |
| 25. Title CO | 26. UIC 23160 | 27. SSN [REDACTED] | | |

28. Command employment and command achievements.
 IA, CICTT, CART I/II, TSTA, UD, CMTQ, 3M Certification, Final Evaluation Problem, SMA, JTFEX 06-3, Leave/Upkeep-2, C7F EMIO Deployment-6, Operation ENDURING FREEDOM-Philippines-5, Operation ULTIMATUM-1, POM-1.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
OD DIV LCPO OD Division LCPO-9. COLL: Command Safety Assistant-9, Damage Control Training Team-9, Seamanship Training Team-9. WATCH I/P: OOD Inport-9. U/W: Conning Officer-4, Junior Officer Of The Deck-4.


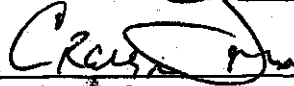
| | | | |
|--|--|------------------------------------|---|
| For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled 06 MAR 15 | 31. Counselor ALLEN, N E | 32. Signature of Individual Counseled <i>[Signature]</i> |
|--|--|------------------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0 Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|-------------------------|--|-------------------------------------|---|
| 33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/> | - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications. | | - Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications. | | - Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications. |
| 34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | <input checked="" type="checkbox"/> | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction. | <input checked="" type="checkbox"/> | - Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction. |
| 37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/> | - Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done. | | - Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done. | <input checked="" type="checkbox"/> | - Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected. |

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | |
|---|---|-----------------------------|---|---|---|-----------------------------|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMC | | 3. Desig SW/AW | | 4. SSN 059-58-251 | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. | | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. | | - Inspiring motivator and trainer; subordinates reach highest level of growth and development. - Superb organizer; great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| NOB <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | |
| 39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. | - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. | | - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. | | - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. | | |
| NOB <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | |
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT EPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School | | | | | | CWO/LDO DEPT LCPO | |
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. CHIEF SMITH IS THE EPITOME OF A GREAT ROLE MODEL AND MENTOR WHO PERSONIFIES SAILORIZATION. RANKS NEAR THE TOP OF MY CPO MESS AND HIS PERFORMANCE IS OUTSTANDING. EXCEPTIONAL TECHNICAL EXPERT: Forged 31 inexperienced deck personnel into a seasoned team conducting flawless evolutions through MOMSEN's first Unit Level Training Phase, JTFEX and maiden deployment. Trained dozens of personnel throughout the command in 22 underway replenishments, 5 precision anchorages, 80 boat evolutions, 260 flight operations, and 2 moorings to a buoy during MOMSEN's maiden deployment with zero safety discrepancies. SUPERIOR MENTOR AND LEADER: Under his tutelage, his division advanced 7 out of 13 eligible Sailors. His outstanding teamwork and leadership skills proved instrumental in the development and training of 21 divisional personnel, resulting in a 100% retention rate while promoting a high level of morale and esprit de corps. His mentoring and Sailorization were key in division personnel improving from 10% to 90% in ESWS qualifications. OUTSTANDING MANAGER: Saved MOMSEN \$132,000 by managing the removal and re-application of over 800 square feet of non-skid, supporting the Command's self-sufficiency program. BMC Smith truly is the very best at deck plate leadership. An incredible manager, mentor and command-wide leader who does it all! PROMOTE TO SENIOR CHIEF OR WARRANT OFFICER NOW! | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER USS MOMSEN (DDG 92) FPO AP 96672-1307 |
| 42. INDIVIDUAL | <input type="checkbox"/> | | | | X | | |
| 43. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 6 | 4 | 3 | |
| 45. Signature of Reporting Senior  | | | | 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/> | | | |
| Date: 9/19/06 | | Date: 9/24/06 | |  | | | |
| Member Unit Average: 4.33 | Summary Group Average: 4.14 | | | | | | |
| 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report | | | | | | | |
| Date: | | | | | | | |

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Grade/Rate BMC | 3. Desig SW/AW | 4. SSN 059-58-2514 | |
|---|---|---|--|---|---|--------------------------------------|---|
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/ 265 <input type="checkbox"/> | 6. UIC 23160 | 7. Ship/Station DBG-92 MOMSEN | | 8. Promotion Status REGULAR |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> | | | | 11. Detachment of Individual <input type="checkbox"/> | 12. Detachment of Reporting Senior <input type="checkbox"/> | | 13. Special <input type="checkbox"/> |
| 14. From: 06JAN06 | | | | 15. To: 06SEP15 | | | |
| 16. Not Observed Report <input type="checkbox"/> | | Type of Report 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 19. Ops Cdr <input type="checkbox"/> | |
| 20. Physical Readiness P/WS | | | | 21. Billet Subcategory (if any) NA | | | |
| 22. Reporting Senior (Last, FI MI) KELLY, P M | | | 23. Grade CDR | 24. Desig 1110 | 25. Title CO | | 26. UIC 23160 |
| 27. SSN | | | | | | | |
| 28. Command employment and command achievements. IA, CICTT, CART I/II, TSTA, UD, CMTQ, 3M Certification, Final Evaluation Problem, SMA, JTPEX 06-3, Leave/Upkeep-2, C7F EMIO Deployment-6, Operation ENDURING FREEDOM-Philippines-5, Operation ULTIMATUM-1, POM-1. | | | | | | | |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) OD DIV LCPO OD Division LCPO-9. COLL: Command Safety Assistant-9, Damage Control Training Team-9, Seamanship Training Team-9. WATCH I/P: OOD Inport-9. U/W: Conning Officer-4, Junior Officer Of The Deck-4. | | | | | | | |
| For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.) | | | | 30. Date Counseled 06MAR15 | 31. Counselor ALLEN, N E | | 32. Signature of Individual Counseled <i>[Signature]</i> |
| PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive. | | | | | | | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro-gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/> | - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications. | | - Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications. | | - Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications. | | |
| 34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. | | |
| 35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. | | |
| 36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction. | | |
| 37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/> | - Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done. | | - Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done. | | - Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected. | | |

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | |
|---|-------------------------------------|---|--------------------------|---|-------------------------------------|---|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMC | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | |
| PERFORMANCE TRAITS | | 1.0 Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | |
| 38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. | | <ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. | | <ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. | | <ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | |
| NOB <input type="checkbox"/> | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| 39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. | | <ul style="list-style-type: none"> - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. | | <ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. | | <ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. | |
| NOB <input checked="" type="checkbox"/> | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School. | | | | CWO/LDO | | DEPT LCPO | |
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. | | | | | | | |
| <p>CHIEF SMITH IS THE EPITOME OF A GREAT ROLE MODEL AND MENTOR WHO PERSONIFIES SAILORIZATION. RANKS NEAR THE TOP OF MY CEO MESS AND HIS PERFORMANCE IS OUTSTANDING.</p> <p>EXCEPTIONAL TECHNICAL EXPERT: Forged 31 inexperienced deck personnel into a seasoned team conducting flawless evolutions through MOMSEN's first Unit Level Training Phase, JTFEX and maiden deployment. Trained dozens of personnel throughout the command in 22 underway replenishments, 5 precision anchorages, 80 boat evolutions, 260 flight operations, and 2 moorings to a buoy during MOMSEN's maiden deployment with zero safety discrepancies.</p> <p>SUPERIOR MENTOR AND LEADER: Under his tutelage, his division advanced 7 out of 13 eligible Sailors. His outstanding teamwork and leadership skills proved instrumental in the development and training of 31 divisional personnel, resulting in a 100% retention rate while promoting a high level of morale and esprit de corps. His mentoring and Sailorization were key in division personnel improving from 10% to 90% in ESWS qualifications.</p> <p>OUTSTANDING MANAGER: Saved MOMSEN \$132,000 by managing the removal and re-application of over 800 square feet of non-skid, supporting the Command's self-sufficiency program. BMC Smith truly is the very best at deck plate leadership. An incredible manager, mentor and command-wide leader who does it all!</p> <p>PROMOTE TO SENIOR CHIEF OR WARRANT OFFICER NOW!</p> | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address |
| 42. INDIVIDUAL | | | | | X | | COMMANDING OFFICER USS MOMSEN (DDG 92) FPO AP 96672-1307 |
| 43. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 6 | 4 | 3 | |
| 45. Signature of Reporting Senior | | | | 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." | | | |
| | | | | | | | |
| Date: 9/19/06 | | | | I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/> | | | |
| Member Trait Average: 4.33 | | Summary Group Average: 4.14 | | Date: 9/24/06 | | | |
| 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report | | | | | | | |
| Date: | | | | | | | |

PR

1610
059582514
30 AUG 10

From: BMCS(SW/AW) Craig R. Smith, Recruit Training
Command, 3355 Illinois Street, Great Lakes, IL
60088-3127

To: Commander, Navy Personnel Command (PERS-32)

Subj: EVALUATION REPORT ADMINISTRATIVE CHANGE

1. Identification of original report.

a. Blocks 1-4: SMITH, CRAIG R, BMCS SW/AW,
059-58-2514

b. Blocks 14-15: 06JAN06 - 06SEP15

c. Block 22: KELLY, P. M.

2. Change Block 14 to: 06JAN07

3. Reason. Correct administrative error in original report.

4. If there are any questions, I can be reached at commercial
(847) 688-4949.


C. R. SMITH

Copy to:
Service Record

OFFICIAL RECORD COPY

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

| | | | | | | | | | |
|--|--|--|-------------------------|---|---------------------------------------|--------------------------|--|-------------------------------|------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Grade/Rate BMC | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | | 6. UIC 62449 | | 7. Ship/Station NRD SEATTLE | | | 8. Promotion Status REGULAR | | 9. Date Reported 02DEC06 |
| Occasion for Report 10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input checked="" type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/> | | | | Period of Report 14. From: 05AUG16 15. To: 06JAN06 | | | | | |
| 16. Not Observed Report <input type="checkbox"/> | | Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/> | | | 20. Physical Readiness P/WS | | 21. Brief Subcategory (if any) CANVASSER | | |
| 22. Reporting Senior (Last, FI MI) SCHIFFMAN, D L | | | 23. Grade CDR | 24. Desig 1110 | 25. Title CO | | 26. UIC 62449 | 27. SSN 573-35-3047 | |

28. Command employment and command achievements.
 Recruit qualified personnel for enlistment and commissioning in the Active and Reserve components of the United States Navy.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
RINC PRI: Recruiter-in-Charge-5. Assigned to Navy Recruiting Station Bremerton. Supervised four personnel in a large station. Responsible for recruiting in 11 high schools (3,996 Seniors) and qualified market of 11,000 territory covers 450 sq miles.

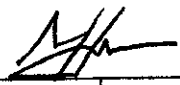
| | | | | | | | |
|--|--|--------------------------------------|--|---------------|--|---------------------------------------|--|
| For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.) | | 30. Date Counseled NOT REQ | | 31. Counselor | | 32. Signature of Individual Counseled | |
|--|--|--------------------------------------|--|---------------|--|---------------------------------------|--|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|-------------------------|---|------------------------|---|
| 33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/> | - Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications. | | - Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications. | | - Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications. |
| 34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per BO/EBO policy. | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to or emphasize more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction. |
| 37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/> | - Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done. | | - Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done. | | - Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected. |

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | |
|---|---|-----------------------------|---|-------------------------------------|---|------------------------------|---|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Grade/Rate BMC | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. | | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. | | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| NOB <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | |
| 39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems. | - Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. | | - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience. | | - Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience. | | |
| NOB <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | |
| 40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEFCPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School | | | | | | LDO/CWO | |
| | | | | | | LCPO SEA DUTY | |
| 41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. | | | | | | | |
| <p>Fitness Report submitted upon member's transfer to USS MOMSEN (DDG 92). Chief Smith is mission focused and thoroughly professional. He provided a vital service to NRD Seattle and has been a mainstay of this command.</p> <ul style="list-style-type: none"> - Proven leader by example. Inspires and motivates subordinates by demonstrating professional competence through intelligent and compassionate treatment of his junior Sailors. Capable and competent, leads his recruiters by doing and showing instead of just talking. - Proven Mentor. Excels professionally, technically, and personally by professional development of his subordinates and the Delayed Entry Personnel. - Driven, Recruiting Picture Poster Sailor. His individual drive is motivating and refreshing. He always supports and represents the Navy with pride and exceptional honor. - Chosen Fixer. Handpicked by me as Recruiter-In-Charge of two struggling large stations. He turned them both around into successful stations under his leadership. <p>Chief Smith is an outstanding driven leader with a promising future. I would welcome him into my Chiefs Mess or Wardroom in any capacity. He has what it takes to assimilate into his environment and succeed. A must select for any program leading to a commission.</p> | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 44. Reporting Senior Address COMMANDING OFFICER NAVCUITDIST SEATTLE 2601 4TH AVENUE SUITE 400 SEATTLE WA 98121-1278 |
| 42. INDIVIDUAL | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| 43. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 0 | 1 | 0 | |
| 45. Signature of Reporting Senior  Date: 6 Jan 06 | | | | | 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input type="checkbox"/> | | |
| Member Trait Average: 4.50 | | Summary Group Average: 4.50 | | CERTIFIED COPY PROVIDED | | Date: 6 JAN 06 | |
| 47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report | | | | | | | |
| Date: | | | | | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | |
|---|--|---|---|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM1 | 3. Desig SW/AW | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 62449 | 7. Ship/Station NRD SEATTLE | | 8. Promotion Status FROCKED |
| 9. Date Reported 02DEC06 | | 10. Occasion for Report | | |
| 10. Periodic <input type="checkbox"/> | 11. Detachment of Individual <input type="checkbox"/> | 12. Promotion/Frothing <input checked="" type="checkbox"/> | 13. Special <input type="checkbox"/> | 14. Period of Report From: 04NOV16 To: 05AUG15 |
| 16. Not Observed Report <input type="checkbox"/> | 17. Type of Report Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | 20. Physical Readiness P/WS |
| 21. Billet Subcategory (if any) CANVASSER | | 22. Reporting Senior (Last, FI MI) SCHIFFMAN, D L | | |
| 23. Grade CDR | 24. Desig 1110 | 25. Title CO | 26. UIC 62499 | 27. SSN 573-35-3047 |

28. Command employment and command achievements.
 Recruit qualified personnel for enlistment and commissioning into the Active and Reserve components of the United States Navy. Command awarded Global War on Terrorism Service Medal.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
RINC PRI: Recruiter-in-Charge NRS Tacoma Mall 4. Assigned to Navy Recruiting Station Bremerton, WA. Supervised four personnel in a large station. Responsible for recruiting in 11 high schools (3,966 Seniors) and qualified market of 11,000 territory covers 450 sq miles.

| | | | |
|--|--------------------------------------|-----------------------------------|--|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled 05MAY15 | 31. Counselor JONES C B | 32. Signature of Individual Counseled <i>Craig R. Smith</i> |
|--|--------------------------------------|-----------------------------------|--|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 3.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standard | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|-------------------------|---|-------------------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | <input checked="" type="checkbox"/> | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per BO/EEO policy. | <input checked="" type="checkbox"/> | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent conduct consistently complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | <input checked="" type="checkbox"/> | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM1 | 3. Desig SW/AW | 4. SSN 059-58-2514 | | | |
|--|--|-----------------------|--|------------------------------|---|---------------|---|
| PERFORMANCE TRAITS | 1.0 ^o Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Causes conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces other's efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for team. - The best at accepting and offering team direction. | | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight; develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseverant through the toughest challenges and inspires others. - Exceptional communicator; Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.29 | 41. I recommend this individual for (minimum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Communicative Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) LDO/CWO LCPO SEA DUTY | | 42. Signature of Ratee (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. <i>[Signature]</i> KELLEHER, P T, LT Date: 15 sep 05 | | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 44 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. This evaluation submitted upon BM1 Smith's advancement to Chief Petty Officer. My #1 First Class Petty Officer in NRD SEATTLE. - First rate performer. Selected from among 195 outstanding recruiters for advancement to Chief Petty Officer through the Recruiter Excellence Incentive Program (REIP) based on sustained superlative performance, (achieving 17% of assigned goal) while Recruiter-in-charge at the Tacoma and Bremerton Naval Recruiting Stations. - Inspirational Leader. Driving force behind ten consecutive highly successful months of mission goal leading the way in the Narrows Zone. This was accentuated by an extremely low attrition rate due to his efficient management of his Delayed Entry Personnel Program. Which processed over 60 new recruits in their transition to the fleet. - Impeccable military bearing. Consistently performs outstanding on the command Physical Readiness Test and "Leads from the front" as CPL for his zone. His pride in his appearance in uniform is second to none. Petty Officer Smith's flawless performance and leadership ideally suit him for the LCPO billet. | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Awarded: 5th COMNAVCUITCOM Gold Wreath Award for Recruiting Excellence. Attended Region West Zone Sup Field course, Navy Leadership Continuum, PSA, and PSC. | | | | | | | |
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address NAVCUITDIST SEATTLE 2601 4TH AVE SUITE 400 SEATTLE WA 98121 |
| 46. SUMMARY | | 0 | 0 | 0 | 0 | 1 | |
| 49. Signature of Senior Ratee (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. <i>[Signature]</i> CANNON, L R, CDR Date: 15 sep 05 | | | 50. Signature of Reporting Senior <i>[Signature]</i> Summary Group Average: 4.29 Date: 16 sep 05 | | | | |
| 51. Signature of individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> <i>[Signature]</i> Date: 09/16/05 | | | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report Date: _____ | | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | |
|--|---|---------------------------------------|-------------------|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM1 | 3. Desig SW/AW | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ ₂₆₅ <input type="checkbox"/> | 6. UIC 62449 | 7. Ship/Station NRD SEATTLE | | 8. Promotion Status REGULAR |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/> | | Period of Report 14. From: 03NOV16 | | 15. To: 04NOV15 |
| 16. Not Observed Report <input type="checkbox"/> | Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) CANVASSER |
| 22. Reporting Senior (Last, FI MI) LEINGANG, D M | 23. Grade CDR | 24. Desig 1310 | 25. Title CO | 26. UIC 62449 |
| | | | | 27. SSN 532-70-9868 |

28. Command employment and command achievements.
Recruit qualified personnel for enlistment and commissioning into the United States Navy.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
 RINC PRI: Recruiter-in-Charge-2; Recruiter-10. Assigned to Navy Recruiting Station Tacoma, WA. Supervised three personnel in a large station. Responsible for recruiting in 11 high schools (3,966 Seniors) and a qualified market of 11,000, territory covers 450 sq miles.

| | | | |
|--|-------------------------------|-------------------------------|---|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled 04MAY15 | 31. Counselor DIRKSEN, T J | 32. Signature of Individual Counseled <i>Craig Smith</i> |
|--|-------------------------------|-------------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|---|-------------------------|---|---------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|--|-----------------------|--------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CFAIG R | 2. Rate BM1 | 3. Desig SW/AW | 4. SSN 059-58-2514 |
|--|-----------------------|--------------------------|------------------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|--|--------------------------|--|-------------------------------------|---|
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | <input type="checkbox"/> | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input type="checkbox"/> | - Team builder. Inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team direction. |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | <input type="checkbox"/> | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | <input checked="" type="checkbox"/> | Inspiring motivator and trainer, subordinates reach highest level of growth and development. Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. |

| | | |
|---|---|--|
| 40. Individual Trait Avg. total of trait scores divided by number of graded trait. 4.29 | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) LDC/CWO CRF | 42. Signature of Evaluator (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. <i>[Signature]</i> WORKS, L C, LT Date: 8 NOV 04 |
|---|---|--|

43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

One of the finest First Class Petty Officers I have ever served with. #3 of 94 Recruiters in my District! Truly outstanding example of recruiting excellence. His hands on leadership style and proven past performance made him my personal choice to assume the Recruiter-in-Charge (RINC) position of NRS Tacoma Mall, a job comparable to Leading PO.

- Skillful Recruiter-in-Charge. Committed to the success of his Sailors. In two months as Recruiter-in-Charge, he fine-tuned his team into a winning, productive recruiting team capable of accomplishing any assigned mission. Personally contributed 25 new recruits during this period for a 2.08 monthly enlistment average, twice the national average.

- This Sailor makes my entire team better! His sustained performance has exceeded my expectations and resulted in his Zone's mission attainment in all assigned goals for FY-04, the only 1 of 8 zones. Willingly volunteered his talents and skills to all recruiters and Delayed Entry Program (DEP) personnel. His hands on training ensured 3 of his recruiters ranked in the top 1/3 of all district recruiters and the advancement of 20 DEP recruits to E-2 prior to RTC. Mentor to four high school JROTC units.

Any Commanding Officer would be thrilled to have this Sailor on his team! BM1 Smith is a future Chief Petty Officer and one the Navy should promote at the next opportunity!

