

OER SUPPORT FORM AND OER VIGNETTE – CPT VO

SITUATION. PREPARE AN OER SUPPORT FORM USING THE INFORMATION BELOW. ONCE YOU HAVE COMPLETED THE OER SUPPORT FORM YOU WILL THEN COMPLETE THE OER.

RATED OFFICER’S SOCIAL – [901031601](#) (fake social)

RATED OFFICER –[VO, SON L.](#) (fake person)

RATED OFFICER EMAIL – [son.l.vo.mil@mail.mil](#) (fake email)

COMPONENT- [RA](#)

RANK - [CPT](#)

DOR – [20071203](#)

RATER LAST NAME - [FREEMAN](#) (must enter this name before entering your social)

RATER SOCIAL ([USE YOUR SOCIAL.....](#)so you can use and see the profile tool later)

RATER EMAIL – [jason.l.freeman.mil@mail.mil](#)

SENIOR RATER LAST NAME – [JORDANO](#) (must enter this name before entering your social)

SENIOR RATER SOCIAL – ([USE YOUR SOCIAL.....](#)so you can use and see the profile later)

SENIOR RATER EMAIL – [james.w.jordano.mil@mail.mil](#)

CLICK NEXT (TO GO TO THE EVALUATION SUPPORT FORM CREATION CONFIRMATION SCREEN)

(Evaluation Support Form Creation Confirmation Screen)

CONFIRM THE RATING SCHEME IS CORRECT THEN **CLICK NEXT** (TO GO TO ADMIN DATA)

(Admin Data Screen)

RATED OFFICER’S NAME - [VO, SON L.](#)

BRANCH – [AR](#)

RATED OFFICER'S UNIT, ORG –HHC, 2D MECH IN

STATION - FT CARSON

ZIPCODE - 80913

STATE – CO

MAJOR COMMAND – FC

UIC - W90101

DATE LAST EVAL – 20130531

MSAF – 20131001

CLICK NEXT (TO GO TO AUTHENTICATION)

(AUTHENTICATION SCREEN)

RATER FIRST NAME – JASON

RATER's MI – L

RATER RANK – LTC

RATER POSITION –Battalion Commander

INTERMEDIATE RATER – (N/A - THERE ISN'T ONE – LEAVE BLANK)

SENIOR RATER FIRST NAME – JAMES

SENIOR RATER'S MI - W

SENIOR RATER RANK - COL

SENIOR RATER POSITION – Brigade Commander

SENIOR RATER ORGANIZATION – 136th AR BDE Fort Carson, CO

SENIOR RATER BRANCH – AR

SENIOR RATER COMPONENT – RA

SENIOR RATER PHONE NUMBER – 5026139019

SUPPLEMENTAL REVIEW – (SKIP -THERE ISN'T ONE)

CLICK NEXT (TO GO TO VERIFICATION OF FACE-TO-FACE DISCUSSION)

(Verification of Face-to-Face Discussion Screen)

INITIAL COUNSELING – [20130601](#)

Support Form available for Rater - [20130601](#)

Support Form available for Senior Rater - [20130601](#)

FIRST FOLLOW UP COUNSELING – [20130901](#)

SECOND FOLLOW UP COUNSELLING – [20131201](#)

THIRD FOLLOW UP COUNSELING – [20140301](#)

CLICK NEXT (TO GO TO DUTIES AND RESPONSIBILITIES)

(Duties and Responsibilities Screen)

PRINCIPAL DUTY TITLE - [Company Commander](#)

AOC/BR - [19A00/AR](#)

DUTIES AND RESPONSIBILITIES

[Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination. Provide Armor support as part of the quick reaction force as called upon by outlying units within the area of operation.](#)

CLICK NEXT (TO GO TO PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS SCREEN)

(Performance Objectives and Accomplishment Screen)

PERFORMANCE OBJECTIVES

[Prove to be the best Company Commander in the 136th Amor Brigade. Accomplish all assigned missions while exceeding established Brigade standards.](#)

SIGNIFICANT CONTRIBUTIONS

I have performed 47 missions in support of the Brigade, the most of any commander in our Brigade. I completed all missions with no safety related incidents and performed each better than SOP. Willingly shared my successes and techniques with others to improve the overall readiness and abilities of my fellow officers.