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.
Awarded: 5th COMNAVCRUITCOM Gold Wreath Award for Recruiting Excellence. Attended: Region West Zone Sup field course, Navy Leadership Continuum, PSA, and PSC.

| | | | | | | | |
|--------------------------|------------------------------|----------------------|-------------|------------|--------------|---------------|--|
| Promotion Recommendation | NOB <input type="checkbox"/> | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address NAVCRUITDIST SEATTLE 2901 THIRD AVENUE SUITE 250 SEATTLE WA 98121-1042 |
| 46. SUMMARY | | 1 | 0 | 6 | 8 | 4 | |

| | |
|--|--|
| 49. Signature of Senior Evaluator (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. <i>[Signature]</i> SCHIFFMAN, D, CDR Date: 15 NOV 04 | 50. Signature of Reporting Senior <i>[Signature]</i> Date: 15 NOV 04 Summary Group Average: 3.92 |
|--|--|

| | |
|---|---|
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> <i>[Signature]</i> Date: 30 NOV 04 | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report Date: |
|---|---|

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | | |
|---|------------------------------|---|--|---|---|---------------------------------------|---------------------------------------|---|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Rate BM1 | 3. Desig SW/AW | 4. SSN 059-58-2514 | | |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/265 <input type="checkbox"/> | 6. UIC 62449 | 7. Ship/Station NRD SEATTLE | | 8. Promotion Status REGULAR | 9. Date Reported 02DEC06 |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> | | | Detachment 11. of Individual <input type="checkbox"/> | | Promotion/ 12. Frocking <input type="checkbox"/> | | 13. Special <input type="checkbox"/> | |
| 14. From: 02OCT05 | | | 15. To: 03NOV15 | | | Period of Report | | |
| 16. Not Observed Report <input type="checkbox"/> | | Type of Report 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) CANVASSER |
| 22. Reporting Senior (Last, FI MI) LEINGANG, D M | | 23. Grade CDR | 24. Desig 1310 | 25. Title CO | | 26. UIC 62449 | 27. SSN 532-70-9868 | |

28. Command employment and command achievements.
Recruit qualified personnel for enlistment and commissioning into the United States Navy.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
RECRUITER PRI: Recruiter-11. Assigned to Navy Recruiting Station Tacoma, WA. Responsible for obtaining initial enlistments and promoting Navy Awareness. Responsible for recruiting in 2 high schools (826 seniors), 2 colleges a qualified market of 5,000, covering 150 sq miles. COLL: DEP Coord. TEMDUINS/TVL. 02OCT05-02DEC05.

| | | | |
|--|--------------------------------------|--|---|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.) | 30. Date Counseled 03MAY26 | 31. Counselor DIRKSEN, [Signature] | 32. Signature of Individual Counseled <i>[Signature]</i> |
|--|--------------------------------------|--|---|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|-------------------------|---|-------------------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | <input checked="" type="checkbox"/> | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | <input checked="" type="checkbox"/> | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from-cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | <input checked="" type="checkbox"/> | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610

| | | | | | | | |
|--|--|-------------------------|--|------------------------------|---|---------------|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM1 | 3. Desig SW/AW | 4. SSN 059-58-2514 | | | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams - The best at accepting and offering team direction. | | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | | |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.29 | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) LDO/CWO CRF | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. <i>[Signature]</i> WORKS, L C, LT Date: 24 NOV 03 | | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. My Rookie Recruiter of the Year! Meticulous attention to detail! Can do it all. - Superb personal production! Personally responsible for the enlistment of 23 new recruits during this reporting period, and one of five recruiters in the entire District to be recognized as a member of the prestigious "Chief Recruiter's Country Club" for his exemplary production during FY-03. - Leads by example. His hands' on leadership style was instrumental to NRS Tacoma Mall's success. He was awarded the Admiral's Accelerator Award for most improved recruiter January through March 2003 and the Commanding Officer's Screaming Eagle award for the most diversity recruits during Aug 03. Additionally, he expertly led an average of 40 Delayed Entry Program (DEP) personnel each month. His mental and physical training sessions motivate and empowered his DEP personnel, resulting in zero RTC attrition. - Exemplary Navy Representative. Community involvement includes mentoring of two high school JROTC units. Exhibits the utmost loyalty and embodies the Navy Core Values. Presents an impeccable personal appearance, setting the standards for his peers. Scored "Outstanding" on the latest PFA. Petty Officer Smith should be promoted at the first opportunity! No doubt, a future CPO! | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Completed and board qualified Recruiter. Awarded: COMNAVCRUITCOM Gold Wreath Awards (1st/2nd). Attended: Professional Selling Skills Applications Course. | | | | | | | |
| Promotion Recommendation | NOB <input type="checkbox"/> | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address NAVCRUITDIST SEATTLE 2901 THIRD AVENUE SUITE 250 SEATTLE WA 98121-1042 |
| 46. SUMMARY | | 1 | 1 | 9 | 11 | 6 | |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. <i>[Signature]</i> SCHEFFNER, D, CDR Date: 24 NOV 03 | | | 50. Signature of Reporting Senior <i>[Signature]</i> Date: 24 NOV 03 Summary Group Average: 3.85 | | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> <i>[Signature]</i> Date: 24 NOV 03 | | | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report Date: | | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | | | |
|---|--|--|--------------------------|---|---|--------------------------------------|---------------------------------------|---------------------------------------|---|
| 1. Name (Last, First MI Suffix) SMITH; CRAIG R | | | | 2. Rate BM1 | 3. Desig SW/AW | | 4. SSN 059-58-2514 | | |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265 | | 6. UIC 21872 | | 7. Ship/Station AOE-7 RAINIER | | | 8. Promotion Status REGULAR | 9. Date Reported 96AUG14 | |
| 10. Periodic <input type="checkbox"/> | | 11. Detachment of Individual <input checked="" type="checkbox"/> | | 12. Promotion/Frothing <input type="checkbox"/> | | 13. Special <input type="checkbox"/> | | 14. From: 01DEC20 | 15. To: 02OCT04 |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Type of Report Regular <input checked="" type="checkbox"/> | | | 18. Concurrent <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) BASIC |
| 22. Reporting Senior (Last, FI MI) VINCENT, S D | | | 23. Grade LCDR | 24. Desig 1117 | 25. Tide XO | | 26. UIC 21872 | 27. SSN 554-59-6812 | |
| 28. Command employment and command achievements. PMA, SQTS, LTT, CART I, CART II, Underway DEMO, SMA, TSTA A, TSTA B, COMPTUEX. Command awarded Battle "E" Ribbon, Golden Anchor and TYCOM Surface Ship Safety award for 2001. | | | | | | | | | |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) IST DIV LPO PRI: Deck Department, First Division Leading Petty Officer-10. Responsible for the supervising and training of 60 personal in maintenance, preservation and upkeep of divisional spaces and equipment. COLL: DCTT-10, STT Member-10, Department PRT Coordinator-10, UNREP Safety Officer-10, and STREAM Winch Booth Operator-10. | | | | | | | | | |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet, sign 32.) | | | | 30. Date Counseled NOT REQ | | 31. Counselor | | 32. Signature of Individual Counseled | |

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro-gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|--|---------------------|---|------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work: Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/> | - Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity. | | - Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy. | | - Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsatisfactory appearance. - Poor self-control, conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Excellent personal appearance. - Excellent conduct conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quality of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | | | | | |
|---|--|--|--|--|--------------------------|---|---|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM1 | | 3. Desig SW/AW | | 4. SSN 059-58-2514 | |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | | 4.0 Above Standards | 5.0 Greatly Exceeds Standards | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | <input type="checkbox"/> | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | | <input type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for team. - The best at accepting and offering team direction. | |
| 39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices | <input type="checkbox"/> | - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations - Clear, timely communicator. - Ensures safety of personnel and equipment. | | <input type="checkbox"/> | - Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superior organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others. | |
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.43 | | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating-Instructor Duty, Other. (Be specific) LDO/CWO PROGRAM | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. ON LEAVE | | Date: | |
| | | RECRUIT | | RAY G P, ENS | | | |
| 43. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. This evaluation submitted on the occasion of BM1 Smith's transfer to NRD Seattle. Without a doubt one of the finest Sailors and leaders I have had the pleasure of working with. He is an adaptable, goal-focused, results-oriented leader and manager, skilled in creating work environments that encourage and challenge Sailors to produce quality results. Fostered strong team cohesiveness--attained 95% retention for 60 sailors. Technical expert! His insight and assistance resulted in the safe and expeditious completion of 38 UNREP evolution in 17 days with the CONSTELLATION Battle Group during COMPTUEX 2002. His personal achievements and deckplate leadership were instrumental to the command's receipt of the Battle "B" and Golden Anchor award. Petty Officer Smith has the ability to lead in any organizational environment. His division proudly has the highest morale due to his contagious enthusiasm. Petty Officer Smith was Command Advanced to his present rank due to superior leadership capabilities. Ready now for Chief Petty Officer! Block 29 (Cont'd)- WATCH: OOD (I/P)-9, SAT Team-9, and Chief Of The Guard-9. | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Awarded National Defense Service Medal and Commanding Officer's Letter of Appreciation. | | | | | | | |
| Promotion Recommendation | NOB <input type="checkbox"/> | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address EXECUTIVE OFFICER USS RAINIER (AOE 7) APO AP 96698-3038 |
| 46. SUMMARY | | 0 | 0 | 0 | 0 | 1 | |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against the performance standards and have provided written explanation to support the marks of 1.0 and 5.0. <i>[Signature]</i> BRIGHTWELL, J E, LT | | | | 50. Signature of Reporting Senior <i>[Signature]</i> Summary Group Average: 4.43 | | | |
| Date: 23 SEP 02 | | | | Date: 9/11/02 | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> | | | | 52. Type name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report <i>[Signature]</i> | | | |
| Date: 9/24/02 | | | | Date: | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | |
|---|---------------------------------|---|--|---|---|---|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Rate BM2 | 3. Desig SW/AW | 4. SSN 059-58-2514 | |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/ 265 <input type="checkbox"/> | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | | 8. Promotion Status REGULAR |
| 10. Occasion for Report Periodic <input type="checkbox"/> | | | 11. Detachment of Individual <input type="checkbox"/> | 12. Promotion/Frothing <input checked="" type="checkbox"/> | 13. Special <input type="checkbox"/> | 14. Period of Report From: 01JUN16 To: 01DEC19 | |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Type of Report Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | 19. <input type="checkbox"/> | 20. Physical Readiness P/WS | |
| 22. Reporting Senior (Last, FI MI) VINCENT, S D | | | 23. Grade LCDR | 24. Desig 1117 | 25. Title XO | 26. UIC 21872 | 27. SSN 156-54-7618 |
| 28. Command employment and command achievements. Western Pacific/Arabian Gulf Deployment with USS CONSTELLATION (CV 64) Battle Group in support of Operation SOUTHERN WATCH, Standdown, IMAV, PMA, SQTS, LTT | | | | | | | |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ALPO Assigned to Deck Department, 1st Division ALPO-2 and Work Center Supervisor for DA01-6. Responsible for the supervising and training of 44 personnel in maintenance, preservation and upkeep of divisional spaces and equipment. Coll: Dept PRT coordinator-6, DCCT-6, STT-6, UNREP Safety Officer-6, STREAM Winch Booth Operator-6 | | | | | | | |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.) | | | | 30. Date Counseled 01SEP12 | 31. Counselor SLEIGH, F I | | 32. Signature of Individual Counseled |

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|--|---|-------------------------|---|-------------------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | -Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements. | | -Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time. | | -Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | -Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources. | | -Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently. | | -Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | -Displays personal bias or engages in harassment. -Tolerates bias, unfairness or harassment in subordinates. -Lacks respect for EO objectives. -Interferes with order and discipline by disregarding rights of others. | | -Always treats others with fairness and respect. -Does not condone bias or harassment in or outside of workplace. -Supports Navy EO objectives. -Contributes to unit cohesiveness and morale. | <input checked="" type="checkbox"/> | -Admired for fairness and human respect. -Ensures a climate of fairness and respect for human worth. -Pro-active EO leader, achieves concrete EO objectives. -Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | -Consistently unsat appearance. -Unsatisfactory demeanor/conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | -Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program, within all standards. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | <input checked="" type="checkbox"/> | -Exemplary personal appearance. -Exemplary representative of Navy. -Excellent or outstanding PRT. A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | -Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility. | | -Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility. | | -Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes with exceptional skill and foresight. -Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM2 | 3. Desig SW/AW | 4. SSN 059-58-2514 | | | |
|---|---|---|--|--|---|-------------------------------------|--|
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | Greatly Exceeds Standards | | |
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | <input type="checkbox"/> | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for team. - The best at accepting and offering team direction. | <input type="checkbox"/> | |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | <input type="checkbox"/> | - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. | <input type="checkbox"/> | - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly furthers command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. | <input checked="" type="checkbox"/> | |
| 40. Individual Trait Avg. Total of trait scores divided by number of graded traits. 4.43 | | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) LDO RDC | | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. SLEIGH, E L, BMCS (SW/AW) Date: _____ | | | |
| 43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case. This evaluation is being submitted on the occasion of BM2 Smith's selection for command advancement to BM1. Top performer. Highly skilled and technically proficient. *33,34 Technical Expert. BM2 Smith's knowledge and experience regarding RAINIER's mooring and UNREP equipment earned him the position of Deck/UNREP Safety Observer. His efforts in that role resulted in the safe transfer of over 100 million gallons of fuel, 3000 long tons of cargo ammunition, and 24 mishap free mooring and anchoring evolutions. He was hand-picked to observe and train the crew of USS RAVEN for the first ever fueling at-sea between USS RAINIER and a minesweeper. *37 Epitome of physical fitness. Always wears uniform with pride. His keen foresight, planning and attention to detail were evident in the complete renovation of 18 divisional spaces during a 10 week Planned Maintenance Availability (PMA). His steadfast devotion to duty enabled RAINIER to complete PMA one week early and under budget. BM2 Smith inspires and motivates personnel to higher levels of excellence through superior leadership. | | | | | | | |
| 44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period. Received Navy and Marine Corps Achievement Medal (3rd award), Sea Service Deployment Ribbon, and Armed Forces Expeditionary Medal. | | | | | | | |
| Promotion Recommendation | NOB <input checked="" type="checkbox"/> | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address EXECUTIVE OFFICER USS RAINIER (AOE 7) FPO AP 96698-3038 |
| 46. SUMMARY | | 0 | 0 | 0 | 0 | 1 | |
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. BRIGHTWELL, J E, LT Date: 04/08/02 | | | | 50. Signature of Reporting Senior <i>[Signature]</i> Date: 3/27/02 | | | |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement: <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> <i>[Signature]</i> Date: 4/04/02 | | | | 52. Type name, grade, command, UIC, and signature of regular Reporting Senior on Concurrent Report Date: _____ | | | |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | |
|--|------------------------|---|--------------------------|---|-------------------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Rate EM2 | 3. Desig SW/AW | 4. BSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265 | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | | 8. Promotion Status REGULAR | 9. Date Reported 9 AUG 14 | |
| Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input type="checkbox"/> | | 12. Promotion/Frothing <input type="checkbox"/> | | 13. Special <input checked="" type="checkbox"/> | | 14. From: 01MAR16 |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 19. <input type="checkbox"/> |
| 22. Reporting Senior (Last, FI MI) HALE, J M | | 23. Grade CDR | 24. Desig 1110 | 25. Title XO | | 26. UIC 21872 |
| 27. SSN 450-98-5591 | | | | | | |

28. Command employment and command achievements.
Western Pacific and Arabian Gulf Deployment with USS CONSTELLATION (CV 64) Battle Group in support of Operation SOUTHERN WATCH.

29. Primary/Collateral/Watchstanding duties: (Enter primary duty abbreviation in box.)
ALPO Assigned to Deck Department, 2nd Division as ALPO and Work Center Supervisor for DAO2 and DV01-3. Responsible for supervising and training 65 personnel in the maintenance, preservation and upkeep of divisional spaces and equipment. COLL: Dept PRT Coordinator-3, DCTT-3, CTT-3, UNREP Safety Officer-3, STREAM Winch Booth Operator-3,

32. Signature of Individual Couseled
[Signature]

33. Date Couseled
NOT REQ

31. Counselor
[Signature]

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|---|-------------------------|---|-------------------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | -Marginal knowledge of rating, specialty or job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements. | | -Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time. | | -Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | -Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources. | | -Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently. | | -Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | -Displays personal bias or engages in harassment. -Tolerates bias, unfairness or harassment in subordinates. -Lacks respect for EO objectives. -Interferes with order and discipline by disregarding rights of others. | | -Always treats others with fairness and respect. -Does not condone bias or harassment in or outside of workplace. -Supports Navy EO objectives. -Contributes to unit cohesiveness and morale. | <input checked="" type="checkbox"/> | -Admired for fairness and human respect. -Ensures a climate of fairness and respect for human worth. -Pro-active EO leader, achieves concrete EO objectives. -Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | -Consistently neat appearance. -Unsatisfactory demeanor/conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | -Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program, within all standards. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | <input checked="" type="checkbox"/> | -Exemplary personal appearance. -Exemplary representative of Navy. -Excellent or outstanding PRT. A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | -Needs prodding to attain qualification or finish job. -Prioritizes poorly. -Avoids responsibility. | | -Productive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility. | | -Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes with exceptional skill and foresight. -Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|--|-----------------------|--------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | 2. Rate BM2 | 3. Desig SW/AW | 4. SSN 059-58-2114 |
|--|-----------------------|--------------------------|------------------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|--|--------------------------|---|---------------------------|---|
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | -Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well. | <input type="checkbox"/> | -Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction. | <input type="checkbox"/> | -Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | -Fails to motivate, train or develop subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. -Does not attend to welfare of subordinates. | <input type="checkbox"/> | -Effectively motivates, trains and develops subordinates. -Organizes successfully, solves problems as they occur. -Sets/achieves useful, realistic goals which support command mission. -Performs and leads effectively in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. -Routinely considers subordinates' personal and professional welfare. | <input type="checkbox"/> | -Inspiring motivator and trainer, consistently builds winners. -Superb organizer, great foresight, gets ahead of problems. -Leadership achievements significantly further's command mission. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, has top safety record. -Constantly improves the personal and professional lives of others. |

| | | |
|--|--|---|
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.43 | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other: (Be specific) RECRUITER * RDC | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0. <i>[Signature]</i> DEWHURST, B W BMC (SW) Date: 02 July 01 |
|--|--|---|

43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

Special evaluation submitted for superior performance as divisional ALPO.

*39. The Catalyst in 2nd division, Petty Officer Smith's direct actions ensured efficient completion of all preservation and maintenance. His versatility and success as Work Center Supervisor for two work centers illustrates his acumen for leadership.

*33. As Safety Officer for UNREP, Cargo Boom, and SLAD operations, he displayed exceptional leadership skills safely completing 55 underway replenishments, 4 cargo boom operations and 6 man overboard drills while deployed with the USS CONSTELLATION (CV 64) Battle Group during Operation SOUTHERN WATER.

*34/37. An energetic self starter, he maintained the exterior port side maximizing resources to produce exceptional results receiving numerous accolades from visiting dignitaries during two Australian port visits.

- Selected as Department PRT Coordinator because of his zeal for physical fitness. Organized thrice weekly divisional training which he motivates and counsels participants on their performance and he meticulously maintained 150 PRT folders. The pride he takes in himself and his appearance sets the example for his peers and subordinates to emulate. Blk 29 (cont): Boom Hatch Captain-3. WATCHES: ODD(inport)-3, Security Boat Coxswain-3.

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.
Qualified Damage Control Team Trainer.

| | | | | | | | |
|--------------------------|-----|----------------------|-------------|------------|--------------|---------------|--|
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | | X | 48. Reporting Senior Address EXECUTIVE OFFICER USS RAINIER (AOE-7) FPO AP 96698-3038 |
| 46. SUMMARY | | 0 | 0 | 0 | 0 | 1 | |

| | |
|---|---|
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0. <i>[Signature]</i> BRAUGHTWELL, J E, LT Date: 2 Jul 2001 | 50. Signature of Reporting Senior <i>[Signature]</i> Date: 2 July 2001 |
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/> <i>[Signature]</i> Date: 7/2/01 | 52. Type name, grade, command, UIC, and signature of regular Reporting Senior on Concurrent Report Date: |

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | |
|--|------------------------|---|--------------------------|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM2 | 3. Desig SW/AW | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AD/ADSW/ 265 | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | | 8. Promotion Status REGULAR |
| 9. Date Reported 96SEP15 | | 10. Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Frocking <input type="checkbox"/> 13. Special <input type="checkbox"/> | | |
| 14. From: 00AUG03 | | 15. To: 01MAR15 | | |
| 16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> | | 18. Comment <input type="checkbox"/> 19. <input type="checkbox"/> | | 20. Physical Readiness P/WS |
| 21. Biller Subcategory (if any) BASIC | | 22. Reporting Senior (Last, FI MI) HALE, J M | | |
| 23. Grade CDR | | 24. Desig 1110 | 25. Title XO | 26. UIC 21872 |
| 27. SSN 450-98-5591 | | 28. Command employment and command achievements. IMAV, COMPTUEX, POM. | | |

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
2ND DIV ALPO PRI: Assigned Deck Department Second Division-7. Responsible for preservation, maintenance and upkeep of the 01 level port side weatherdecks and Fantail.
 COLL: LPO-3, Divisional Career Counselor-3, DCTT-7, UNREP Rig Safety-7, SLAD Safety-7.
 WATCH: Bridge Watch Supervisor-7, OOD-7(import).

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)
 30. Date Canceled
NOT REQ
 31. Counselor
Craig Smith

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specialty standards for 5.0. Standards are not all inclusive.


| PERFORMANCE TRAITS | 1.0° Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0° Greatly Exceeds Standards |
|---|---|-------------------------|--|-------------------------------------|---|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | -Marginal knowledge of rating, specialty and job. -Unable to apply knowledge to solve routine problems. -Fails to meet advancement/PQS requirements. | | -Strong working knowledge of rating, specialty and job. -Reliably applies knowledge to accomplish tasks. -Meets advancement/PQS requirements on time. | | -Recognized expert, sought out by all for technical knowledge. -Uses knowledge to solve complex technical problems. -Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | -Needs excessive supervision. -Product frequently needs rework. -Wasteful of resources. | | -Needs little supervision. -Produces quality work. Few errors and resulting rework. -Uses resources efficiently. | | -Needs no supervision. -Always produces exceptional work. No rework required. -Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | -Displays personal bias or engages in harassment. -Tolerates bias, unfairness or harassment in subordinates. -Lacks respect for EO objectives. -Interferes with order and discipline by disregarding rights of others. | | -Always treats others with fairness and respect. -Does not condone bias or harassment in or outside of workplace. -Supports Navy EO objectives. -Contributes to unit cohesiveness and morale. | <input checked="" type="checkbox"/> | -Admired for fairness and human respect. -Ensures a climate of fairness and respect for human worth. -Pro-actively EO aware, achieves concrete EO objectives. -Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | -Consistently unmet appearance. -Unadmirable discipline/conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT. | | -Excellent personal appearance. -Excellent demeanor/conduct. -Complies with physical readiness program, within all standards. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT. | <input checked="" type="checkbox"/> | -Exceptional personal appearance. -Exceptionally representative of Navy. -Excellent or outstanding PRT. A leader in physical readiness. -Emphasizes Navy Core Values: HONOR, COURAGE, COMMITMENT. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | -Needs prodding to obtain qualification or finish job. -Prioritizes poorly. -Avoids responsibility. | | -Proactive and motivated. Completes tasks and qualifications fully and on time. -Plans/prioritizes effectively. -Reliable, dependable, willingly accepts responsibility. | | -Energetic self-starter. Completes tasks or qualifications early, far better than expected. -Plans/prioritizes with exceptional skill and foresight. -Seeks extra responsibility and takes on the hardest job. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont 'd)

RCS BUPERS 1610-1

| | | | |
|--|-----------------------|--------------------------|------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | 2. Rate BM2 | 3. Desig SW/AW | 4. SSN 059-58-2514 |
|--|-----------------------|--------------------------|------------------------------|

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|---|--------------------------|--|-------------------------------------|---|
| 38. TEAMWORK: Contributions to team building and team results NOB <input type="checkbox"/> | -Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well. <input type="checkbox"/> | <input type="checkbox"/> | -Reinforces others' efforts, meets commitments to team. -Understands goals, employs good teamwork techniques. -Accepts and offers team direction. <input type="checkbox"/> | <input checked="" type="checkbox"/> | -Team builder, inspires cooperation and progress. -Focuses goals and techniques for teams. -The best at accepting and offering team direction. <input type="checkbox"/> |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | -Fails to motivate, train or develop subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. -Does not attend to welfare of subordinates. <input type="checkbox"/> | <input type="checkbox"/> | -Effectively motivates, trains and develops subordinates. -Organizes successfully, solves problems as they occur. -Sets/achieves useful, realistic goals which support command mission. -Performs and leads effectively in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. -Routinely considers subordinates' personal and professional welfare. <input type="checkbox"/> | <input type="checkbox"/> | -Inspiring motivator and trainer, consistently builds winners. -Superb organizer, great foresight, gets ahead of problems. -Leadership achievements significantly further command mission. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, has top safety record. -Constantly improves the personal and professional lives of others. <input checked="" type="checkbox"/> |

| | | |
|--|---|---|
| 40. Individual Trait Avg. total of trait scores divided by number of graded traits. 4.43 | 41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific) INSTRUCTOR | 42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.  DEWHURST, B W BMC (SW) Date: 4/11/01 |
|--|---|---|

43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 Pitch (10 or 12 point) only. Use upper and lower case.

Superior Boatswain's Mate. Petty Officer Smith's awesome ability to accomplish any task is proof of being able to successfully assume positions of greater authority.

*33/37. Very knowledgeable in all areas of deck operations. Performed flawlessly as Damage Control Training Team member, Seamanship Training Team member, Work Center Supervisor and Career Counselor.

*34. Expert Replenishment Rig Captain and Safety Officer. Led the successful accomplishment of 39 flawless Underway Replenishments transferring 12 million gallons of fuel during COMPTUEX. Sets the example in each endeavor. His positive infectious enthusiasm motivates juniors and peers to excel.

*39. His perseverance to train and motivate junior personnel builds winners. Conducting safe evolutions in demanding situations such as boat operations and underway watch teams; while balancing all administrative and functional levels of second division Leading Petty Officer reflect credit on himself and RAINIER.



- Wears his uniform with pride and the highest traditions on the U.S. Navy.
- Led the Boat Recovery Team in the flawless execution of seven man overboard recoveries.

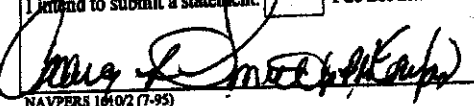
Trained and developed junior personnel to accept additional responsibilities.

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

Completed FC Volume 4 & 5, Equal Op in the Navy. College: Earth Science, Intermediate & College Algebra, Interpersonal Comms, Human Sexuality, Eng-101/102, World Civilization

| | | | | | | | |
|--------------------------|-----|----------------------|-------------|------------|--------------|---------------|--|
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | X | | 48. Reporting Senior Address EXECUTIVE OFFICER USS RAINIER (AOE-7) FPO AP 96698-3038 |
| 46. SUMMARY | | 0 | 2 | 5 | 27 | 9 | |

| | |
|---|--|
| 49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.  BRIGHTWELL, J E, LT Date: 1/20/01 | 50. Signature of Reporting Senior  Date: |
|---|--|

| | |
|---|---|
| 51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>  Date: 4/11/01 | 52. Type name, grade, command, UIC, and signature of regular Reporting Senior on Concurrent Report Date: |
|---|---|

PR

1610
059582514
30 AUG 10

From: BMCS (SW/AW) Craig R. Smith, Recruit Training
Command, 3355 Illinois Street, Great Lakes, IL
60088-3127

To: Commander, Navy Personnel Command (PERS-32)

Subj: EVALUATION REPORT ADMINISTRATIVE CHANGE

1. Identification of original report

a. Blocks 1-4: SMITH, CRAIG R, BMCS, SW/AW,
059-58-2514

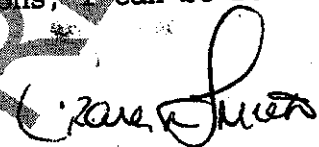
b. Blocks 14-15: 00AUG03 - 01MAR15

c. Block 22: HALE, J. M.

2. Change Block 14 to: 00AUG04

3. Reason. Correct administrative error in original report.

4. If there are any questions, I can be reached at commercial
(847) 688-4949.



C. R. SMITH

Copy to:
Service Record

OFFICIAL RECORD COPY

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | | |
|---|------------------------------|--|--------------------------------------|---|---|---|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Rate BM2 | 3. Desig SW/AW | 4. SSN 059-58-2514 | |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/263 <input type="checkbox"/> | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | | 8. Promotion Status REGULAR |
| 9. Date Reported 96SEP15 | | 10. Occasion for Report Periodic <input type="checkbox"/> | | 11. Detachment of Individual <input type="checkbox"/> | | 12. Promotion/Frocking <input type="checkbox"/> | |
| 13. Special <input checked="" type="checkbox"/> | | 14. From: 00MAR16 | | 15. To: 00AUG03 | | 20. Physical Readiness P/WS | |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | | 19. <input type="checkbox"/> | |
| 22. Reporting Senior (Last, FI MI) HALE, J M | | 23. Grade LCDR | 24. Desig 1110 | 25. Title XO | 26. UIC 21872 | 27. SSN 450-98-2711 | |
| 28. Command employment and command achievements. TSTA "A" AND "B", FEP, Seattle Seafair Transit. | | | | | | | |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ASSISTANT LPO PRI: Assigned to Deck Department Second Division-5. Responsible for supervising 51 personnel in the preservation, maintenance and upkeep of the portside 01 level weatherdecks. COLL: Safety Petty Officer-5, DCTT member-5. WATCHES: BMOV (U/W)-5, Bridge Watch Supervisor-5, OOD (import)-5. | | | | | | | |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.) | | | | 30. Date Counseled NOT REQ | 31. Counselor | 32. Signature of Individual Counseled | |

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|---|-------------------------|--|---------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge or rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs Excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | - Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others. | | - Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale. | | - Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsat appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix): **SMITH, CRAIG R**

2. Rate: **BM2**

3. Desig: **SW/AW**

4. SSN: **059-58-2514**

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|---|--------------------------|--|-------------------------------------|--|
| 38. TEAMWORK: Contributions to team building and team results. | <ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | <input type="checkbox"/> | <ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input type="checkbox"/> | <ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. | <ul style="list-style-type: none"> - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | <input type="checkbox"/> | <ul style="list-style-type: none"> - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. |

40. Individual Trait Avg. Total of trait scores divided by number of graded traits: **4.43**

41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare programs, Rating Instructor Duty, Other. (Be specific)
IN RATE TRAINING

42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.
BERNANDEZ, R R, ENS Date: **9 AUG 00**

43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

Evaluation submitted to recommend member for advancement.

Superb Boatswain's Mate. Petty Officer Smith displays unbounded ability and capacity to successfully assume positions of greater authority. His exceptional leadership style has greatly paved the way for second division's recent success during this training cycle.

*33 As Safety Petty Officer for the Starboard RHIB, he trained 15 personnel to safely accomplish seventeen man overboard(MOB) drills enabling deck to complete all MOB FEP requirements early. His technical knowledge and enthusiasm contributed significantly in having two qualified crews enabling the OOD the option of either side during MOB's.

*38 As a Damage Control Training Team member, he expertly trained Repair Locker #3 personnel in all basic and advanced damage control procedures. His expertise improved damage control capabilities that directly led to a successful TSTA "A" and "B" and FEP.

*34/37 As Second Division Assistant Leading Petty Officer, he has managed 51 personnel to complete all taskings including professionally completing ten underway replenishments. His initiative and dedication also contributed to the preservation project consisting of 10,000 square foot of superstructure and hull in preparation for RAINIER's and PACNORWEST Change of Commands. He is ready to assume the next higher paygrade. Advance him now!

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.
Received: Letter of Appreciation from the American Red Cross.

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
|--------------------------|-----|----------------------|-------------|------------|--------------|---------------|--|
| 45. INDIVIDUAL | | | | X | | | 48. Reporting Senior Address COMMANDING OFFICER USS RAINIER (AOE 7) FPO AP 96698-3038 |
| 46. SUMMARY | | 0 | 0 | 1 | 0 | 0 | |

49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.
BRICHTWELL, J E, LT Date: _____

50. Signature of Reporting Senior: _____ Date: _____

51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
I intend to submit a statement. I do not intend to submit a statement.

52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report
Date: **8/10/00**

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | | | |
|---|------------------------------|---|---|---|---|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | | | 2. Rate BM2 | 3. Desig SW | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/265 <input type="checkbox"/> | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | 8. Promotion Status REGULAR |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> | | 11. of Individual <input type="checkbox"/> | 12. Promotion/Frothing <input type="checkbox"/> | | 13. Special <input type="checkbox"/> | 14. From: 98MAR16 |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> | 19. <input type="checkbox"/> | 15. To: 99MAR15 |
| 22. Reporting Senior (Last, FI MI) GLYNN, D E | | | 23. Grade LCDR | 24. Desig 6110 | 25. Title DEPT HEAD | 26. UIC 21872 |
| | | | 27. SSN 064-40-2941 | | | |

28. Command employment and command achievements.
 TSTA III, FEP, CSRR, RIMPAC 98, POM, deployed to the Indian Ocean/Arabian Gulf with USS CARL VINSON (CVN-70) Battle Group in support of Operation Desert Storm, Operation Desert Fox, Operation Southern Watch and Maritime Intercept Operations. Received Battle "E".

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
DECK PO PRI: Assigned to Deck Department First Division-12. Petty Officer in charge of the main deck. COLL: Work Center Supervisor and Repair Parts Petty Officer-3. WATCHES: Petty Officer of the Watch-12 (inport).

| | | | |
|---|--------------------------------------|--------------------------------------|---|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.) | 30. Date Counseled 98SEP15 | 31. Counselor OLINGER, J G | 32. Signature of Individual Counseled <i>Craig R Smith</i> |
|---|--------------------------------------|--------------------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|--|-------------------------|--|-------------------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge or rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | <input checked="" type="checkbox"/> | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs Excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | <input checked="" type="checkbox"/> | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | - Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others. | | - Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale. | <input checked="" type="checkbox"/> | - Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently neat appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE. | <input type="checkbox"/> | - Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | <input type="checkbox"/> | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) **SMITH, CRAIG R** 2. Rate **BM2** 3. Desig **SW** 4. SSN **059-58-2514**

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|---|-------------------------|--|-------------------------------------|--|
| 38. TEAMWORK: Contributions to team building and team results. | <ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | <ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input checked="" type="checkbox"/> | <ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. | <ul style="list-style-type: none"> - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | | <ul style="list-style-type: none"> - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. | | <ul style="list-style-type: none"> - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. |

40. Individual Trait Avg.
Total of trait scores divided by number of graded traits.

4.29

41. I recommend this individual for (maximum of two): Assignment in Rating, See Special Programs, Short Special Programs, Commissioning Programs, Special Warfare programs, Rating Instructor Duty, Other. (Be specific)

IN RATE ASSIGNMENT

42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.

[Signature] **BMC(SW/SCW)** Date: **7 MAR 99**

ROSADO, R, BMC(SW/SCW)

43. **COMMENTS ON PERFORMANCE:** * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

*36 - Scored outstanding on the last three Physical Readiness Tests. Always maintains an outstanding military appearance. Assists those personnel interested in maintaining proper physical conditioning standards in proper weight training techniques.

*37 - Superior Performer and Manager. As Work Center Supervisor, his flawless planning and execution of prioritizing maintenance and work assignments led to a 100% completion of PMS during 1st quarter FY 99.

*38 - Exceptional team builder and a positive leader. Personally involved in the development and training of young sailors. During all underway replenishments and special evolutions he takes time to explain and demonstrate procedures to enhance knowledge and proficiency of newly reported personnel.

- As SLAD Captain during RAINIER's first ever RHIB replenishment with a submarine (USS COLUMBUS) his direct oversight of the operation was key to the successful accomplishment without incident.

44. **QUALIFICATIONS/ACHIEVEMENTS** - Education, awards, community involvement, etc., during this period.

Qualified Petty Officer in Charge of the Forecastle, Cargo Boom Operator, UNREP Safety Officer and SLAD Captain.

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote |
|--------------------------|-----|----------------------|-------------|------------|--------------|---------------|
| 45. INDIVIDUAL | | | | | | X |
| 46. SUMMARY | | 0 | 0 | 2 | 11 | 4 |

47. Retention: Not Recommended Recommended

48. Reporting Senior Address
USS RAINIER (AOE-7)
FPO AP 96698-3038

49. Signature of Senior Rate (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.

[Signature] **BURKE, Y M, ENS USN** Date: **7 MAR 99**

50. Signature of Reporting Senior

[Signature] Date: **3/6/99**

51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. I do not intend to submit a statement.

[Signature] Date: **3/07/99**

52. Typed name, grade, command, etc., and signature of Regular Reporting Senior on Concurrent Report

Date:

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | |
|---|------------------------|--|--------------------------|---------------------------------------|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG, R | | 2. Rate BM2 | 3. Desig SW | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/> | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | | 8. Promotion Status REGULAR |
| 9. Date Reported 96AUG14 | | 10. Occasion for Report Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/> | | |
| 14. From: 97MAR16 15. To: 98MAR15 | | 20. Physical Readiness N/WS 064402941 | | |
| 16. Not Observed Report <input type="checkbox"/> 17. Regular Report <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> | | 21. Billet Subcategory (if any) DEPT HEAD | | |
| 22. Reporting Senior (Last, FI MI) GLYNN, D E | | 23. Grade LCDR | 24. Desig 6110 | 26. UIC 21872 |
| | | 27. SSN 064-54-2608 | | |

28. Command employment and command achievements.
 CART I, CART II, Training Availability, PMA 97, UNREP Equipment Hardware Audit, Inport Ships Qualification Trails, TSTA I, TSTA II, Inport/At-Sea UNREP SOTS.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
SUPERVISOR PRI: Supervises maintenance and preservation of division spaces-12, Fuel Station Operator-12. COLL: Divisional Damage Control Petty Officer-6. WATCHES: Inport: Petty Officer of the Watch-12, Security Rover-12, Pier Sentry-12.

| | | | |
|---|--------------------------------------|-------------------------------------|---|
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.) | 30. Date Counseled 97SEP15 | 31. Counselor ANGLIN, K D | 32. Signature of Individual Counseled <i>[Signature]</i> |
|---|--------------------------------------|-------------------------------------|---|

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|--|-------------------------|--|------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge or rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs Excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | - Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others. | | - Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale. | | - Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unat appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) **SMITH, CRAIG, R** 2. Rate **BM2** 3. Desig **SW** 4. SSN **059-58-2514**

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|---|---|-----------------|--|-------------------------------------|--|
| 38. TEAMWORK: Contributions to team building and team results. | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input checked="" type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. | - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | | - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. | <input checked="" type="checkbox"/> | - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. |

40. Individual Trait Avg. Total of trait scores divided by number of graded traits. **3.86**

41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare programs, Rating Instructor Duty, Other: (Be specific)

42. Signature of Evaluator (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.
[Signature]
WASS L G MMC Date: **26 MAR 98**

43. **COMMENTS ON PERFORMANCE:** * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

-Carried out duties as Divisional Damage Control Petty Officer with pride. Completed over 2,000 maintenance actions with zero discrepancies.

-An invaluable asset to the division during inport UNREP SQT's with USS CAMDEN (AOE-2). Quickly initiated many rig changes on a moment's notice, resulting in a smooth flowing operation.

-Physically fit. Scored "Outstanding" on last command PRT.

-Demonstrated excellent teamwork during PMA 97. Identified and corrected over 50 interior space material discrepancies.

44. **QUALIFICATIONS/ACHIEVEMENTS:** Education, awards, community involvement, etc., during this period.
 Qualified: Enlisted Surface Warfare Specialist. Completed: Advanced Boatswain's Mate School, Shipboard Safety Supervisor School, Climate Control Investigation Team.

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
|--------------------------|-----|----------------------|-------------|------------|-------------------------------------|---------------|--|
| 45. INDIVIDUAL | | | | | <input checked="" type="checkbox"/> | | 48. Reporting Senior Address FIRST LIEUTENANT USS RAINIER (AOE-7) FPO-AP 96698-3038 |
| 46. SUMMARY | | 0 | 0 | 0 | 14 | 4 | |

49. Signature of Senior Ratee (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.
[Signature]
BOURBACK, O G, LT Date: **3/26/98**

50. Signature of Reporting Senior
[Signature] Date: **3/26/98**

51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
 I intend to submit a statement I do not intend to submit a statement.

[Signature] Date: **3/26/98**

52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report
 Date: _____

EVALUATION REPORT & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

| | | | | |
|---|---------------------------------|---|---|---|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG, R | | 2. Rate BM2 | 3. Desig SW | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> | TAR <input type="checkbox"/> | INACT <input type="checkbox"/> | AT/ADSW/265 <input type="checkbox"/> | 6. UIC 21872 |
| 7. Ship/Station AOE-7 RAINIER | | | 8. Promotion Status REGULAR | 9. Date Reported 96AUG14 |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> | | 11. Detachment of Individual <input type="checkbox"/> | | 12. Promotion/Frothing <input type="checkbox"/> |
| 13. Special <input type="checkbox"/> | | 14. Period of Report From: 97MAR16 To: 98MAR15 | | |
| 16. Not Observed Report <input type="checkbox"/> | | 17. Type of Report Regular <input checked="" type="checkbox"/> | | 18. Concurrent <input type="checkbox"/> |
| 22. Reporting Senior (Last, FI MI) GLYNN, D E | | 23. Grade LCDR | 24. Desig 6110 | 25. Position DEPT HEAD |
| 26. UIC 21872 | | 27. SSN 064-54-2608 | | |
| 28. Command employment and command achievements. CART I, CART II, Training Availability, PMA 97, UNREP Equipment Hardware Audit, Inport Ships Qualification Trails, TSTA I, TSTA II, Inport/At-Sea UNREP SQTs. | | | | |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) SUPERVISOR PRI: Supervises maintenance and preservation of division spaces-12, Fuel Station Operator-12. COLL: Divisional Damage Control Petty Officer-6. WATCHES: Inport: Petty Officer of the Watch-12, Security Rover-12, Pier Sentry-12. | | | | |
| For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.) | | 30. Date Counseled 97SEP15 | 31. Counselor ANGLIN, K | 32. Signature of Individual Counseled <i>[Signature]</i> |

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|---|-------------------------|---|-------------------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge or rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | <input checked="" type="checkbox"/> | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs Excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | <input checked="" type="checkbox"/> | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | - Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others. | | - Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale. | <input checked="" type="checkbox"/> | - Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsat appearance. - Poor self-control, conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Excellent personal appearance. - Excellent conduct, conscientiously complying with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE. | <input checked="" type="checkbox"/> | - Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | <input checked="" type="checkbox"/> | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1-E6) (cont'd)

RCS BUPERS 1610-1

| | | | | |
|--|---|-----------------------|--|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG, R | | 2. Rate BM2 | 3. Desig SW | 4. SSN 059-58-2514 |
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards |
| 38. TEAMWORK: Contributions to team building and team results. | <ul style="list-style-type: none"> - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | <ul style="list-style-type: none"> - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <ul style="list-style-type: none"> - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. | <ul style="list-style-type: none"> - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | | <ul style="list-style-type: none"> - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. | <ul style="list-style-type: none"> - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. |

40. Individual Trait Avg. Total of trait scores divided by number of graded traits.

3.86

41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Program, Shore Special Program, Commissioning Program, Special Warfare programs, Rating Instructor Duty, Other: (Be specific)

42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.

WASS L G MMC

Date: 26 MAR 98

43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

- Carried out duties as Divisional Damage Control Petty Officer with pride. Completed over 2,000 maintenance actions with zero discrepancies.
- An invaluable asset to the division during inport UNREP SQT's with USS CAMDEN (AOE-2). Quickly initiated many rig changes on moments notice, resulting in a smooth flowing operation.
- Physically fit. Scored "Outstanding" on last command PRT.
- Demonstrated excellent teamwork during PMA 97. Identified and corrected over 50 interior space material discrepancies.

44. QUALIFICATIONS/ACHIEVEMENTS- Education, awards, community involvement, etc., during this period.
 Qualified: Enlisted Surface Warfare Specialist. Completed: Advanced Boatswain's Mate School, Shipboard Safety Supervisor School, Climate Control Investigation Team.

| | | | | | | | |
|--------------------------|-----|----------------------|-------------|------------|--------------|---------------|---|
| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
| 45. INDIVIDUAL | | | | | X | | 48. Reporting Senior Address FIRST LIEUTENANT USS RAINIER (AOE-7) FPO-AP 96698-3038 |
| 46. SUMMARY | | 0 | 0 | 0 | 14 | 4 | |

49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support the marks of 1.0 and 5.0.

[Signature]
BOURBACK, O G, LT

Date: 3/24/98

50. Signature of Reporting Senior

[Signature]

Date: 3/26/98

51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
 I intend to submit a statement. I do not intend to submit a statement.

[Signature]
NAVPERS 1610/26 (7-95)

Date: 3/26/98

52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

EVALUATION REPORT & COUNSELING RECORD (E1 - E6)

RCS BUPERS 1610-1

| | | | | |
|--|---|---|------------------------------|---|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM2 | 3. Desig | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265 | 6. UIC 21872 | 7. Ship/Station AOE-7 RAINIER | | 8. Promotion Status REGULAR |
| Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/> | | 14. From: 96AUG13 | | 15. To: 97MAR15 |
| 16. Not Observed Report <input type="checkbox"/> | 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> | | 19. <input type="checkbox"/> | 20. Physical Readiness P/WS |
| 22. Reporting Senior (Last, FI MI) JEPSON, J M | | 23. Grade LCDR | 24. Desig 1110 | 25. Title XO |
| 26. UIC 21872 | | 27. SSN 579-70-9422 | | |
| 28. Command employment and command achievements. Joint Task Force Exercise (JTTFEX 96), Pre-Overseas Movement Period. Deployed to Western Pacific, Operating in Indian Ocean, Arabian Seas and Persian Gulf in support of the USS KITTY HAWK Battle Group. | | | | |
| 29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) MAINT PERSON PRI: Assigned to the Winch Deck as Deck supervisor for maintenance and preservation -6, UNREP Hauling Winch/Transfer Head Operator -6, Navy Standard Highline/Spanwire Winch Operator -6. WATCHES: Inport: POOW LEAVE/TRANSIT: 96AUG13 - 96SEP15 | | | | |
| 30. Date Counseled 96SEP30 | | 31. Counselor ANGLIN, K | | 32. Signature of Individual Counseled <i>[Signature]</i> |

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|--|---|-------------------------|--|---------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | - Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others. | | - Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale. | | - Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently unsat appearance. - Poor self-control, conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE. |
| 37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1 - E6) (cont'd)

RCS BUPERS 1610-1

| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM2 | 3. Desig | 4. SSN 059-58-2514 | |
|---|---|-------------------------|---|-------------------------------------|--|
| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
| 38. TEAMWORK: Contributions to team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input checked="" type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/> | - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | | - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare | <input checked="" type="checkbox"/> | - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. |

40. Individual Trait Avg.
Total of trait scores divided by number of graded traits.

4.00

41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific.)

N/A

42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.

Date:

[Signature]
JONES E P, CWO3

43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

- Physically fit. Scored outstanding on last Command Physical Readiness Test. Maintains an impeccable appearance.
- Supervised a ten member team in the complete preservation of 3800 sq.ft. of winch deck prior to the official visit by the CNO.
- As winch operator, successfully completed 40 fueling at sea evolutions incident free.
- Completed 98 percent of PQS Qualifications for Enlisted Surface Warfare Specialist (ESWS).

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.
Qualified: Basic DC, 3-M Maintenance, RPPO, 3-M Workcenter Supervisor. Awarded: Good Conduct Medal (First), Sea Service Deployment Ribbon and Navy "E" Ribbon.

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote |
|--------------------------|-------------------------------------|----------------------|-------------|------------|--------------|---------------|
| 45. INDIVIDUAL | <input checked="" type="checkbox"/> | | | | X | |
| 46. SUMMARY | <input checked="" type="checkbox"/> | 0 | 0 | 2 | 30 | 8 |

47. Retention:
Not Recommended Recommended

48. Reporting Senior Address
**EXECUTIVE OFFICER
USS RAINIER (AOE-7)
FPO AP 96698-3038**

49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support marks of 1.0 and 5.0.

[Signature]
KELLOGG, J P, LT

50. Signature of Reporting Senior

[Signature]
Maldepson
Date: **28 Mar 97**

51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
I intend to submit a statement. I do not intend to submit a statement.

[Signature]
Date: **3/21/97**

52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

EVALUATION REPORT & COUNSELING RECORD (E1 - E6)

RCS BUPERS 1610-1

| | | | | |
|---|------------------------|---|-------------------------------|--|
| 1. Name (Last, First MI Suffix) SMITH, CRAIG R | | 2. Rate BM2 | 3. Desig | 4. SSN 059-58-2514 |
| 5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265 | 6. UIC 68438 | 7. Ship/Station TRIREFFAC BANGOR WA | | 8. Promotion Status FROCKED |
| 9. Date Reported 93AUG21 | | 10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input checked="" type="checkbox"/> 12. Promotion/Frothing <input type="checkbox"/> 13. Special <input type="checkbox"/> | | |
| 14. From: 96JUN14 | | 15. To: 96AUG12 | | |
| 16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. <input type="checkbox"/> | | 20. Physical Readiness P/WS | | 21. Billet Subcategory (if any) NA |
| 22. Reporting Senior (Last, FI MI) MASON, V H | | 23. Grade CDR | 24. Desig 1440 | 25. Title DEPT HEAD |
| | | 26. UIC 68438 | 27. SSN 542-68-8125 | |

28. Command employment and command achievements.
 Maintenance and logistic support for eight TRIDENT submarines and one fast attack submarine. Received CNO Environmental Quality, Pollution Prevention award and SECNAV Letter of Commendation for USS MICHIGAN

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)
RIGGER Rigger-2. Provides rigging and line handling support for graving-style drydock, Explosive Handling Wharf, Magnetic Silencing Facility, Delta Pier, Service Pier and Marginal Wharf. Performs daily safety and operational checks on platform lifts, manlifts and forklifts.

For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling record, sign 32.)

30. Date Counseled
NOT REQ

31. Counselor

32. Signature of Individual Counseled

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Pro- gressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0* Greatly Exceeds Standards |
|---|--|-------------------------|--|-------------------------------------|--|
| 33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB <input type="checkbox"/> | - Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements. | | - Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time. | <input checked="" type="checkbox"/> | - Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction. |
| 34. QUALITY OF WORK: Standard of work; value of end product. NOB <input type="checkbox"/> | - Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources. | | - Needs little supervision. - Produces quality work. Few errors and resulting rework. - Uses resources efficiently. | <input checked="" type="checkbox"/> | - Needs no supervision. - Always produces exceptional work. No rework required. - Maximizes resources. |
| 35. EQUAL OPPORTUNITY: Fairness, respect for human worth. NOB <input type="checkbox"/> | - Displays personal bias or engages in harassment. - Tolerates bias, unfairness or harassment in subordinates. - Lacks respect for EO objectives. - Interferes with order and discipline by disregarding rights of others. | | - Always treats others with fairness and respect. - Does not condone bias or harassment in or outside of workplace. - Supports Navy EO objectives. - Contributes to unit cohesiveness and morale. | <input checked="" type="checkbox"/> | - Admired for fairness and human respect. - Ensures a climate of fairness and respect for human worth. - Pro-active EO leader, achieves concrete EO objectives. - Leader and model contributor to unit cohesiveness and morale. |
| 36. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/> | - Consistently neat appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COMMITMENT, COURAGE. | | - Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program, within all standards. - Always lives up to Navy Core Values: HONOR, COMMITMENT, COURAGE. | <input checked="" type="checkbox"/> | - Exemplary personal appearance. - Model of conduct, on and off duty. - Excellent or outstanding PRT. A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COMMITMENT, COURAGE. |
| 37. PERSONAL JOB ACCOMPLISHMENT/INITIATIVE: Responsibility, quantity of work. NOB <input type="checkbox"/> | - Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility. | | - Productive and motivated. Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable, willingly accepts responsibility. | <input checked="" type="checkbox"/> | - Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Seeks extra responsibility and takes on the hardest jobs. |

EVALUATION REPORT & COUNSELING RECORD (E1 - E6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix)
SMITH, CRAIG R

2. Rate
BM2

3. Desig

4. SSN
059-58-2514

| PERFORMANCE TRAITS | 1.0* Below Standards | 2.0 Progressing | 3.0 Meets Standards | 4.0 Above Standards | 5.0 Greatly Exceeds Standards |
|--|---|--------------------|--|-------------------------------------|--|
| 38. TEAMWORK: Contributions to team building and team results. NOB <input type="checkbox"/> | - Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well. | | - Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction. | <input checked="" type="checkbox"/> | - Team builder, inspires cooperation and progress. - Focuses goals and techniques for team. - The best at accepting and offering team direction. |
| 39. LEADERSHIP: (Optional for E1-E3) Organizing, motivating and developing others to accomplish goals. NOB <input checked="" type="checkbox"/> | - Fails to motivate, train or develop subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. - Does not attend to welfare of subordinates. | | - Effectively motivates, trains and develops subordinates. - Organizes successfully, solves problems as they occur. - Sets/achieves useful, realistic goals which support command mission. - Performs and leads effectively in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. - Routinely considers subordinates' personal and professional welfare. | | - Inspiring motivator and trainer, consistently builds winners. - Superb organizer, great foresight, gets ahead of problems. - Leadership achievements significantly further command mission. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, has top safety record. - Constantly improves the personal and professional lives of others. |

40. Individual Trait Avg.
Total of trait scores divided by number of graded traits.
3.17

41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific.)
ASSIGNMENT IN RATE

42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks 1.0 and 5.0.
PARKES, A R, MMCS(SS)
Date:

43. COMMENTS ON PERFORMANCE: * All 5.0 and 1.0 marks must be specifically substantiated in comments. No numerical ranking permitted. Comments must be verifiable. Bold, underlined, italic, or other highlighted type is prohibited. Font may be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

Transferring to USS RAINIER (AOE-7).

Block 28 (cont) Engineered Overhaul Repair Dept/Waterfront Services Division. Provides drydocking, pier and support services.

Block 29 (cont) Maintains cleanliness and operational readiness of Delta Pier and Marginal Wharf.

- Impressive. Consistently produces high quality work without supervision.
- Demanding. Leads the work group accepting only quality work from others.
- Asset. Strong performer. Reliable and respected by shop personnel, a valuable member of the shop work force.

44. QUALIFICATIONS/ACHIEVEMENTS - Education, awards, community involvement, etc., during this period.

| Promotion Recommendation | NOB | Significant Problems | Progressing | Promotable | Must Promote | Early Promote | 47. Retention: Not Recommended <input type="checkbox"/> Recommended <input checked="" type="checkbox"/> |
|--------------------------|-----|----------------------|-------------|------------|--------------|---------------|---|
| 45. INDIVIDUAL | | | | X | | | 48. Reporting Senior Address COMMANDING OFFICER TRIDENT REFIT FACILITY SILVERDALE, WA 98315 |
| 46. SUMMARY | | 0 | 0 | 1 | 0 | 0 | |

49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support marks of 1.0 and 5.0.
ROLLINS A R, CWO2
Date: **8/2/96**

50. Signature of Reporting Senior
[Signature]
Date: **AUG 02 1996**

51. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."
I intend to submit a statement I do not intend to submit a statement
[Signature]
Date: **8/7/96**

52. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report
Date:

ENLISTED PERFORMANCE RECORD

| 1. PERIOD OF REPORT | 2. REASON | 3. RATE | 4. TRAITS | | | | | | | 5. SHIP OR STATION | 6. INITIALS |
|---------------------|-----------|---------|----------------|-------------|------------------|-------------------|-----------|--------------------|---|--------------------------------------|----------------------|
| | | | Rate Knowledge | Reliability | Military Bearing | Personal Behavior | Directing | Overall Evaluation | DATE OF REENLISTMENT (NAVPERS 1070/601) | | |
| 94JUL05 | M | BM3 | | | | | | | | TRIREFFAC BANGOR WA BY PSD BANGOR WA | BLP |
| 94FEB01-94JUN30 | P | BM3 | 4.0 | 4.0 | 4.0 | 4.0 | NOB | 4.0 | | TRIREFFAC BANGOR WA BY PSD BANGOR WA | CBW |
| 94JUL01-95JUN30 | P | BM3 | 4.0 | 4.0 | 4.0 | 4.0 | NOB | 4.0 | | TRIREFFAC BANGOR WA BY PSD BANGOR WA | RMB |
| 95JUN30 | M | BM3 | | | | | | | RECOMMENDED FOR BM2 | TRIREFFAC BANGOR WA BY PSD BANGOR WA | RMB |
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| | | | | | | | | | | | |
| NAME (Last) SMITH, | | | | | | | | | | NAME (First) CRAIG | NAME (Middle) ROBERT |
| SSN 059-58-2514 | | | | | | | | | | BRANCH/CLASS USN | |

OFFICIAL RECORD
 This page

ENLISTED PERFORMANCE RECORD

| 1 PERIOD OF REPORT | 2 REASON | 3 DATE | 4a Rate Knowledge | 4b Reliability | 4c Military Bearing | 4d Personal Behavior | 4e Direct-Ing | 4f Overall Evaluation | 5 SHIP OR ACTIVITY | 6 REMARKS | |
|--------------------------|----------|--------|--|----------------|---------------------|----------------------|---------------|-----------------------|-----------------------------------|--------------------------------------|-----|
| 05 OCT 1987 | ES | SR | DATE OF ENLISTMENT/ORDERED TO ACTIVE DUTY | | | | | | | RTC, GREAT LAKES IL | |
| 27 JAN 1988 | | SR | RECRUIT TRAINING | | | | | | | RTC, GREAT LAKES, IL | |
| 88 JUN 21 | M | SR | CO'S NJP PAGE 7R | | | | | | | USS SACRAMENTO (AOE 1) | |
| 88 JAN 27 87 JAN 31 | AR | SA | ADVANCED THIS DATE TO NAVPERS 1070/604 | | | | | SA | | USS SACRAMENTO AOE-1 | |
| 88 JAN 27 87 JAN 31 | P | SA | 3.4 | 3.4 | 3.4 | 3.4 | NOB | 3.4 | USS SACRAMENTO AOE-1 | | |
| 89 JAN 31 | M | SA | RECOMMENDED FOR ADVANCEMENT | | | | | | | USS SACRAMENTO AOE-1 | |
| 89 APR 16 | AR | SN | ADV. TO SN NAVPERS 1070/604 | | | | | | | USS SACRAMENTO AOE-1 | SRL |
| 89 FEB 01 - 90 JAN 15 | P | SN | 3.8 | 3.8 | 3.6 | 3.8 | N.O. | 3.8 | USS SACRAMENTO AOE-1 | SRL | |
| 90 JAN 15 | M | SN | RECOMMENDED FOR ADVANCEMENT TO P03 | | | | | | | USS SACRAMENTO AOE-1 | SRL |
| 16 JUN 90 | AR | EM3 | ADV TO EM3 NAVPERS 1070/604 | | | | | | | USS SACRAMENTO AOE-1 | SRL |
| 90 JAN 16 - 90 JUN 30 | P | EM3 | 3.8 | 3.8 | 3.8 | 3.6 | 3.8 | 3.8 | USS SACRAMENTO AOE-1 | SRL | |
| 90 JUN 30 | M | EM3 | RECOMMENDED FOR ADVANCEMENT TO EM2 | | | | | | | USS SACRAMENTO AOE-1 | SRL |
| 90 JUL 01 91 JUN 30 | P | EM3 | 3.8 | 3.6 | 3.8 | 3.8 | 3.8 | 3.8 | USS SACRAMENTO AOE-1 | SRL | |
| 91 JUL 01 92 MAR 20 | T | EM3 | 3.8 | 3.8 | 3.8 | 3.8 | 3.6 | 3.8 | USS SACRAMENTO | SRL | |
| 92 MAR 21 92 JUN 30 | P | EM3 | | | | | | NOB | NAS ADAK AK | SRL | |
| 93 APR 13 | NJP | EM3 | CO'S MAST HELD THIS DATE (NAVPER 1070/613) DTD 93 APR 13 | | | | | | | NAS ADAK AK BY PERSUPDET ADAK AK | SRL |
| 92 JUL 01 93 JUN 30 | P | EM3 | 4.0 | 3.8 | 3.6 | 3.6 | NOB | 3.8 | NAS ADAK AK | SRL | |
| 92 JUL 01 93 JUL 28 | T | EM3 | LETTER OF EXTENSION | | | | | | | NAS ADAK AK | SRL |
| 93 JUL 29 94 JAN 31 | S | EM3 | 3.8 | 3.8 | 4.0 | 4.0 | NOB | 3.8 | TRF BANGOR WA BY PSD BANGOR WA | SRL | |
| 94 JUL 04 | SEP | EM3 | FINAL PERFORMANCE AVERAGE: 3.74 | | | | | | | TRTFAC BANGOR WA BY PSD BANGOR WA | SRL |
| 94 JUL 04 | SEP | EM3 | RECOMMENDED FOR REENLISTMENT | | | | | | | TRTFAC BANGOR WA BY PSD BANGOR WA | SRL |

NAME (Last, First, Middle) **SMITH CRAIG ROBERT** COMMAND NUMBER **C364** SOCIAL SECURITY NUMBER **054-58-2510**

Vincennes University

Academic Record

Student No: A00015069 Date of Birth: 16-MAY-1968

Date Issued: 08-JAN-2008
OFCL

Page: 1

Record of: Craig Robert Smith
 Current Name: Craig Robert Smith
 Issued To: Navy College Center
 VOLED Det, N211
 Cntr for Pers and Prof Dev
 6490 Saufly Field Road
 Pensacola, FL 32509-5204

K

059582514

FILE FINISHED NCC

Course Level: Undergraduate

Current Program:

Major : General Studies

Degrees Awarded: Associate in Science 05-MAY-2007

Primary Degree:

Major : General Studies

| SUBJ NO. | COURSE TITLE | CRED GRD | R |
|----------|--------------|----------|---|
| | | PTS | |

| SUBJ NO. | COURSE TITLE | CRED GRD | R |
|----------|--------------|----------|---|
| | | PTS | |

Transfer Information Continued:
 Hrs: 13.000 Qpts: 0.000
 GPA-Hrs: 0.000 GPA: 0.000

TRANSFER Chapman University

| | | | |
|----------|-------------|-------|----|
| MATH 110 | Statistics | 3.000 | TA |
| Hrs: | 3.000 Qpts: | 0.000 | |
| GPA-Hrs: | 0.000 GPA: | 0.000 | |

TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

INSTITUTION CREDIT:

| Transfer | Military Service Credit | CRED GRD | R |
|----------|---------------------------|-----------|---|
| | | PTS | |
| BHM 256 | Human Resource Mgt | 3.000 TCR | |
| BHM 257 | Supervisory Management | 3.000 TCR | |
| BPM UND | BPM Und Mat Mgmt Und | 1.000 TCR | |
| EFM 101 | Fund Milit Organiza+Mgt | 2.000 TCR | |
| EFM 201 | Military Skills | 2.000 TCR | |
| EPS 115 | Prin-Loss Prevention | 3.000 TCR | |
| ICL 105 | Leadership + Mgt I | 1.000 TCR | |
| PFW 109 | Lifetime Fitness/Wellness | 2.000 TCR | |
| PHE 211 | First Aid | 2.000 TCR | |
| PPE UND | PPE Und PE Activity Und | 1.000 TCR | |
| PPF 125 | PHYS Fit+Human Perform | 1.000 TCR | |
| Hrs: | 21.000 Qpts: | 0.000 | |
| GPA-Hrs: | 0.000 GPA: | 0.000 | |

| | | | |
|-----------------|-------------------------|--------|----|
| Summer 2000 | | | |
| General Studies | | | |
| APS 240 | Human Sexuality | 3.000 | B |
| Hrs: | 3.000 Qpts: | 9.000 | |
| GPA-Hrs: | 3.000 GPA: | 3.000 | |
| Fall 2000 | | | |
| General Studies | | | |
| HEW 101 | English Composition I | 3.000 | B |
| Hrs: | 3.000 Qpts: | 9.000 | |
| GPA-Hrs: | 3.000 GPA: | 3.000 | |
| HSS 140 | Interpral Communication | 3.000 | B+ |
| Hrs: | 3.000 Qpts: | 9.900 | |
| GPA-Hrs: | 3.000 GPA: | 12.000 | |
| SES 100 | Earth Science | 3.000 | A |
| Hrs: | 3.000 Qpts: | 12.000 | |
| GPA-Hrs: | 3.000 GPA: | 12.000 | |
| MA 101 | Intermediate Algebra | 3.000 | B+ |
| Hrs: | 12.000 Qpts: | 40.800 | |
| GPA-Hrs: | 12.000 GPA: | 3.400 | |

| Transfer | Military Service Credit | CRED GRD | R |
|----------|--------------------------|----------|---|
| | | PTS | |
| COMP 101 | COMP 101 Usg Win Environ | 1.000 TC | |
| LAW 106 | LAW 106 Int Traffic Con | 3.000 TC | |
| MGMT 255 | MGMT 255 Prin Salesmshp | 3.000 TC | |
| MGMT 280 | MGMT 280 Prin of Mktg | 3.000 TC | |
| MGMT UND | MGMT Und Mgmt Und | 1.000 TC | |
| MILI 107 | MILI 107 Bsc Ldrshp | 2.000 TC | |
| QADM UND | QADM Und Record Mng Und | 2.000 TC | |
| SPCH 110 | SPCH 110 Int Public Spkg | 1.000 TC | |
| SPCH 143 | SPCH 143 Speech | 3.000 TC | |

| | | | |
|-----------------|------------------------|--------|---|
| Spring 2001 | | | |
| General Studies | | | |
| ABI 235 | World Civilization I | 3.000 | A |
| Hrs: | 3.000 Qpts: | 12.000 | |
| GPA-Hrs: | 3.000 GPA: | 12.000 | |
| HEW 102 | English Composition II | 3.000 | A |
| Hrs: | 3.000 Qpts: | 12.000 | |
| GPA-Hrs: | 3.000 GPA: | 12.000 | |

***** CONTINUED ON NEXT COLUMN ***** CONTINUED ON PAGE 2 *****

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OFFICIAL TRANSCRIPTS BEAR SIGNATURE STAMP EMBOSSED WITH UNIVERSITY SEAL

Navy College Center
 VOLED Det, N211
 Cntr for Pers and Prof Dev
 6490 Saufly Field Road
 Pensacola, FL 32509-5204

Donna Johhauer

Registrar

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TRANSCRIPT KEY
VINCENNES UNIVERSITY
 1002 NORTH FIRST STREET
 VINCENNES, INDIANA 47591-5201
 (812) 888-8888

General Information: Vincennes University is a public, state-supported comprehensive two-year college offering Associate degrees in the Arts, Science, Education, Engineering, and Technology and offering Baccalaureate degrees in specialized areas. Vincennes University confers the degrees of Bachelor of Arts, Bachelor of Science, Associate in Science and Associate in Applied Science as well as the Certificate of Graduation, Certificate of Program Completion, Customized Certificate of Applied Learning and Technical Certificate for Business and Industry Training.

Accreditation: Vincennes University has been fully accredited since 1956 by the North Central Association of Colleges and Schools and has professional accreditation in the following: Accreditation Review Committee on Education in Surgical Technology, American Bar Association, American Board of Funeral Service Education, American Health Information Management Association, Association of Collegiate Business Schools and Programs, Commission on Accreditation of Allied Health Educational Programs, Commission on Accreditation in Physical Therapy Education, Federal Aviation Administration, Florida Commission on Independent Education, Indiana State Board of Nursing, Joint Review Committee on Education in Radiologic Technology, National Association of Schools of Art and Design, National Association of Schools of Theatre, National Automotive Technicians Education Foundation, National League for Nursing Accrediting Commission, and Printing Industries of America, Inc. Approved for veterans.

Calendar: Vincennes University employs the early semester system. All credit hours on the transcript are semester hours.

| Grading System: | POINTS: |
|-----------------|---|
| A | 4.0 per sem. hr. |
| A- | 3.7 per sem. hr. |
| B+ | 3.3 per sem. hr. |
| B | 3.0 per sem. hr. |
| B- | 2.7 per sem. hr. |
| C+ | 2.3 per sem. hr. |
| C | 2.0 per sem. hr. |
| D | 1.0 per sem. hr. |
| F | 0.0 per sem. hr. |
| WF | 0.0 per sem. hr. |
| WN | 0.0 per sem. hr. |
| W | 0.0 per sem. hr. |
| I | Incomplete |
| CR | Credit ... Grade "C" or above |
| P | Pass (Pass/Fail) ... Grade "C" or above |
| AU | Audit |
| DE | Deferred |
| RD | Report Delayed |
| Z | No Grade Submitted by Instructor |

A grade with an asterisk (*) indicates the grade was earned in a developmental course and is not included in the GPA.

An "E" under the heading R indicates the grade and credit hours for the course have been excluded from GPA and earned hours due to a repeated course or due to change of major. Beginning in the Fall 2006 semester, an "I" under the heading R indicates the course has been repeated and the grade earned in this instance is included in GPA and earned hours.

Withdrawals: Approved student-initiated withdrawals may be made up to and including Friday of the tenth calendar week of the semester. (Date may be adjusted for terms less than 15 weeks.) Instructor-initiated withdrawals may be completed up to two weeks prior to the end of the semester.

Incompletes: Incomplete grades may be given in cases of illness or for a cause judged unavoidable occurring during the last few weeks of the semester. Work must be completed by mid-term of the following semester or the "I" becomes a "W".

Grade Point Average: The semester and cumulative grade point average are determined by dividing the quality points earned by the quality hours completed. Pass (P), Credit (CR), and Audit (AU) hours are not included in the computation.

Course Numbering System: The course numbering system is alpha-numeric. Developmental courses have zero as the initial digit. Freshman level courses carry numbers between 100-199. Sophomore level courses are numbered 200-299. Junior level courses are numbered 300-399. Senior level courses are numbered 400-499.

Developmental Courses: Effective Fall Semester 1991, grades earned in developmental courses (those beginning with zero) no longer are calculated in GPA. Hours for these courses remain in attempted and earned hours.

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Academic Records Prior to Fall 1985: The academic record of students attending prior to Fall 1985 is printed on a separate form.

Note: Beginning with the Spring Semester 2000 through the end of the Spring Semester 2005, Vincennes University offered courses at the Community College of Indiana (CCI) sites. CCI was a partnership between Vincennes University and Ivy Tech State College. Vincennes University courses taken at a CCI site will appear on both the Vincennes University transcript and the Ivy Tech State College transcript.

Release of Information: In accordance with the Family Educational Rights and Privacy Act of 1974 as amended, you are hereby notified that this information is provided upon the condition that you, your agents, or employees will not permit any other access to this record in any identifiable form without the consent of the student.

Questions relative to the interpretation of the transcript should be directed to the Registrar of Vincennes University.

Any alteration or forgery of this transcript is prohibited.

Vincennes University

Academic Record

Student No: A00015069 Date of Birth: 16-MAY-1968

Date Issued: 08-JAN-2008
OFCL

Record of: Craig Robert Smith

Page: 2

| SUBJ NO. | COURSE TITLE | CRD | GRD | R | PTS |
|---|-----------------------|--------|--------|--------|-------|
| Institution Information continued: | | | | | |
| Ehrs: | 6.000 | Qpts: | 24.000 | | |
| GPA-Hrs: | 6.000 | GPA: | 4.000 | | |
| Spring 2006 | | | | | |
| General Studies | | | | | |
| HUMN 210 | Intro To Humanities I | 3.000 | C | | 6.000 |
| Ehrs: | 3.000 | Qpts: | 6.000 | | |
| GPA-Hrs: | 3.000 | GPA: | 2.000 | | |
| ***** TRANSCRIPT TOTALS ***** | | | | | |
| INSTITUTION | Ehrs: | 24.000 | Qpts: | 79.800 | |
| | GPA-Hrs: | 24.000 | GPA: | 3.325 | |
| TRANSFER | Ehrs: | 43.000 | Qpts: | 0.000 | |
| | GPA-Hrs: | 0.000 | GPA: | 0.000 | |
| OVERALL | Ehrs: | 67.000 | Qpts: | 79.800 | |
| | GPA-Hrs: | 24.000 | GPA: | 3.325 | |
| ***** END OF TRANSCRIPT ***** | | | | | |

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Donna Jobkaver

Registrar

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See reverse side for explanation of grades.

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| | | |
|----|--|------------------|
| A | Excellent | 4.0 per sem. hr. |
| A- | Excelsior | 3.7 per sem. hr. |
| B+ | Above Average | 3.3 per sem. hr. |
| B | Above Average | 3.0 per sem. hr. |
| B- | Above Average | 2.7 per sem. hr. |
| C+ | Average | 2.3 per sem. hr. |
| C | Average | 2.0 per sem. hr. |
| C- | Average | 1.7 per sem. hr. |
| D | Below Average | 1.0 per sem. hr. |
| F | Not Passing | 0.0 per sem. hr. |
| WF | Withdrawn by Instructor, Failing | 0.0 per sem. hr. |
| WN | Withdrawal, Student Initiated | |
| W | Withdrawal, Student Initiated | |
| I | Incomplete | |
| CR | Credit... Grade "C" or above | |
| P | Pass (Pass/Fail)... Grade "C" or above | |
| AU | Audit | |
| DE | Deferred | |
| RD | Report Delayed | |
| Z | No Grade Submitted by Instructor | |

POINTS: All credit hours on the transcript are semester hours.

Grading System:

Excellent 4.0 per sem. hr.
 Excelsior 3.7 per sem. hr.
 Above Average 3.3 per sem. hr.
 Above Average 3.0 per sem. hr.
 Above Average 2.7 per sem. hr.
 Average 2.3 per sem. hr.
 Average 2.0 per sem. hr.
 Below Average 1.7 per sem. hr.
 Not Passing 1.0 per sem. hr.
 Not Passing 0.0 per sem. hr.
 Withdrawn by Instructor, Failing 0.0 per sem. hr.
 Withdrawal, Student Initiated
 Withdrawal, Student Initiated
 Incomplete
 Credit... Grade "C" or above
 Pass (Pass/Fail)... Grade "C" or above
 Audit
 Deferred
 Report Delayed
 No Grade Submitted by Instructor
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 Grades of WN and WF are instructor-initiated withdrawals for non-attendance.
Withdrawals: Approved student-initiated withdrawals may be made up to and including Friday of the tenth calendar week of the semester. (Date may be adjusted for terms less than 15 weeks.) Instructor-initiated withdrawals may be completed up to two weeks prior to the end of the semester.
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Any alteration or forgery of this transcript is prohibited.

5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES

| | | | | | | | |
|---|---------------------|--|------|---------------------|-------|---|------|
| COURSE TITLE/SCHOOL ENRO PNCLA FL | NEC 9585 | DATE ENROLLED/COMPLETED 18OCT-22NOV02 | INIT | COURSE TITLE/SCHOOL | NEC | DATE ENROLLED/COMPLETED | INIT |
| COURSE LENGTH 5WKS | GRADE SAT | MANNER OF COMPLETION <input checked="" type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT |
| COURSE TITLE/SCHOOL | NEC | DATE ENROLLED/COMPLETED | INIT | COURSE TITLE/SCHOOL | NEC | DATE ENROLLED/COMPLETED | INIT |
| COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT |

6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT

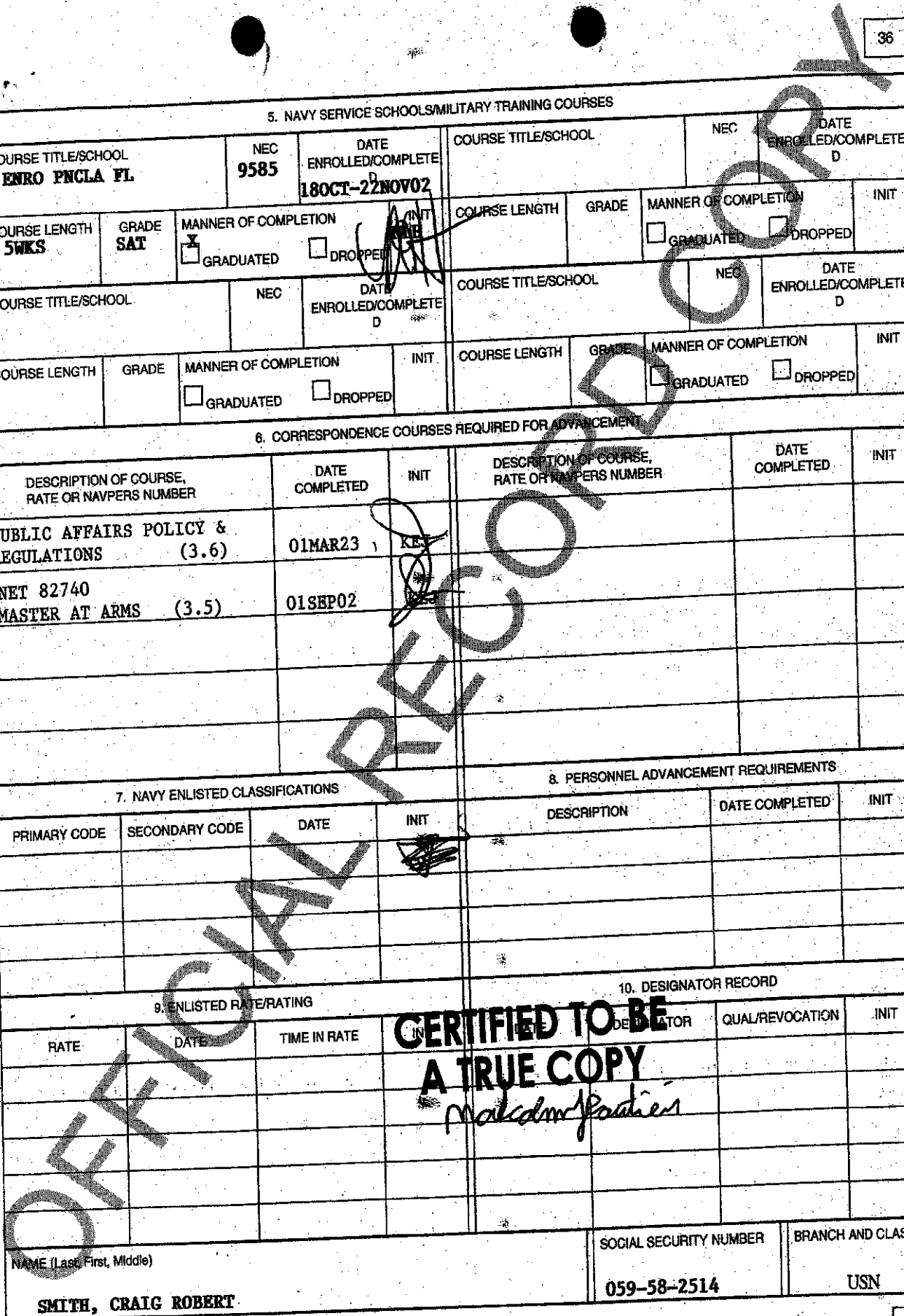
| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT |
|---|----------------|------|---|----------------|------|
| PUBLIC AFFAIRS POLICY & REGULATIONS (3.6) | 01MAR23 | KE | | | |
| NET 82740 MASTER AT ARMS (3.5) | 01SEP02 | KE | | | |
| | | | | | |
| | | | | | |

| 7. NAVY ENLISTED CLASSIFICATIONS | | | | 8. PERSONNEL ADVANCEMENT REQUIREMENTS | | |
|----------------------------------|----------------|------|------|---------------------------------------|----------------|------|
| PRIMARY CODE | SECONDARY CODE | DATE | INIT | DESCRIPTION | DATE COMPLETED | INIT |
| | | | | | | |
| | | | | | | |
| | | | | | | |

| 9. ENLISTED RATE/RATING | | | 10. DESIGNATOR RECORD | | | |
|-------------------------|------|--------------|-----------------------|------------|-----------------|------|
| RATE | DATE | TIME IN RATE | INIT | DESIGNATOR | QUAL/REVOCATION | INIT |
| | | | | | | |
| | | | | | | |
| | | | | | | |

CERTIFIED TO BE A TRUE COPY
Malcolm Postier

| | | |
|--|--|--------------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|--|--|--------------------------------|



12. PERSONNEL QUALIFICATION STANDARDS (PQS)

| POS TITLE | POS STATION # | DATE | INIT | POS TITLE | POS STATION # | DATE | INIT |
|--------------------------------------|-------------------|---------|------|------------------------------------|--------------------|------------------|------|
| LEADSMAN | 43127-B/301 | 02MAR13 | KEJ | DECK RIGGER, UNREP | 43396A-Q4/ 304 | 02MAR13 | KEJ |
| LINE HANDLER | 43127-B/302 | 02MAR13 | KEJ | AFTERSTEERING HELMSMAN | 43492-2CQ6/ 306 | 02MAR13 | KEJ |
| SEA & ANCHOR DETAIL P.O.I.C. | 43127-B/305 | 02MAR13 | KEJ | HELMSMAN | 43492-2CQ5/ 305 | 02MAR13 | KEJ |
| PIER SECURITY | 43397-C/302 | 02MAR13 | KEJ | EXPERT LOOKOUT (CONDITION I) | 43492-2CQ3/ 303 | 02MAR13 | KEJ |
| ROVING PATROL | 43397-C/304 | 02MAR13 | KEJ | LOOKOUT (COND. III/IV) | 43492-2CQ2/ 302 | 02MAR13 | KEJ |
| CAPSTAN/BRAKE OPERATOR | 43127-B/304 | 02MAR13 | KEJ | SOUND-POWERED PHONE TALKER | 43492-2CQ1/ 301 | 02MAR13 | KEJ |
| DECK RIGGER | 43127-B/303 | 02MAR13 | KEJ | WINCH CHECKER, UNREP | 43396A-Q5/ 305 | 02MAR13 | KEJ |
| BOAT DAVIT CAPTAIN | 43127-B/307 | 02MAR13 | KEJ | WINCH OPERATOR, UNREP | 43396A-Q6/ 306 | 02MAR13 | KEJ |
| BOAT DAVIT WINCH CHECKER/OPERATOR | 43127-B/306 | 02MAR13 | KEJ | SLIDING RADEYE/ TRANS HEAD OPER | 43396A-Q7/ 307 | 02MAR13 | KEJ |
| SMALL BOAT OFFICER | 43152-D/304 | 02MAR13 | KEJ | SAFETY OFFICER, UNREP | 43396A-Q9/ 309 | 02MAR13 | KEJ |
| BOW HOOK AND STERN HOOK | 43152-D/301 | 02MAR13 | KEJ | | | | |
| TAG LINEHANDLER | 43310-C/301 | 02MAR13 | KEJ | | | | |
| VANG LINEHANDLER | 43310-C/302 | 02MAR13 | KEJ | | | | |
| WINCH WATCHER | 43310-C/303 | 02MAR13 | KEJ | | | | |
| RIGGER | 43310-C/304 | 02MAR13 | KEJ | | | | |
| SIGNALMAN | 43310-C/305 | 02MAR13 | KEJ | | | | |
| RIG/HITCH CAPTAIN | 43310-C/308 | 02MAR13 | KEJ | | | | |
| LINE HANDLER UNREP | 43396A-Q1/ 301 | 02MAR13 | KEJ | | | | |
| SOUND-POWERED PHONE TALKER UNREP | 43396A-Q2/ 302 | 02MAR13 | KEJ | | | | |
| SIGNALMAN, UNREP | 43396A-Q3/ 303 | 02MAR13 | KEJ | | | | |
| NAME (Last, First, Middle) | | | | SOCIAL SECURITY NUMBER | | BRANCH AND CLASS | |
| SMITH, CRAIG ROBERT | | | | 059-58-2514 | | USN | |

**CERTIFIED TO BE
A TRUE COPY**
Malcolm Fontaine

12. PERSONNEL QUALIFICATION STANDARDS (PQS)

| PQS TITLE | PQS STATION # | DATE |
|--|-----------------|-----------|
| Division Damage Control Petty Officer | 43119-6A | |
| DIVISION DAMAGE CONTROL PETTY OFFICER (DCPO) | 301 | 08 Apr 97 |
| DAMAGE CONTROL | 43119-G | |
| BASIC DAMAGE CONTROL (COMBINED 301-306) | 301 | 15 Nov 96 |
| Basic First Aid | 302 | 15 Nov 96 |
| Basic Damage Control | 303 | 15 Nov 96 |
| Basic Fire Fighting | 304 | 15 Nov 96 |
| Fire Watch | 305 | 15 Nov 96 |
| Basic Chemical, Biological, and Radiological (CBR) Defense | 306 | 15 Nov 96 |
| Advanced Damage Control | 307 | 15 May 97 |
| Advanced Shipboard Fire Fighter (Structural) | 308 | |
| Advanced Chemical, Biological, and Radiological (CBR) Defense Person | 309 | 27 Apr 97 |
| Advanced First Aid/Stretcher Bearer | 310 | 15 May 97 |
| AFFF/Transfer Station Operator | 311 | 23 Mar 97 |
| Investigator | 312 | 25 Mar 97 |
| Damage Control | 43119-H | |
| BASIC DAMAGE CONTROL | 301 | 29 May 01 |
| ADVANCED DAMAGE CONTROL | 307 | 29 May 01 |
| ADV SHIPBOARD FIRE FIGHTER | 308 | 29 May 01 |
| ADV CBR DEFENSE | 309 | 29 May 01 |
| ADV FIRST AID/STRETCHER BEARER | 310 | 29 May 01 |
| AFFF/TRANSFER STATION OPERATOR | 311 | 29 May 01 |
| INVESTIGATOR | 312 | 29 May 01 |
| DAMAGE CONTROL TRAINING TEAM | 320 | 26 Sep 01 |
| DECK SEAMANSHIP | 43127-b | |
| SEA AND ANCHOR POIC | 305 | 08 Jan 99 |
| BOAT DAVIT WINCH CHECKER/OPERATOR | 306 | 01 Feb 01 |
| DECK SAFETY OBSERVER | 308 | 22 Apr 99 |
| SLEWING ARM DAVIT CAPTAIN | 310 | 01 Feb 01 |
| Small Boat Operations | 43152C | |
| SMALL BOAT COXSWAIN/RIGID INFLATABLE BOAT (RIB) COXSWAIN | 303 | 06 Nov 96 |
| Maintenance and Material Management | 43241-g | |
| maintenance person | 301 | 23 Mar 98 |
| RPPO | 302 | 23 Mar 98 |
| WORK CENTER SUPERVISOR | 303 | 23 Mar 98 |
| Maintenance Material and Management | 43241-H | |
| MAINTENANCE PERSON | 301 | 02 Jun 01 |
| REPAIR PARTS / SUPPLY PETTY OFFICER | 302 | 02 Jun 01 |
| WORK CENTER SUPERVISOR | 303 | 02 Jun 01 |
| BOOMS and CRANES | 43310-C | |
| SAFETY OBSERVER | 809 | 06 May 01 |
| Enlisted Surface Warfare Specialist (ESWS) | 43390B | |
| ENLISTED SURFACE WARFARE SPECIALIST (ESWS) | 301 | 15 Jun 97 |
| Underway Replenishment | 43396-B | |
| RIG CAPTAIN | 311 | |

**CERTIFIED TO BE
A TRUE COPY**

Malcolm Fontaine

This certifies the above entries are true and correct as of 18 Jan 02

[Signature]
1ST Division Officer

| | | |
|----------------------------|------------------------|------------------|
| NAME (Last, First, Middle) | SOCIAL SECURITY NUMBER | BRANCH AND CLASS |
| SMITH, CRAIG ROBERT | 059-58-2514 | USN |

12. PERSONNEL QUALIFICATION STANDARDS (PQS)

| PQS TITLE | PQS STATION # | DATE |
|--|-----------------|-----------|
| DECK WATCHES IN PORT | 43397-C | |
| ANCHOR WATCH | 301 | 17 Jul 00 |
| MESSENGER OF THE WATCH | 305 | 28 Jan 00 |
| PETTY OFFICER OF THE WATCH | 306 | 01 May 98 |
| OOD IN PORT | 308 | 16 May 99 |
| FLIGHT DECK FAMILIARIZATION | 43426-0 | |
| AIR CAPABLE SHIPS FLIGHT DECK OBSERVER | 303 | 09 Feb 99 |
| Small Arms | 43466A | |
| 9 MM PISTOL OPERATOR | 301 | 22 Jun 99 |
| .45 CALIBER PISTOL OPERATOR | 302 | 30 Apr 91 |
| 12 GAUGE SHOTGUN OPERATOR | 312 | 29 Nov 98 |
| 7.62 MM M14 RIFLE OPERATOR | 313 | 01 Oct 88 |
| Ship Control and Navigation | 43492-2C | |
| BOATSWAIN'S MATE OF THE WATCH (BMOW) | 309 | 14 Dec 97 |
| Enlisted Aviation Warfare Specialist (EAWS) COMMON CORE | 43902 | |
| ENLISTED AVIATION WARFARE SPECIALIST (EAWS) COMMON CORE | 301 | 16 Mar 99 |
| Enlisted Aviation Warfare Specialist (EAWS) UNIT SPECIFIC | 43902-1 | |
| ENLISTED AVIATION WARFARE SPECIALIST (EAWS) | 301 | 16 Mar 99 |
| Deck Department JQR's | 62004 | |
| CLASS 2 SWIMMER | 304 | 03 May 98 |
| SEMI ANNUAL REQUIREMENTS | 62005 | |
| EEBD TRAINING | 302 | 07 Mar 00 |
| EMERGENCY EGRESS TRAINING | 303 | 07 Mar 00 |
| CPR HEART SAVER (ADULT) | CPR QUAL | |
| CPR | 301 | 02 Feb 99 |

.....No further entries are authorized.

**CERTIFIED TO BE
A TRUE COPY**

Malcolm Postles

This certifies the above entries are true and correct as of 18 Jan 02

[Signature]
1ST Division Officer

| | | |
|----------------------------|------------------------|------------------|
| NAME (Last, First, Middle) | SOCIAL SECURITY NUMBER | BRANCH AND CLASS |
| SMITH, CRAIG ROBERT | 059-58-2514 | USN |

11. AWARDS

| AWARD NAME | DATE OF AWARD | AUTHORITY | ADV PNTS | INIT |
|---|---------------------|--|----------|------------|
| ✓ NAVY UNIT COMMENDATION ✓ | 98DEC16- 98DEC20 | SECRETARY OF THE NAVY | -00- | <i>RAF</i> |
| ✓ MERITORIOUS UNIT COMMENDATION ✓ | 19DEC98- 19MAY99 | CHIEF OF NAVAL OPERATIONS | -00- | <i>RAF</i> |
| ✓ GOOD CONDUCT (RESTART) ✓ | 00JAN22 | CO'S NJP OF 00JAN21 | -0- | <i>HAF</i> |
| ✓ SEA SERVICE DEPLOYMENT RIBBON ✓ | 01MAR17- 01JUN15 | CO, USS RAINIER (AGE-7) | -00- | <i>RAF</i> |
| ✓ ARMED FORCES EXPEDITIONARY MEDAL ✓ | 18DEC98 20MAR99 | CHIEF OF NAVAL OPERATIONS NAVADMIN 120/99 | -00- | <i>RAF</i> |
| ✓ BATTLE "E" SERVICE RIBBON ✓ | 01JAN01/ 31DEC01 | COMNAVSURFAC | -00- | <i>RAF</i> |
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**CERTIFIED TO BE
A TRUE COPY**

Malcolm Portier

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|----------------------------|------------------------|------------------|
| NAME (Last, First, Middle) | SOCIAL SECURITY NUMBER | BRANCH AND CLASS |
| SMITH, CRAIG ROBERT | 059-58-2514 | USN |

ENLISTED QUALIFICATIONS HISTORY

1. EDUCATIONAL EXPERIENCE LEVEL

| GED (HS) EQUIVALENT TEST | | | COLLEGE LEVEL GENERAL EXAMS | | PRESENT LEVEL OF EDUCATION | | | | | |
|--------------------------|---------------|------|-----------------------------|------|----------------------------|----|----|----|----|----|
| DATE ISSUED | ISSUING STATE | INIT | DATE ISSUED | INIT | 12 | 13 | 14 | 15 | 16 | 17 |

2. CLASSIFICATION/ASVAB TESTING QUALIFICATIONS

| TEST FORM ID | DATE ADMIN. | AFQT | GS | AR | WK | PC | NO | ES | AS | MK | MC | EI | VE |
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|

ASVAB ADMINISTERED BY:

SPECIAL TEST SCORES

| NAME | FORM | DATE | SCORE |
|------|------|------|-------|
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CLASSIFIER'S SIGNATURE:

3. RECORD OF OFF-DUTY EDUCATION/VOC/TECH TRAINING AND NON-REQUIRED CORRESPONDENCE COURSES

| NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT | NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT |
|--------------------------------|--------|----------------|-------|------|--------------------------------|--------|----------------|-------|------|
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4. OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

| DATE COMPLETED | TYPE OF COURSE AND/OR INSTRUCTION | DURATION | LOCATION | INIT |
|----------------|-----------------------------------|----------|----------------------|--------------------|
| 00SEP29 | CTE INDOC | 5 DAYS | TTF BANGOR, WA | <i>[Signature]</i> |
| 01DEC14 | SHIPS CONFIGURATION MAINT COURSE | 3 DAYS | FTSCPDET EVERETT, WA | <i>[Signature]</i> |
| | | | | |
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| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|--|--|--------------------------------|



5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES

| | | | | | | | | |
|---|---------------------|--|---|---------------------|---------------|-------------------------|---|------|
| COURSE TITLE/SCHOOL ENRO PNCLA FL | | NEC 9585 | DATE ENROLLED/COMPLETED 18OCT-22NOV02 | COURSE TITLE/SCHOOL | NEC | DATE ENROLLED/COMPLETED | | |
| COURSE LENGTH 5WKS | GRADE SAT | MANNER OF COMPLETION <input checked="" type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT |
| COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | COURSE TITLE/SCHOOL | NEC | DATE ENROLLED/COMPLETED | | |
| COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT |

6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT

| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT |
|--|----------------|-----------|---|----------------|------|
| PUBLIC AFFAIRS POLICY & REGULATIONS (3.6) | 01MAR23 | KE | | | |
| NET 82740 MASTER AT ARMS (3.5) | 01SEP02 | RS | | | |
| | | | | | |
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7. NAVY ENLISTED CLASSIFICATIONS

8. PERSONNEL ADVANCEMENT REQUIREMENTS

| PRIMARY CODE | SECONDARY CODE | DATE | INIT | DESCRIPTION | DATE COMPLETED | INIT |
|--------------|----------------|------|------|-------------|----------------|------|
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9. ENLISTED RATE/RATING

10. DESIGNATOR RECORD

| RATE | DATE | TIME IN RATE | INIT | DATE | DESIGNATOR | QUAL/REVOCATION | INIT |
|------|------|--------------|------|------|------------|-----------------|------|
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NAME (Last, First, Middle)

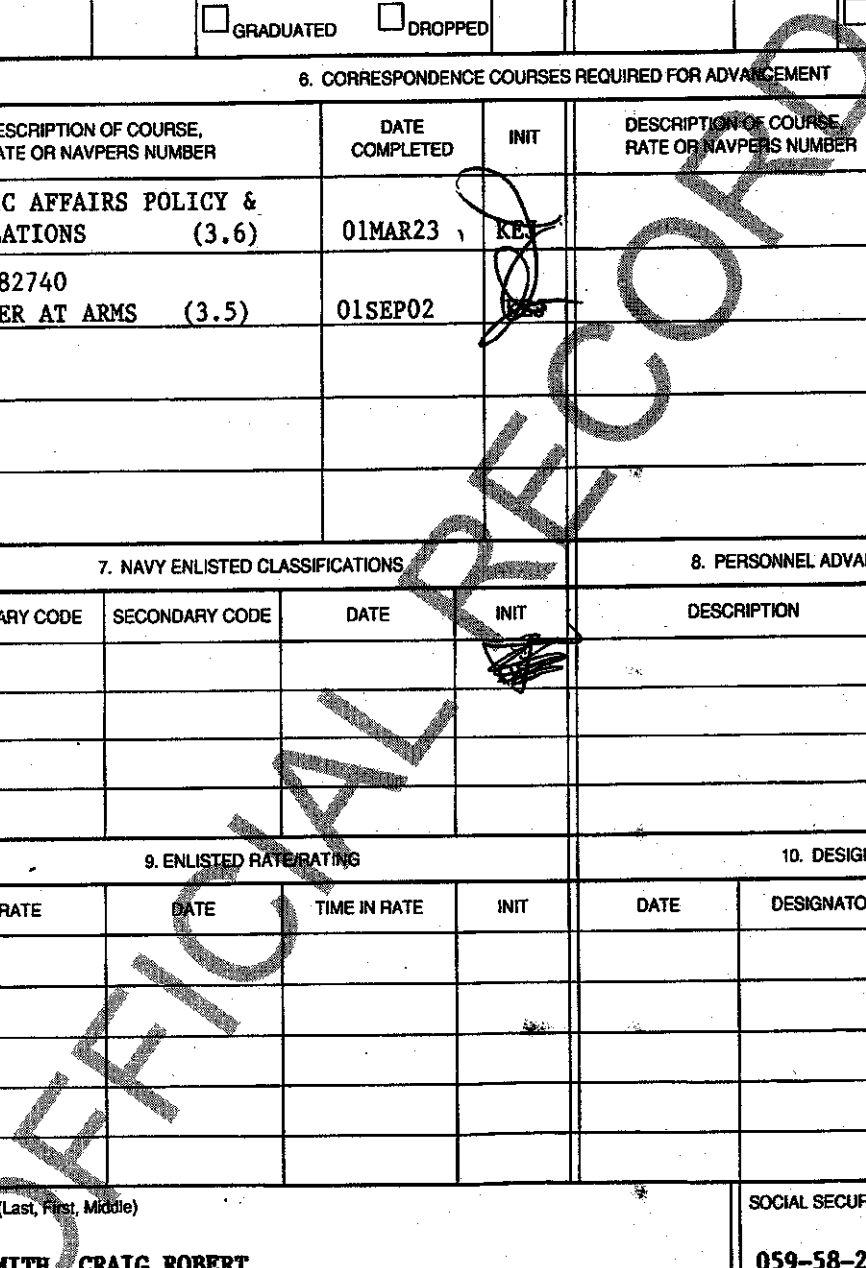
SMITH, CRAIG ROBERT

SOCIAL SECURITY NUMBER

059-58-2514

BRANCH AND CLASS

USN



11. AWARDS

| AWARD NAME | DATE OF AWARD | AUTHORITY | ADV PNTS | INIT |
|---|---------------------|--|-------------------------|------|
| ✓ NAVY UNIT COMMENDATION ✓ | 98DEC16- 98DEC20 | SECRETARY OF THE NAVY | -00- | HAF |
| ✓ MERITORIOUS UNIT COMMENDATION ✓ | 19DEC98- 19MAY99 | CHIEF OF NAVAL OPERATIONS | -00- | HAF |
| ✓ GOOD CONDUCT (RESTART) ✓ | 00JAN22 | CO'S NJP OF 00JAN21 | -0- | HAF |
| ✓ SEA SERVICE DEPLOYMENT RIBBON ✓ | 01MAR17- 01JUN15 | CO, USS RAINIER (AOE-7) | -00- | HAF |
| ✓ ARMED FORCES EXPEDITIONARY MEDAL ✓ | 18DEC98 20MAR99 | CHIEF OF NAVAL OPERATIONS NAVADMIN 120/99 | -00- | HAF |
| ✓ BATTLE "E " SERVICE RIBBON ✓ | 01JAN01/ 31DEC01 | COMNAVSURPAC | -00- | HAF |
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| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN | |

| 11. AWARDS | | | | |
|--|---------------------|--|----------|-------------|
| AWARD NAME | DATE OF AWARD | AUTHORITY | ADY PNTS | INIT |
| ✓ FLAG LETTER OF COMMENDATION | 96OCT01 97APR31 | COMNAVSURFGRUPAC NORWEST | -1- | L... |
| ✓ GOOD CONDUCT MEDAL (THIRD) | 99APR13 | SECNAVINST 1650.1F | -02- | DRL |
| ✓ LETTER OF COMMENDATION | 99APR 99JUN | PACNORWEST RADM W. J. MARSHALL, III | -01- | DRL |
| ✓ SEA SERVICE DEPLOYMENT RIBBON | 98NOV06- 99FEB05 | SECNAVINST 1650.1F | -0- | [Signature] |
| ✓ NAVY "E" RIBBON | 98JAN01- 98DEC31 | USS RAINIER (AOE-7) | -0- | [Signature] |
| ✓ NAVY AND MARINE CORPS ACHIEVEMENT MEDAL | 98NOV10- 99MAR20 | COMCARGRU THREE | -02- | [Signature] |
| ✓ NAVY AND MARINE CORPS ACHIEVEMENT MEDAL (SECOND) | MAR - SEP 01 | PRESTON C. PINSON, CAPT, USN, CO | -02- | [Signature] |
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| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|--|--|--------------------------------|

CERTIFIED TO BE A TRUE COPY
 [Signature]
 R.A. FLASHY, EN1 (SW), USN
 ASST PERSONNEL OFFICER

| 5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES | | | | | | | | |
|---|-------|------------------------------------|----------------------------------|------|---------------------|-------|------------------------------------|----------------------------------|
| COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | | COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED |
| COURSE LENGTH | GRADE | MANNER OF COMPLETION | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION | |
| | | <input type="checkbox"/> GRADUATED | <input type="checkbox"/> DROPPED | | | | <input type="checkbox"/> GRADUATED | <input type="checkbox"/> DROPPED |
| COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | | COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED |
| COURSE LENGTH | GRADE | MANNER OF COMPLETION | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION | |
| | | <input type="checkbox"/> GRADUATED | <input type="checkbox"/> DROPPED | | | | <input type="checkbox"/> GRADUATED | <input type="checkbox"/> DROPPED |

| 6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT | | | | | | | |
|--|--|----------------|------|---|--|----------------|------|
| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | | DATE COMPLETED | INIT |
| RADIO COM. 3&2 (NET) 72801 ^{3.69} | | 99JUL30 | HAF | FIRE CONTROLMAN VOL 5 DISPLAY SYSTEMS & DEVICES | | 00NOV11 | HAF |
| NAV OREINT. (NET) 82966 ^{3.62} | | 99JUL30 | HAF | EQUAL OPPORTUNITY IN THE NAVY | | 00OCT01 | HAF |
| BASIC EQUIP. OPR. 82535 ^{3.80} | | 99JUL30 | HAF | FIRE CONTROLMAN VOL 4 MAINTENANCE | | 00OCT26 | HAF |
| MRCPO NET 82047 (3.4) | | 99NOV30 | HAF | | | | |
| NET: 82971 (3.6) NAVAL SAFETY SUPERVISOR | | 00AUG31 | HAF | | | | |

| 7. NAVY ENLISTED CLASSIFICATIONS | | | |
|----------------------------------|----------------|--------------------------|------|
| PRIMARY CODE | SECONDARY CODE | DATE | INIT |
| 0000 | 0000 | REENL (3 YRS) 99OCT01 | HAF |
| | | | |
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| 8. PERSONNEL ADVANCEMENT REQUIREMENTS | | |
|---------------------------------------|----------------|------|
| DESCRIPTION | DATE COMPLETED | INIT |
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| 9. ENLISTED RATE/RATING | | | |
|-------------------------|---------|--------------|------|
| RATE | DATE | TIME IN RATE | INIT |
| BMI-BMC | 05AUG16 | 04SEP01 | HAF |
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| 10. DESIGNATOR RECORD | | | |
|-----------------------|------------|----------------|------|
| DATE | DESIGNATOR | QUAL/REVOCAION | INIT |
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**CERTIFIED TO BE
A TRUE COPY**
Malcolm Postle

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|---|--|--------------------------------|
| NAME (Last, First, Middle) SMITH CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|---|--|--------------------------------|

ENLISTED QUALIFICATIONS HISTORY

1. EDUCATIONAL EXPERIENCE LEVEL

| GED (HS) EQUIVALENT TEST | | | COLLEGE LEVEL GENERAL EXAMS | | PRESENT LEVEL OF EDUCATION | | | | | |
|--------------------------|---------------|------|-----------------------------|------|----------------------------|----|----|----|----|----|
| DATE ISSUED | ISSUING STATE | INIT | DATE ISSUED | INIT | 12 | 13 | 14 | 15 | 16 | 17 |

2. CLASSIFICATION/ASVAB TESTING QUALIFICATIONS

| TEST FORM ID | DATE ADMIN. | AFQT | GS | AR | WK | PC | NO | AS | MK | MC | EI | VE |
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|

ASVAB ADMINISTERED BY:

SPECIAL TEST SCORES

| NAME | FORM | DATE | SCORE |
|------|------|------|-------|
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CLASSIFIER'S SIGNATURE:

3. RECORD OF OFF-DUTY EDUCATION/VOC/TECH TRAINING AND NON-REQUIRED CORRESPONDENCE COURSES

| NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT | NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT |
|---|--------|----------------|-------|------|--------------------------------|--------|----------------|-------|------|
| <p>CERTIFIED TO BE A TRUE COPY</p> <p><i>Malcolm Poutier</i></p> | | | | | | | | | |

4. OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

| DATE COMPLETED | TYPE OF COURSE AND/OR INSTRUCTION | DURATION | LOCATION | INIT |
|----------------|---|----------|-------------------------|----------------|
| 97DEC20 | (ACCOIT) VENTILATION TRAIN. PROG. | 2 DAYS | | RAF |
| 99AUG06 | RIGID HULL INFL. BOAT COXSWAIN | 5 DAYS | FTC SAN DIEGO, CA | RAF |
| 99NOV06 | USN ADVANCED FIREFIGHTING | 4 DAYS | NORTHBEND, WA | RAF |
| 99AUG06 | RIGID HULL INFLATABLE BOAT COXSWAIN COURSE K-062-0625 | | WARFARE TRNG GROUP PAC. | RAF |

| | | |
|----------------------------|------------------------|------------------|
| NAME (Last, First, Middle) | SOCIAL SECURITY NUMBER | BRANCH AND CLASS |
| SMITH, CRAIG ROBERT | 059-58-2514 | USN |

ENLISTED QUALIFICATIONS HISTORY

1. EDUCATIONAL EXPERIENCE LEVEL

| GED (HS) EQUIVALENT TEST | | | COLLEGE LEVEL GENERAL EXAMS | | PRESENT LEVEL OF EDUCATION | | | | | |
|--------------------------|---------------|------|-----------------------------|------|----------------------------|----|----|----|----|----|
| DATE ISSUED | ISSUING STATE | INIT | DATE ISSUED | INIT | 12 | 13 | 14 | 15 | 16 | 17 |

2. CLASSIFICATION/ASVAB TESTING QUALIFICATIONS

| TEST FORM ID | DATE ADMIN. | AFQT | GS | AR | WK | PC | NO | CS | AS | MK | MC | EI | VE |
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|

ASVAB ADMINISTERED BY:

SPECIAL TEST SCORES

| NAME | FORM | DATE | SCORE |
|------|------|------|-------|
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CLASSIFIER'S SIGNATURE:

3. RECORD OF OFF-DUTY EDUCATION/VOC/TECH TRAINING AND NON-REQUIRED CORRESPONDENCE COURSES

| NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT | NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT |
|--------------------------------|--------|----------------|-------|------|--------------------------------|--------|----------------|-------|------|
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OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

| DATE COMPLETED | TYPE OF COURSE AND/OR INSTRUCTION | DURATION | LOCATION | INIT |
|----------------|---|----------|-------------------------|--------------|
| 97DEC20 | (ACCIT) VENTILATION TRAIN. PROG. | 2 DAYS | | |
| 99AUG06 | RIGID HULL INFL. BOAT COXSWAIN | 5 DAYS | FTC SAN DIEGO, CA | |
| 99NOV06 | USN ADVANCED FIREFIGHTING | 4 DAYS | NORTHBEND, WA | |
| 99AUG06 | REGED HULL INFLATABLE BOAT COXSWAIN COURSE K-062-0625 | | WARFARE TRNG GROUP PAC. | |
| | | | | |

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SOCIAL SECURITY NUMBER

059-58-2514

BRANCH AND CLASS

USN

5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES

| COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | |
|---------------------|-------|------------------------------------|----------------------------------|---------------------|---------------|-------|------------------------------------|----------------------------------|
| COURSE LENGTH | GRADE | MANNER OF COMPLETION | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION | |
| | | <input type="checkbox"/> GRADUATED | <input type="checkbox"/> DROPPED | | | | <input type="checkbox"/> GRADUATED | <input type="checkbox"/> DROPPED |

6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT

| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT |
|---|----------------|-------------------|---|----------------|------------|
| RADIO COM. 3&2 (NET) ^{3.63} 72801 | 99JUL30 | <i>YAS</i> HAF | FIRE CONTROLMAN VOL 5 DISPLAY SYSTEMS & DEVICES | 00NOV11 | <i>YAS</i> |
| NAV OREINT. (NET) ^{3.62} 82966 | 99JUL30 | <i>YAS</i> HAF | EQUAL OPPORTUNITY IN THE NAVY | 00OCT01 | <i>YAS</i> |
| BASIC EQUIP. OPR. ^{3.80} 82535 | 99JUL30 | <i>YAS</i> HAF | FIRE CONTROLMAN VOL 4 MAINTENANCE | 00OCT26 | <i>YAS</i> |
| MRCPO NET 82047 (3.4) | 99NOV30 | <i>YAS</i> HAF | | | |
| NET: 82971 (3.6) NAVAL SAFETY SUPERVISOR | 00AUG31 | <i>YAS</i> HAF | | | |

7. NAVY ENLISTED CLASSIFICATIONS

8. PERSONNEL ADVANCEMENT REQUIREMENTS

| PRIMARY CODE | SECONDARY CODE | DATE | INIT | DESCRIPTION | DATE COMPLETED | INIT |
|--------------|----------------|--------------------------|-------------------|-------------|----------------|------|
| 0000 | 0000 | REENL (3 YRS) 99OCT01 | <i>YAS</i> HAF | | | |

9. ENLISTED RATE/RATING

10. DESIGNATOR RECORD

| RATE | DATE | TIME IN RATE | INIT | DATE | DESIGNATOR | QUAL/REVOCAION | INIT |
|---------|---------|--------------|------------|------|------------|----------------|------|
| BM1-BMC | 05AUG16 | 04SEP01 | <i>YAS</i> | | | | |

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|--|--|--------------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|--|--|--------------------------------|

11. AWARDS

| AWARD NAME | DATE OF AWARD | AUTHORITY | ADV. PCTS | INIT |
|--|------------------------|--------------------|------------------|---------------|
| ✓ NATIONAL DEFENSE SERVICE MEDAL (2ND AWARD) | 26Apr02 | SECNAVINST 1650.1G | 00 | OEN |
| ✓ GOOD CONDUCT MEDAL (4TH) | 22Jan00 21Jan03 | SECNAVINST 1650.1G | -02- | OEN |
| ✓ GOLD WREATH AWARD (1) | 01Mar03 31May03 | SECNAVINST 1650.1G | 00- | OEN |
| ✓ GOLD WREATH AWARD (2) | 01Jun03 31Aug03 | COMMANDER USN | -0- | MDT |
| ✓ GOLD WREATH AWARD (3) (SILVER STAR IN LIEU OF 3RD AWARD) | 01Sep30 21Oct03 | COMMANDER, USN | -0- | MDT |
| ✓ GOOD CONDUCT MEDAL (5th AWARD) | 06JAN20 | SECNAVINST 1650.1G | -02- | SG |
| ✓ GLOBAL WAR ON TERRORISM SERVICE MEDAL | 06FEB06 | NAV/ADMIN 73/04 | -0- | SG |
| ✓ GLOBAL WAR ON TERRORISM EXPEDITIONARY MEDAL | 06MAY06 | NAV/ADMIN 90/04 | -0- | SG |
| ✓ MERITORIOUS UNIT COMMENDATION | 03OCT01- 04SEP30 | SECNAVINST 1650.1G | -0- | ELM |
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| NAME (Last, First, Middle) | SOCIAL SECURITY NUMBER | | BRANCH AND CLASS | |
| SMITH CRAIG ROBERT | 059-58-2514 | | USN | |

ENLISTED QUALIFICATIONS HISTORY

1. EDUCATIONAL EXPERIENCE LEVEL

| GED (HS) EQUIVALENT TEST | | | COLLEGE LEVEL GENERAL EXAMS | | PRESENT LEVEL OF EDUCATION | | | | | |
|--------------------------|---------------|------|-----------------------------|------|----------------------------|----|----|----|----|----|
| DATE ISSUED | ISSUING STATE | INIT | DATE PASSED | INIT | 12 | 13 | 14 | 15 | 16 | 17 |

2. CLASSIFICATION/ASVAB TESTING QUALIFICATIONS

| TEST FORM ID | DATE ADMIN. | AFQT | GS | AR | WK | PC | NO | CS | AS | MK | MC | EI | VE |
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|

ASVAB ADMINISTERED BY:

SPECIAL TEST SCORES

| NAME | FORM | DATE | SCORE |
|------|------|------|-------|
| | | | |
| | | | |
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CLASSIFIER'S SIGNATURE:

3. RECORD OF OFF-DUTY EDUCATION/VOC/TECH TRAINING AND NON-REQUIRED CORRESPONDENCE COURSES

| NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT | NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT |
|--------------------------------|-------------|----------------|-------|------|--------------------------------|-----------|----------------|-------|--------|
| AVIATION MAINT FUNDAMENTALS | NET 12010-B | 990105 | 3.83 | LRH | POSTAL CLERK 2 | NET 80222 | 990413 | 3.77 | DA LRH |
| FLUID POWER | NET 82964 | 990311 | 3.4 | LRH | EDUCATIONAL SERVICES OFFICER | NET 82015 | 990413 | 3.82 | LRH |
| TOOLS AND THEIR USES | NET 82085 | 990311 | 3.95 | LRH | | | | | |
| MM 3 & 2 NET 82144 | NET 82144 | 990403 | 3.49 | LRH | | | | | |

4. OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

| DATE COMPLETED | TYPE OF COURSE AND/OR INSTRUCTION | DURATION | LOCATION | INIT |
|----------------|-----------------------------------|----------|----------|------|
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| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|--|--|--------------------------------|

| 5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES | | | | | | | | | |
|---|----------------|--|-------------------|---|--|----------------|---|-------------------|----------------------------|
| COURSE TITLE/SCHOOL P-500-0025 PO2 LDRSHP CRS | | | NEC ---- | DATE ENROLLED/COMPLETED 981019/981030 | COURSE TITLE/SCHOOL | | | NEC | DATE ENROLLED/COMPLETED |
| COURSE LENGTH 11 DAYS | GRADE SAT | MANNER OF COMPLETION <input checked="" type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT LRH | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT |
| COURSE TITLE/SCHOOL | | | NEC | DATE ENROLLED/COMPLETED | COURSE TITLE/SCHOOL | | | NEC | DATE ENROLLED/COMPLETED |
| COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT |
| 6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT | | | | | | | | | |
| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | | | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | | | DATE COMPLETED | INIT |
| BML & C NET 82100 3.8 | | | 99JAN22 | LRH | | | | | |
| | | | | | | | | | |
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| | | | | | | | | | |
| 7. NAVY ENLISTED CLASSIFICATIONS | | | | | 8. PERSONNEL ADVANCEMENT REQUIREMENTS | | | | |
| PRIMARY CODE | SECONDARY CODE | DATE | INIT | DESCRIPTION | DATE COMPLETED | INIT | | | |
| 0000 | 0000 | REENT (2YRS) 970003 | LRH | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| 9. ENLISTED RATE/RATING | | | | | 10. DESIGNATOR RECORD | | | | |
| RATE | DATE | TIME IN RATE | INIT | DATE | DESIGNATOR | QUAL/REVOCAION | INIT | | |
| | | | | 99MAR16 | EAWS | QUAL | LRH | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | | | | | SOCIAL SECURITY NUMBER 059-58-2514 | | BRANCH AND CLASS USN | | |

ENLISTED QUALIFICATIONS HISTORY

1. EDUCATIONAL EXPERIENCE LEVEL

| GED (HS) EQUIVALENT TEST | | | COLLEGE LEVEL GENERAL EXAMS | | PRESENT LEVEL OF EDUCATION | | | | | |
|--------------------------|---------------|------|-----------------------------|------|----------------------------|----|----|----|----|----|
| DATE ISSUED | ISSUING STATE | INIT | DATE PASSED | INIT | 12 | 13 | 14 | 15 | 16 | 17 |
| | | | | | | | | | | |

2. CLASSIFICATION/ASVAB TESTING QUALIFICATIONS

| TEST FORM ID | DATE ADMIN. | AFQT | GS | AR | WK | PC | NO | CS | AS | MK | MC | EI | VE |
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|----|
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ASVAB ADMINISTERED BY:

SPECIAL TEST SCORES

| NAME | FORM | DATE | SCORE |
|------|------|------|-------|
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CLASSIFIER'S SIGNATURE:

3. RECORD OF OFF-DUTY EDUCATION/VOC/TECH TRAINING AND NON-REQUIRED CORRESPONDENCE COURSES

| NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT | NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT |
|--------------------------------|-------------|----------------|-------|------|--------------------------------|-----------|----------------|-------|------|
| AVIATION MAINT FUNDAMENTALS | NET 12010-B | 990105 | 3.83 | LRH | POSTAL CLERK 2 | NET 80222 | 990413 | 3.77 | LRH |
| FLUID POWER | NET 82964 | 990311 | 3.4 | LRH | EDUCATIONAL SERVICES OFFICER | NET 82015 | 990413 | 3.82 | LRH |
| TOOLS AND THEIR USES | NET 82085 | 990311 | 3.95 | LRH | | | | | |
| MM 3 & 2 NET 82144 | NET 82144 | 990403 | 3.49 | LRH | | | | | |

4. OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

| DATE COMPLETED | TYPE OF COURSE AND/OR INSTRUCTION | DURATION | LOCATION | INIT |
|----------------|-----------------------------------|----------|----------|------|
| | | | | |
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NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SOCIAL SECURITY NUMBER

059-58-2514

BRANCH AND CLASS

USN

CERTIFIED TO BE A TRUE COPY
 U.S. NAVY, PERS (USN), USN
 ADJUTANT GENERAL OFFICER

NAVY PERSONNEL OFFICER
U.S. NAVY

5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES

| | | | | | | | | |
|---|--------------|--|---|---------------------|---------------|-------|---|------|
| COURSE TITLE/SCHOOL P-500-0025 PO2 LDRSHP CRS | | NEC ---- | DATE ENROLLED/COMPLETED 981019/981030 | COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | |
| COURSE LENGTH 11 DAYS | GRADE SAT | MANNER OF COMPLETION <input checked="" type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT LKH | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT |
| COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | |
| COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | INIT |

6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT

| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT |
|--|-------------------|------|--|-------------------|------|
| BMI & C NET 82100 3.8 | 99JAN22 | LKH | | | |
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7. NAVY ENLISTED CLASSIFICATIONS

8. PERSONNEL ADVANCEMENT REQUIREMENTS

| PRIMARY CODE | SECONDARY CODE | DATE | INIT | DESCRIPTION | DATE COMPLETED | INIT |
|--------------|----------------|------------------------|------|-------------|----------------|------|
| 0000 | 0000 | RENL (2YRS) 97OCT03 | LKH | | | |
| | | | | | | |
| | | | | | | |

9. ENLISTED RATE/RATING

10. DESIGNATOR RECORD

| RATE | DATE | TIME IN RATE | INIT | DATE | DESIGNATOR | QUAL/REVOCATION | INIT |
|------|------|--------------|------|---------|------------|-----------------|------|
| | | | | 99MAR16 | EAWS | QUAL | LKH |
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| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
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CERTIFIED TO BE A TRUE COPY
H.A. Flaherty
H.A. FLAHERTY, PFC (SW), USN
ASST PERSONNEL OFFICER

11. AWARDS

| AWARD NAME | DATE OF AWARD | AUTHORITY | ADV PNTS | INIT |
|--|---------------------|--|----------|------|
| FLAG LETTER OF COMMENDATION | 96OCT01 97APR31 | COMNAVSURFGRUPAC NORWEST | -1- | L |
| GOOD CONDUCT MEDAL (THIRD) | 99APR13 | SECNAVINST 1650.1F | -02- | DRL |
| LETTER OF COMMENDATION | 99APR 99JUN | PACNORWEST RADM W. J. MARSHALL, III | -01- | DRL |
| SEA SERVICE DEPLOYMENT RIBBON | 98NOV06- 99FEB05 | SECNAVINST 1650.1F | -0- | HAF |
| NAVY "E" RIBBON | 98JAN01- 98DEC31 | USS RAINIER (AOE-7) | -0- | HAF |
| NAVY AND MARINE CORPS ACHIEVEMENT MEDAL | 98NOV10- 99MAR20 | COMCARGU THREE | -02- | HAF |
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OFFICIAL RECORD

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| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS USN |
|--|--|--------------------------------|

ENLISTED QUALIFICATIONS HISTORY

1. EDUCATIONAL EXPERIENCE LEVEL

| GED (HS) EQUIVALENT TEST | | | COLLEGE LEVEL GENERAL EXAMS | | PRESENT LEVEL OF EDUCATION | | | | | |
|--------------------------|---------------|------|-----------------------------|------|----------------------------|----|----|----|----|----|
| DATE ISSUED | ISSUING STATE | INIT | DATE PASSED | INIT | 12 | 13 | 14 | 15 | 16 | 17 |

2. CLASSIFICATION/ASVAB TESTING QUALIFICATIONS

| TEST FORM ID | DATE ADMIN. | AFQT | GS | AR | WK | PC | NO | CS | AS | MC | EC | VE |
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|
|--------------|-------------|------|----|----|----|----|----|----|----|----|----|----|

ASVAB ADMINISTERED BY:

SPECIAL TEST SCORES

| NAME | FORM | DATE | SCORE |
|------|------|------|-------|
|------|------|------|-------|

CLASSIFIER'S SIGNATURE:

3. RECORD OF OFF-DUTY EDUCATION/VOC/TECH TRAINING AND NON-REQUIRED CORRESPONDENCE COURSES

| NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT | NUMBER/TITLE OF COURSE OR TEST | SCHOOL | DATE COMPLETED | GRADE | INIT |
|--------------------------------|--------|----------------|-------|------|--------------------------------|--------|----------------|-------|------|
|--------------------------------|--------|----------------|-------|------|--------------------------------|--------|----------------|-------|------|

4. OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

| DATE COMPLETED | TYPE OF COURSE AND/OR INSTRUCTION | DURATION | LOCATION | INIT |
|----------------|------------------------------------|----------|---------------------|------|
| 95MAY26 | BASIC SKILLS MATH | 45 HRS | NSB BANGOR WA | RMB |
| 13JUN97 | BOATSWAIN'S MATE SKILLS SUPERVISOR | 3DAYS | FTC SAN DIEGO | RMB |
| 97JUL25 | SAFETY PROGRAM AFLOAT | 5 DAYS | TRITRAFAC BANGOR WA | RMB |

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

Certified True Copy

SECURITY NUMBER

58-2514

BRANCH AND CLASS

USN

NAVPERS 1070/604 (Rev. 7/91)
SN 0106-LF-012-2500

5. NAVY SERVICE SCHOOLS/MILITARY TRAINING COURSES

| COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | COURSE TITLE/SCHOOL | | NEC | DATE ENROLLED/COMPLETED | |
|---------------------|-------|---|-------------------------|---------------------|---------------|-------|---|--|
| COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | | INIT | COURSE LENGTH | GRADE | MANNER OF COMPLETION <input type="checkbox"/> GRADUATED <input type="checkbox"/> DROPPED | |

6. CORRESPONDENCE COURSES REQUIRED FOR ADVANCEMENT

| DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT | DESCRIPTION OF COURSE, RATE OR NAVPERS NUMBER | DATE COMPLETED | INIT |
|---|----------------|------------|---|----------------|------|
| PO1 NAVEDTRA 12046 | 97MAR07 | <i>LRH</i> | | | |
| EM VOLUME 2 NAVEDTRA | 97MAR07 | <i>LRH</i> | | | |
| | | | | | |
| | | | | | |

7. NAVY ENLISTED CLASSIFICATIONS

8. PERSONNEL ADVANCEMENT REQUIREMENTS

| PRIMARY CODE | SECONDARY CODE | DATE | INIT | DESCRIPTION | DATE COMPLETED | INIT |
|--------------|----------------|---------|------------|-------------|----------------|------------|
| 0000 | 0000 | 94JUL05 | <i>BLP</i> | EM1 | 97MAR07 | <i>LRH</i> |
| | | | | | | |
| | | | | | | |

9. ENLISTED RATE/RATING

10. DESIGNATOR RECORD

| RATE | DATE | TIME IN RATE | INIT | DATE | DESIGNATOR | QUAL/REVOCATION | INIT |
|---------|---------|--------------|------------|---------|------------|-----------------|------------|
| BM3-BM2 | 96DEC16 | 96JUL01 | <i>LRH</i> | 97AUG21 | ESWS | QUAL | <i>LRH</i> |
| | | | | | | | |
| | | | | | | | |

NAME (Last, First, Middle)

SMITH, CRAIG ROBERT

SOCIAL SECURITY NUMBER

059-58-2515

BRANCH AND CLASS

USN

DEPENDENCY APPLICATION/RECORD OF EMERGENCY DATA

MEMBER INFORMATION

SSN: 059-58-2514 NAME: SMITH, CRAIG ROBERT
RANK/RATE: BMCS BR/CL: USN UIC: 0763A RELIGION: CR
SHIP OR STATION: RTC GREAT LAKES INITIAL/CHANGE: C
EFFECTIVE DATE: 05/07/2010 TOTAL NUMBER OF DEPENDENTS: 2
PREVIOUSLY MARRIED: YES MARRIAGE DISSOLVED BY: DIVORCE
DISSOLVED ON: 05/07/2010 PLACE DISSOLVED: SILVERDALE, WA

SPOUSE INFORMATION

NAME: DEPENDENT:
DATE OF BIRTH: CITIZENSHIP: RELATIONSHIP:
DATE MARRIED: PLACE OF MARRIAGE:
ADDRESS:
PREVIOUSLY MARRIED: MARRIAGE DISSOLVED BY:
DISSOLVED ON: PLACE DISSOLVED:
MEMBER OF UNIFORMED SERVICES: DUTY AFFILIATION:
BRANCH: COMPONENT:

SPOUSE NEXT OF KIN

NAME: RELATIONSHIP:
ADDRESS:

FATHER INFORMATION

NAME: UNKNOWN DEPENDENT: SUPPORT: N/A
ADDRESS:

MOTHER INFORMATION

NAME: SMITH, BEVERLY JEAN DAWES DEPENDENT: NO SUPPORT: N/A
ADDRESS: 1610 METROPOLITAN AVE APT 7H
BRONX, NY 10472

OTHER PERSON, NOT ALREADY NAMED TO BE NOTIFIED OF PERSONAL CASUALTY

NAME: SMITH, DAVID LENOARD RELATIONSHIP: BROTHER
ADDRESS: 665 WESTCHESTER AVE
BRONX, NY 10456

SSN: 059-58-2514

NAME: SMITH, CRAIG ROBERT

CHILD AND/OR DEPENDENT INFORMATION

NAME: SMITH, TAYLOR CRAIG

DEPENDENT: YES SUPPORT: \$587.50

RELATIONSHIP: SON

DOB: 07/02/1992

ADDRESS: 13297 SILVERHILL PL NW
SILVERDALE, WA 98383

NAME OF CUSTODIAN OTHER THAN CLAIMANT: DAWN, SMITH

CHILD AND/OR DEPENDENT INFORMATION

NAME: SMITH, SENIKA BRIANN

DEPENDENT: YES SUPPORT: \$587.50

RELATIONSHIP: DAUGHTER

DOB: 10/11/1995

ADDRESS: 13297 SILVERHILL PL NW
SILVERDALE, WA 98383

NAME OF CUSTODIAN OTHER THAN CLAIMANT: DAWN, SMITH

BENEFICIARY(IES) FOR UNPAID PAY AND ALLOWANCES

NAME: SMITH, BEVERLY JEAN DAWES
ADDRESS: 1610 METROPOLITAN AVE APT 7H
BRONX, NY 10472

RELATIONSHIP: MOTHER

PERCENTAGE: 100%

PERSON(S) TO RECEIVE ALLOTMENT IF IN A MISSING STATUS, SUBJECT TO SECNAV DETERMINATION

NAME: SMITH, BEVERLY JEAN DAWES
ADDRESS: 1610 METROPOLITAN AVE APT 7H
BRONX, NY 10472

RELATIONSHIP: MOTHER

PERCENTAGE: 80%

BENEFICIARY(IES) FOR GRATUITY PAY (NO SPOUSE OR CHILD SURVIVING)

NAME: SMITH, BEVERLY JEAN DAWES
ADDRESS: 1610 METROPOLITAN AVE APT 7H
BRONX, NY 10472

RELATIONSHIP: Mother

PERCENTAGE 100%

LIFE INSURANCE INFORMATION

COMPANY: NONE
ADDRESS:

POLICY NUMBER:

LOCATION OF WILL

ADDRESS: 13297 SILVER HILL PL NW
SILVERDALE, WA 98383

SSN: 059-58-2514

NAME: SMITH, CRAIG ROBERT

LOCATION OF OTHER VALUABLE PAPERS

ADDRESS: NONE

PNOK (Name - Relationship - Phone - Address)

SMITH, BEVERLY JEAN DAWES, Mother, 718-824-4978, 718-824-4978
, 1610 METROPOLITAN AVE APT 7H, BRONX, NY, 10472

SNOK (Name - Relationship - Phone - Address)

SMITH, DAVID LENOARD, Brother, 718-824-4978, 718-824-4978, 665 WESTCHESTER AVE
, BRONX, NY, 10456

IS BENEFICIARY DESIGNATION OF SGLI ON FILE? YES DESIGNATION DATE: 04/02/2010

REMARKS

PADD: SMITH, BEVERLY JEAN DAWES
ADDRESS: 1610 METROPOLITAN AVE APT 7H
BRONX, NY 10472
Phone: 718-824-4978

RELATIONSHIP: Mother

UPDATE DUE TO DIVORCE ON 2010 MAY 07
ORIGINAL DIVORCE DECREE VERIFIED

BAH TYPE: BAH/ W DEP

It is my responsibility to notify my Navy Personnel Office/Ship's Office or
CSD/PSD if there is a change that may affect my BAH entitlement that may result
in an over/under payment.

UPDATED BY: GREG W 20 MAY 2010

CERTIFICATION: I HAVE REVIEWED THE DATA ON THIS FORM AND CERTIFY THAT IT IS
CORRECT. I UNDERSTAND THAT ANY CHANGE IN MY FAMILY MEMBER STATUS MUST BE
REPORTED AS A CHANGE TO THE DEFENSE ENROLLMENT ELIGIBILITY REPORTING SYSTEM
(DEERS) WITHIN 60 DAYS. THIS INCLUDES SERVICE MEMBERS IN A JOINT SERVICE
MARRIAGE (MILITARY MARRIED TO MILITARY), EVEN THOUGH EACH SPOUSE IS ALREADY
ENROLLED IN DEERS IN HIS OR HER OWN RIGHT AS A MILITARY MEMBER.

SIGNATURE OF DESIGNATOR:

CRAIG ROBERT SMITH

WITNESSED:

C. S. VANCE, PS1 (SCW), USN

SSN: 059-58-2514

NAME: SMITH, CRAIG ROBERT

DATE: 20 MAY 2018

TITLE: SEPARATIONS SECTION

Official NSIPS/ESR form printed this date 20-MAY-2010

OFFICIAL RECORD COPY

Please read the instructions before completing this form.

Servicemembers' Group Life Insurance Election and Certificate

Use this form to: (check all that apply)
 Name or update your beneficiary
 Reduce the amount of your insurance coverage
 Decline insurance coverage

Important: This form is for use by Active Duty and Reserve members. This form does not apply to and cannot be used for any other Government Life Insurance.

| | | | | |
|---------------------------|----------------------------|------------------------------|-------------------------------------|--|
| Last name SMITH | First name CRAIG | Middle name ROBERT | Rank, title or grade BMCS | Social Security Number 059-58-2514 |
|---------------------------|----------------------------|------------------------------|-------------------------------------|--|

| | |
|--|---|
| Branch of Service (Do not abbreviate) UNITED STATES NAVY | Current Duty Location RTC GREAT LAKES |
|--|---|

Amount of Insurance

By law, you are automatically insured for \$400,000. **If you want \$400,000 of insurance, skip to Beneficiary(ies) and Payment Options. If you want less than \$400,000 of insurance, please check the appropriate block below and write the amount desired and your initials.** Coverage is available in increments of \$50,000. **If you do not want any insurance*, check the appropriate block below and write (in your own handwriting), "I do not want insurance at this time."**

Declining SGLI coverage also cancels all family coverage and traumatic injury protection under the SGLI program.

I want coverage in the amount of \$ _____ Your initials _____

(Write "I do not want insurance at this time.")

*Note: Reduced or refused insurance can only be restored by completing form SGLV 8285 with proof of good health and compliance with other requirements. Reduced or refused insurance will also affect the amount of Veterans' Group Life Insurance you can convert to upon separation from service.

Beneficiary(ies) and Payment Options

I designate the following beneficiary(ies) to receive payment of my insurance proceeds. I understand that the principal beneficiary(ies) will receive payment upon my death. If all principal beneficiaries predecease me, the insurance will be paid to the contingent beneficiary(ies).

| Complete Name (first, middle, last) and Address of each beneficiary | Social Security Number (if known) | Relationship to you | Share to each beneficiary (Use %, \$ amounts or fractions) | Payment Option (Lump sum or 36 equal monthly payments) |
|---|-----------------------------------|---------------------|--|--|
| Principal | | | | |
| 1. BEVERLY JEAN DAVES SMITH 1810 METROPOLITAN AVE #7H BRONX, NY 10472 | | MOTHER | 100% | 36 monthly payments |
| 2. | | | | |
| 3. | | | | |
| 4. | | | | |

Additional Principals on page 4 (check if applicable)

Contingent

| | | | | |
|------------------------------------|--|---------|------|---------------------|
| 1. CURTIS SMITH BRONX, NY 10472 | | BROTHER | 100% | 36 monthly payments |
| 2. | | | | |
| 3. | | | | |
| 4. | | | | |

Additional Contingents on page 4 (check if applicable)

I HAVE READ AND UNDERSTAND the instructions on pages 2 and 3 of this form. I ALSO UNDERSTAND that:

- **This form cancels any prior beneficiary or payment instructions.**
- The proceeds will be paid to beneficiaries as stated in #6 on page 3 of this form, unless otherwise stated above.
- If I have legal questions about this form, I may consult with a military attorney at no expense to me.
- I cannot have combined SGLI and VGLI coverages at the same time for more than \$400,000.
- If I am married or if I get married after completing this form, **my spouse is automatically covered under Family SGLI for which premiums will be deducted from my pay, unless I decline Family SGLI coverage by completing SGLV 8286A. For Family SGLI premium deductions, my spouse MUST be registered in DEERS. Failure to do so will result in debts owed for unpaid premiums.**

SIGN HERE IN INK →

Craig Robert Smith
 (Your signature. Do not print.)

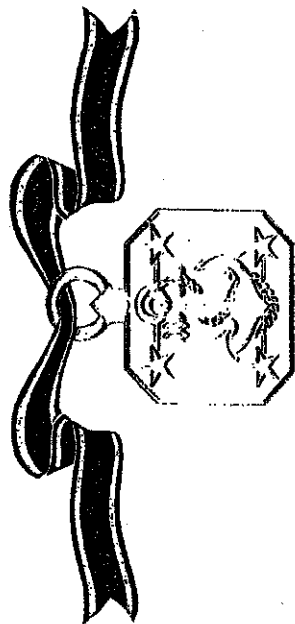
Date: 4/2/10

Do not write in space below. For official use only.

| | | | |
|----------------------------------|--------------------------------------|------------------------------------|------------------------------------|
| RECEIVED BY: <i>Wena Boyd</i> | RANK, TITLE OR GRADE <i>Clerk</i> | ORGANIZATION <i>USN - RDSCL</i> | DATE RECEIVED <i>2 Apr 2010</i> |
|----------------------------------|--------------------------------------|------------------------------------|------------------------------------|

059-58-2514

PRIVACY SENSITIVE



OFFICIAL RECORD COPY

DEPARTMENT OF THE NAVY

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

(GOLD STAR IN LIEU OF FOURTH AWARD)
TO

SENIOR CHIEF BOATSWAINS MATE (SURFACE WARFARE/AIR WARFARE) CRAIG R. SMITH, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT WHILE SERVING AS SHIP'S BOATSWAIN AND OPERATIONS DEPARTMENT LEADING CHIEF PETTY OFFICER IN USS MOMSEN (DDG 92) FROM NOVEMBER 2008 TO SEPTEMBER 2009. SENIOR CHIEF SMITH PERFORMED HIS DEMANDING DUTIES IN AN EXEMPLARY AND HIGHLY PROFESSIONAL MANNER. HE ADEPTLY LED DECK DIVISION THROUGH ABRAHAM LINCOLN STRIKE GROUP'S SUSTAINMENT EXERCISE, COMPRESSED UNIT LEVEL TRAINING PHASE, SEARCH AND RESCUE AND AVIATION CERTIFICATIONS. HIS ATTENTION TO DETAIL, EXPERT SEAMANSHIP, AND TOTAL DEDICATION TO MISSION ACCOMPLISHMENT LED TO HIS SELECTION AS THE 2009 COMNAVSURFOR NAVY AND MARINE CORPS ASSOCIATION LEADERSHIP AWARD RECIPIENT. HIS MENTORSHIP AND LEADERSHIP EFFORTS DIRECTLY CONTRIBUTED TO MOMSEN'S FIRST GOLD ANCHOR AWARD FOR RETENTION EXCELLENCE AND DESRON NINE'S BATTLE EFFECTIVENESS AWARD WINNER. SENIOR CHIEF SMITH'S EXCEPTIONAL PROFESSIONAL ACCOMPLISHMENTS, INITIATIVE, AND STEADFAST DEVOTION TO DUTY REFLECTED GREAT CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 4TH DAY OF September 2009



FOR SECRETARY OF THE NAVY

R. W. BODYAKE
Commander, U. S. Navy
Commanding Officer, USS MOMSEN (DDG 92)

Privacy Sensitive

AWARDS RECORD

| AWARD NAME | AWARD NUMBER | DATE OF AWARD | AUTHORITY | ADV POINTS |
|--------------------------------|--------------|----------------------------|----------------------|------------|
| Marksman M14 Rifle | | | SECNAVINST 1650.1H | NONE |
| Marksman .45 Cal Pistol | | | SECNAVINST 1650.1H | NONE |
| Sea Service Deployment Ribbon | 1st | | USS SACRAMENTO AOE-1 | NONE |
| Letter of Appreciation | | | D. W. IRELAN, CG | NONE |
| Sea Service Deployment Ribbon | 2nd | | USS SACRAMENTO AOE-1 | NONE |
| Marksman .45 Cal Pistol | | | SECNAVINST 1650.1H | NONE |
| National Defense Service Medal | 1st | | DESERT SHIELD STORM | NONE |
| Southwest Asia Service Medal | 1st | | DESERT SHIELD STORM | NONE |
| Navy Unit Commendation | 1st | | DESERT SHIELD STORM | NONE |
| Good Conduct Medal Active | 1st | 06/21/1989 - 08/20/1992 | SECNAVINST 1650.1H | 2.00 |
| Marksman .45 Cal Pistol | 1st | | ADAK, AK | NONE |
| Navy/MC Overseas Svc Ribbon | 1st | | DESERT SHIELD STORM | NONE |
| Good Conduct Medal Active | 2nd | 04/14/1993 - 04/13/1996 | TRIREFAC BANGOR WA | 2.00 |
| Letter of Commendation | 5th | 08/01/1993 - 08/30/1996 | WD CENTER, RADM CNB | NONE |
| Navy "E" Ribbon | 2nd | 01/01/1996 - 12/31/1996 | SECNAVINST 1650.1H | NONE |

| | | |
|---|---------------------------------------|------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS 11 |
|---|---------------------------------------|------------------------|

AWARDS RECORD

| AWARD NAME | AWARD NUMBER | DATE OF AWARD | AUTHORITY | ADV POINTS |
|--------------------------------|--------------|-------------------------|----------------------|------------|
| Armed Forces Expeditionary Med | 1st | | SECNAVINST 1650.1H | NONE |
| Letter of Commendation | 1st | 10/01/1996 - 04/30/1997 | COMNAVSURFGRUPAC NOR | NONE |
| Navy Unit Commendation | 1st | 12/16/1998 - 12/20/1998 | SECRETARY OF THE NAV | NONE |
| Navy "E" Ribbon | 1st | 01/01/1998 - 12/31/1998 | USS RAINIER (AOE-7) | NONE |
| Sea Service Deployment Ribbon | 3rd | 11/06/1998 - 02/05/1999 | SECNAVINST 1650.1H | NONE |
| Armed Forces Expeditionary Med | 1st | 12/18/1998 - 03/20/1999 | CNO, NAVADMIN 120/99 | NONE |
| Navy/MC Achievement Medal | 1st | 11/01/1998 - 09/27/1999 | OTHER | 2.00 |
| Good Conduct Medal Active | 3rd | 04/14/1998 - 04/13/1999 | SECNAVINST 1650.1H | 2.00 |
| Meritorious Unit Commendation | 1st | 12/19/1998 - 05/19/1999 | CNO | NONE |
| Letter of Commendation | 4th | 04/01/1999 - 06/30/1999 | PACNORWEST RADM W.J. | NONE |
| Sea Service Deployment Ribbon | 4th | 03/17/2000 - 09/15/2001 | CO, USS RAINIER AOE- | NONE |
| Navy/MC Achievement Medal | 2nd | 03/01/2001 - 08/19/2001 | OTHER | 2.00 |
| Navy "E" Ribbon | 2nd | 01/01/2001 - 12/31/2001 | COMNAVSURFAC | NONE |
| Letter of Appreciation | | | P. C. PINSON, CO | NONE |
| National Defense Service Medal | 1st | | SECNAVINST 1650.1H | NONE |

| | | |
|---|---------------------------------------|------------------------|
| NAME (Last, First, Middle) SMITH, CRAIG ROBERT | SOCIAL SECURITY NUMBER 059-58-2514 | BRANCH AND CLASS 11 |
|---|---------------------------------------|------------------------|

AWARDS RECORD

| AWARD NAME | AWARD NUMBER | DATE OF AWARD | AUTHORITY | ADV POINTS |
|-------------------------------|--------------|-------------------------|--------------------|------------|
| Good Conduct Medal Active | 4th | 01/22/2000 - 01/21/2003 | SECNAVINST 1650.1H | 2.00 |
| Letter of Commendation | 1st | 03/03/2001 - 05/31/2003 | SECNAVINST 1650.1H | NONE |
| Recruiting Gold Wreath | 1st | 03/01/2003 - 05/31/2003 | SECNAVINST 1650.1H | NONE |
| Recruiting Gold Wreath | 2nd | 06/01/2003 - 08/31/2003 | SECNAVINST 1650.1H | NONE |
| Letter of Commendation | 2nd | 06/01/2003 - 06/31/2003 | COMMANDER, USN | NONE |
| Letter of Commendation | 3rd | 09/30/2001 - 10/21/2003 | COMMANDER, USN | NONE |
| Recruiting Gold Wreath | 3rd | 09/01/2003 - 10/21/2003 | SECNAVINST 1650.1H | NONE |
| Recruiting Gold Wreath | | 05/01/2004 - 07/31/2004 | SECNAVINST 1650.1H | NONE |
| Meritorious Unit Commendation | 1st | 01/01/2003 - 09/30/2004 | SECNAVINST 1650.1H | NONE |
| Recruiting Gold Wreath | | 03/01/2005 - 03/31/2005 | SECNAVINST 1650.1H | NONE |
| Sea Service Deployment Ribbon | | 01/06/2006 - 01/06/2006 | SECNAVINST 1650.1H | NONE |
| Good Conduct Medal Active | 5th | 01/22/2003 - 01/21/2006 | SECNAVINST 1650.1H | 2.00 |
| GW-Terrorism Expeditionary | 1st | | NAVADMIN 090/04 | NONE |
| Meritorious Unit Commendation | | 02/07/2006 - 06/23/2006 | SECNAVINST 1650.1H | NONE |
| Letter of Appreciation | | | P. M. KELLY, CO | NONE |

NAME (Last, First, Middle)
SMITH, CRAIG ROBERT

SOCIAL SECURITY NUMBER
059-58-2514

BRANCH AND CLASS
11

AWARDS RECORD

| AWARD NAME | AWARD NUMBER | DATE OF AWARD | AUTHORITY | ADV POINTS |
|----------------------------|--------------|-------------------------|--------------------|------------|
| Navy/MC Commendation Medal | 1st | 04/01/2006 - 11/11/2006 | OTHER | 3.00 |
| Navy/MC Achievement Medal | 3rd | 07/01/2007 - 01/30/2008 | OTHER | 2.00 |
| Navy/MC Commendation Medal | 2nd | 03/01/2008 - 08/05/2008 | OTHER | 3.00 |
| GW-Terrorism Service Medal | | 04/30/2008 - 09/30/2008 | NAVADMIN 273/04 | NONE |
| Good Conduct Medal Active | 6th | 01/22/2006 - 01/21/2009 | SECNAVINST 1650.1H | 2.00 |

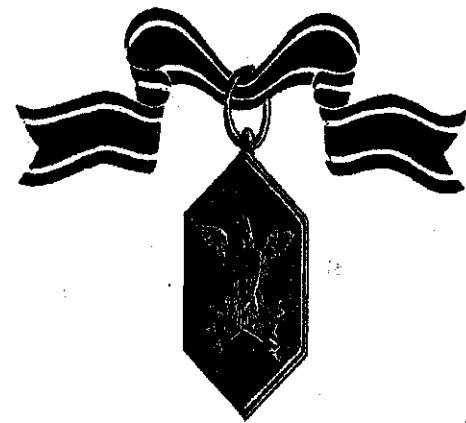
NAME (Last, First, Middle)
SMITH,CRAIG ROBERT

SOCIAL SECURITY NUMBER
059-58-2514

BRANCH AND CLASS
11

059582514

PRIVACY SENSITIVE



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS COMMENDATION MEDAL

(GOLD STAR IN LIEU OF SECOND AWARD)

TO

SENIOR CHIEF BOATSWAIN'S MATE (SURFACE WARFARE/AVIATION WARFARE) CRAIG ROBERT SMITH, UNITED STATES NAVY

FOR

MERITORIOUS SERVICE WHILE SERVING AS SHIP'S BOATSWAIN IN USS MOMSEN (DDG 92) DEPLOYED TO THE WESTERN PACIFIC AND INDIAN OCEAN WITH THE ABRAHAM LINCOLN STRIKE GROUP FROM MARCH TO OCTOBER 2008 IN SUPPORT OF NATIONAL TASKING AND MARITIME OPERATIONS. HIS POSITIVE LEADERSHIP OF OPERATIONS DEPARTMENT PERSONNEL RESULTED IN UNPRECEDENTED LEVELS OF READINESS AND FLEXIBILITY. HIS PROFESSIONALISM ENHANCED EVERY ASPECT OF DESTROYER OPERATIONS FROM THE SAFE EXECUTION OF COUNTLESS AT-SEA REPLENISHMENTS AND FLIGHT OPERATIONS, TO PROVIDING EMERGENCY RESCUE AND ASSISTANCE TO TWO VESSELS IN DISTRESS. ADDITIONALLY, HIS MENTORSHIP OF SAILORS LED TO THEIR RECOGNITION AS SAILOR OF THE QUARTER AND ONE COMMAND ADVANCEMENT. SENIOR CHIEF SMITH'S DISTINCTIVE ACCOMPLISHMENTS, UNRELENTING PERSEVERANCE, AND STEADFAST DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND UPHELD THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

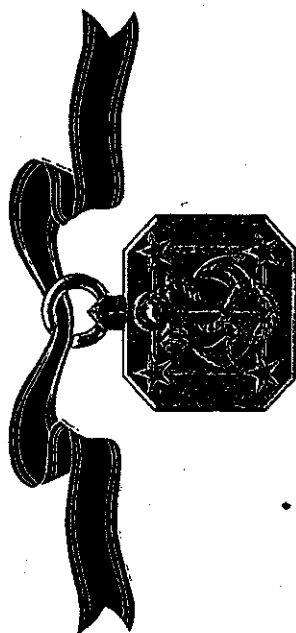
GIVEN THIS 1ST DAY OF OCTOBER 2008



[Signature]
FOR THE SECRETARY OF THE NAVY
J. T. LEBBLEIN
CAPTAIN, UNITED STATES NAVY
COMMANDER, DESTROYER SQUADRON NINE

059 58 2514

PRIVACY SENSITIVE



OFFICIAL RECORD COPY

DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF THIRD AWARD)

TO

CHIEF BOATSWAIN'S MATE (SURFACE WARFARE/AVIATION WARFARE) CRAIG R. SMITH, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT WHILE SERVING AS FIRST DIVISION LCPO, MOB-S TRAINING TEAM MEMBER, AND FLIGHT DECK OFFICER IN USS MOMSEN (DDG 92) FROM MAY 2007 TO FEBRUARY 2008. CHIEF PETTY OFFICER SMITH CONSISTENTLY PERFORMED HIS DUTIES IN AN EXEMPLARY AND HIGHLY PROFESSIONAL MANNER. DURING MOMSEN'S COMPRESSED TRAINING CYCLE, CHIEF PETTY OFFICER SMITH WAS THE DRIVING FORCE BEHIND MOMSEN'S SUCCESSFUL COMPLETION OF SAR CERT, AVIATION READINESS QUALIFICATION, FLIGHT DECK AVCERT, AND SEAMANSHIP CERTIFICATION. ADDITIONALLY, HIS EXPERTISE AND OVERSIGHT WAS DIRECTLY RESPONSIBLE FOR THE SAFE COMPLETION OF SIX UNDERWAY REPLENISHMENT EVOLUTIONS AND OVER 200 MISHAP-FREE HOURS OF FLIGHT DECK OPERATIONS DURING HSL-47 WEEK ONE WORK-UPS AND ABRAHAM LINCOLN STRIKE GROUP COMPTUEX 08-1. CHIEF PETTY OFFICER SMITH'S EXCEPTIONAL PROFESSIONALISM, INITIATIVE AND LOYAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

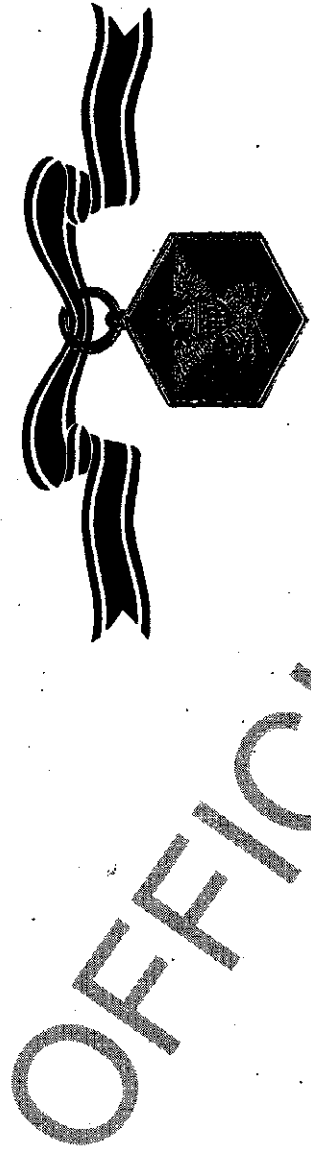


GIVEN THIS 1st DAY OF February 2008

[Signature]
FOR SECRETARY OF THE NAVY

M.C. SPARKS
Commander, U. S. Navy
Commanding Officer, USS MOMSEN (DDG 92)

059-58-2514
XXX-XX-2514



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS COMMENDATION MEDAL

TO
CHIEF BOATSWAIN'S MATE (SURFACE WARFARE/AVIATION WARFARE)
CRAIG R. SMITH
UNITED STATES NAVY

FOR
MERTORIOUS SERVICE AS LEADING CHIEF PETTY OFFICER, FIRST DIVISION, OPERATIONS DEPARTMENT, IN USS MOMSEN, FROM APRIL TO SEPTEMBER 2006, WHILE DEPLOYED TO THE WESTERN PACIFIC OCEAN IN SUPPORT OF OPERATION ENDURING FREEDOM-PHILIPPINES. DEMONSTRATING UNMATCHED MOTIVATION AND LEADERSHIP, CHIEF SMITH MOLDED A TEAM OF PROFESSIONAL SAILORS THAT WAS CRITICAL TO EACH AND EVERY MOMSEN SUCCESS DURING HER MAIDEN DEPLOYMENT. HIS UNMATCHED TECHNICAL PROFICIENCY WAS KEY TO THE SAFE EXECUTION OF 19 UNDERWAY REPLENISHMENTS, MORE THAN 50 SMALL BOAT EVOLUTIONS AND 25 SEA AND ANCHOR DETAILS. HE MADE A POSITIVE, SHIP-WIDE IMPACT DAILY AND WAS PIVOTAL TO MOMSEN'S CERTIFICATION AS Afloat FORWARD STAGING BASE IN SUPPORT OF EXPANDED MARITIME INTERCEPTION OPERATIONS. ADDITIONALLY, HE PLANNED AND ORCHESTRATED AN INTENSIVE PRESERVATION PLAN THAT INCLUDED PAINTING ALL TOPSIDE SPACES, A NONSKID RESURFACING PROJECT THAT SAVED THE NAVY 132,000 DOLLARS, AND A SIDE PAINTING PROGRAM THAT MAINTAINED MOMSEN IN PEAK CONDITION. CHIEF SMITH'S INITIATIVE, PERSEVERANCE AND STEADFAST DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.



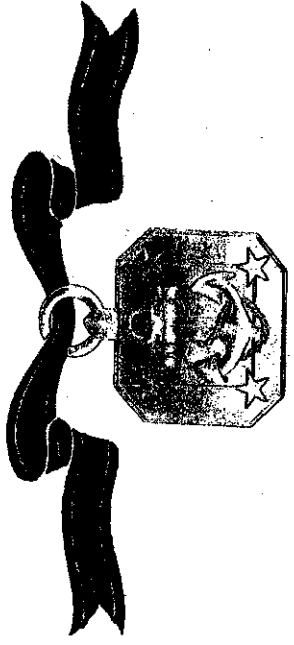
Don McClain
FOR THE SECRETARY OF THE NAVY
D/L McCLAIN
REAR ADMIRAL, UNITED STATES NAVY
COMMANDER, TASK FORCE SEVEN FIVE

GIVEN THIS 11TH DAY OF NOVEMBER 2006

RECORDED COPY

333-60-5883

059-58-2514



OFFICIAL

DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF THIRD AWARD)

TO

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE/AVIATION WARFARE) CRAIG R. SMITH
UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT WHILE SERVICING AS FIRST DIVISION LEADING PETTY OFFICER, USS RAINIER (AOE-7) FROM DECEMBER 2001 TO OCTOBER 2002. PETTY OFFICER SMITH PERFORMED HIS DUTIES WITH UNPARALLELED DEDICATION AND PROFESSIONALISM, THEREBY ENABLING RAINIER TO MEET ALL MISSION REQUIREMENTS. PETTY OFFICER SMITH DEMONSTRATED EXCEPTIONAL ABILITY AND DETERMINATION WHILE LEADING FIRST DIVISION THROUGH A DEMANDING PLANNED MAINTENANCE AVAILABILITY AND AN INTERDEPLOYMENT INSPECTION CYCLE. HIS UNPARALLELED EXPERTISE AND ORGANIZATIONAL SKILLS PROVED INVALUABLE IN TRAINING OVER 160 DECK DEPARTMENT PERSONNEL IN UNDERWAY REFRESHMENT AND ANCHORING PROCEDURES. THESE EFFORTS ENABLED RAINIER TO COMPLETE 36 MISHAP-FREE FUELINGS AT-SEA WITH SHIPS OF THE CONSTELLATION BATTLE GROUP DURING AN INTENSIVE BATTLEGROUP EXERCISE. ADDITIONALLY, THROUGH SUPERIOR TECHNICAL ACUMEN AND LEADERSHIP SKILLS, HE WAS INSTRUMENTAL IN USS RAINIER EARNING THE 2001 BATTLE EXCELLENCE AND COVETED GOLDEN ANCHOR AWARDS. PETTY OFFICER SMITH'S OUTSTANDING PERSONAL INITIATIVE AND UNWAVERING DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

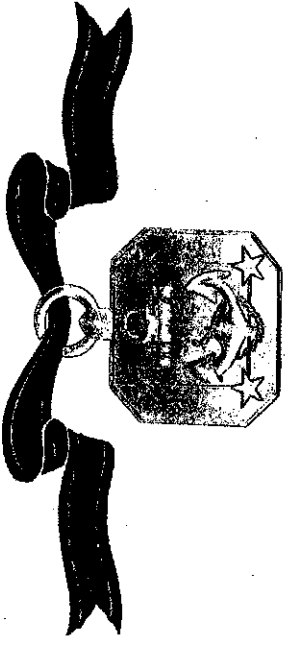


GIVEN THIS 16TH DAY OF SEPTEMBER 2002

FOR THE SECRETARY OF THE NAVY
PRESTON C. PINSON
CAPTAIN, U.S. NAVY
COMMANDING OFFICER

333-60-5883

059-58-2514



OFFICIAL RECORD COPY

DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR IN LIEU OF THIRD AWARD)

TO

BOATSWAIN'S MATE FIRST CLASS (SURFACE WARFARE/AVIATION WARFARE) CRAIG R. SMITH
UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT WHILE SERVICING AS FIRST DIVISION LEADING PETTY OFFICER, USS RAINIER (AOE-3) FROM DECEMBER 2001 TO OCTOBER 2002. PETTY OFFICER SMITH PERFORMED HIS DUTIES WITH UNPARALLELED DEDICATION AND PROFESSIONALISM, THEREBY ENABLING RAINIER TO MEET ALL MISSION REQUIREMENTS. PETTY OFFICER SMITH DEMONSTRATED EXCEPTIONAL ABILITY AND DETERMINATION WHILE LEADING FIRST DIVISION THROUGH A DEMANDING PLANNED MAINTENANCE AVAILABILITY AND AN INTERDEPLOYMENT INSPECTION CYCLE. HIS UNPARALLELED EXPERTISE AND ORGANIZATIONAL SKILLS PROVED INVALUABLE IN TRAINING OVER 160 DECK DEPARTMENT PERSONNEL IN UNDERWAY REPLENISHMENT AND ANCHORING PROCEDURES. THESE EFFORTS ENABLED RAINIER TO COMPLETE 36 MISHAP-FREE FUELINGS AT-SEA WITH SHIPS OF THE CONSTELLATION BATTLE GROUP DURING AN INTENSIVE BATTLEGROUP EXERCISE. ADDITIONALLY, THROUGH SUPERIOR TECHNICAL ACUMEN AND LEADERSHIP SKILLS, HE WAS INSTRUMENTAL IN USS RAINIER EARNING THE 2001 BATTLE EXCELLENCE AND COVERED GOLDEN ANCHOR AWARDS. PETTY OFFICER SMITH'S OUTSTANDING PERSONAL INITIATIVE AND UNWAVERING DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.



GIVEN THIS 16TH DAY OF SEPTEMBER 2002

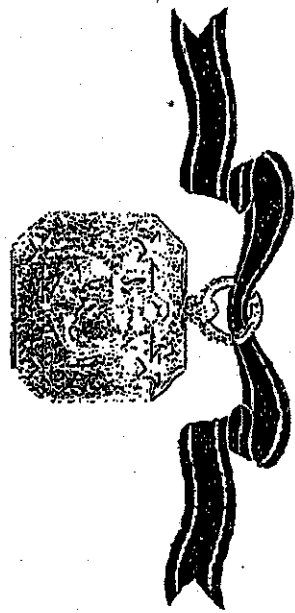
FOR THE SECRETARY OF THE NAVY
PRESTON C. PINSON
CAPTAIN, U.S. NAVY
COMMANDING OFFICER

901-874-3759

IN NDAMS NOT IN PSR

059582514

09/29/2018 00:44 FAX



COPY

DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

(GOLD STAR LIEU OF SECOND AWARD)

TO

BOATSWAIN'S MATE SECOND CLASS (SURFACE WARFARE/AVIATION WARFARE) CRAIG R. SMITH, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT WHILE SERVING AS UNDERWAY REPLENISHMENT SAFETY OFFICER AND WORK CENTER SUPERVISOR, USS RAINIER (AOE 7) FROM MARCH TO SEPTEMBER 2001. PETTY OFFICER SMITH PERFORMED HIS DEMANDING DUTIES WITH IMPARTIALLED DEDICATION AND PROFESSIONALISM, THEREBY ESTABLISHING RAINIER TO MEET ALL MISSION REQUIREMENTS AT SEA. HIS CRITICAL EYE ON SAFETY AND VAST EXPERIENCE IN THE EXECUTION OF HIGH-TEMPO REPLENISHMENT-AT-SEA OPERATIONS DIRECTLY CONTRIBUTED TO THE SUCCESSFUL COMPLETION OF MORE THAN 100 MISHAPE-REEL UNDERWAY REPLENISHMENTS, TRANSPORTING 71 MILLION GALLONS OF FUEL AND ONE HUNDRED THOUSAND POUNDS OF CARGO AND SUPPLY TO SHIPS OF THE USS CONSTELLATION BATTLE GROUP WHILE OPERATING IN THE ARABIAN GULF. ADDITIONALLY, AS WORK CENTER SUPERVISOR, HE LED THE MAINTENANCE AND PRESERVATION EFFORTS ON ALL SECOND DIVISION SPACES AND EQUIPMENT, NOTICEDLY IMPROVING LABILITABILITY AND ACHIEVING A 100 PERCENT PREVENTIVE MAINTENANCE ACCOMPLISHMENT RATE. PETTY OFFICER SMITH'S OUTSTANDING PERSONAL INITIATIVE AND UNWAVERING DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 19TH DAY OF AUG 2001



[Signature]
FOR THE SECRETARY OF THE NAVY
K. L. CARB
CAPTAIN, U.S. NAVY
COMMANDING OFFICER