CLICK NEXT (TO GO TO CHARACTER)

(Character Screen)

CHARACTER OBJECTIVES

Be a dependable commander that can be counted on to complete any assigned task. Display a positive image at all times and represent the command and the Army.

CHARACTER ACCOMPLISHMENTS

Set the example for other officers. I completed every assigned task and volunteered to take on missions to support the other officers in the Regiment. I fully supported the Regiment Commander's SHARP program and resolved to SHARP related issues.

CLICK NEXT (TO GO TO PRESENCE)

(Presence Screen)

Pushups- 75

Situps- 75

Minutes – 12

Seconds-30

Height- 70

Weight -189

PRESENCE OBJECTIVES

Lead by example and score a 300 on every APFT. Be a leader that others willingly want to follow. Establish trust and confidence with my peers and Senior Officers alike.

PRESENCE ACCOMPLISHMENTS

Scored 300 on my APFT and exceeded my run time goals. Maintained professionalism at all times. Took charge and led my crew to achieve every mission in support of each assigned unit mission.

CLICK NEXT (TO GO TO INTELLECT SCREEN)

(Intellect Screen)

INTELLECT OBJECTIVES

Challenge myself to learn new methods. Think outside the box using critical thinking to achieve desired results. Deal with situations as they arise.

INTELLECT ACCOMPLISHMENTS

Sought out other successful commanders and inquired as to how they accomplished certain missions in order to grow as a leader. Went commander training to hone my skills and make me a better asset to the Brigade.

CLICK NEXT (TO GO TO LEADS)

(Leads Screen)

LEADS OBJECTIVES

Take charge of any assigned mission I am given. Ensure that I give my subordinate the leadership and guidance they need in order to achieve mission success. Set the example and fully support the Commander's EEO and SHARP programs.

LEADS ACCOMPLISHMENTS

When in charge I took charge. Provide leadership presence and ensured every critical mission had my supervision and oversight. Supported the Commander's SHARP Program and had zero reported instances of abuse.

CLICK NEXT (TO GO TO DEVELOPS)

(Develops Screen)

MSAF PROJECTED COMPLETION DATE –

20131009

DEVLOPS OBJECTIVES

Train my crew to be proficient on all battle drills. Hone their skills until they are able to easily execute routine tasks.

DEVELOPS ACCOMPLISHMENTS

Conducted more than 20 rehearsals on our 3 battle drills. My crew exceeded the brigade's standards during both of our Battalion exercises. As a result of my training and oversight, my crew placed 1st overall.

CLICK NEXT (TO GO TO ACHIEVES)

(Achieves Screen)

ACHIEVES OBJECTIVES

Get results higher than any other crew in the Brigade. Set the standard for timeliness and safety throughout the Regiment. Shine at Battalion Exercises by setting the bar high.

ACHIEVES ACCOMPLISHMENTS

Received numerous accolades from the Brigade Commander. Demonstrated that my crew was the best in the Brigade by placing 1st in Reacting to Contact the quickest during our Brigade Exercises prior to deploying.

CLICK NEXT (TO GO TO GOALS & COMMENTS)

(Goals & Comments Screen)

RATER SELF DEVELOPMENT GOALS

I want you to push yourself and your crews to be the best in the Brigade. I want you to tackle each of the tasks I assign you in a quick, safe and professional manner. Lead from the front at all times.

SENIOR RATER COMMENTS

Achieve results despite any challenges that might arise. Always keep Commander's intent in mind when faced with making a decision that you don't have time to consult your Commander with. When in doubt, make a decision and execute.

CLICK EXIT (WHICH WILL TAKE YOU TO BACK TO THE EES LANDING PAGE)

CREATING AN OER FROM AN EXISTING OER SUPPORT FORM

From the EES Landing Page, click on the "edit OER Support Form" button. Locate the support form you want to use to create the OER from. **Click on that individual's document ID number** on the left.

CLICK ON THE "CREATE OER TAB" at the top which will pull the basic admin data from the existing support form into an OER shell.

TO BEGIN THE OER, **CLICK ON THE "RATED SOLDIER TAB"** AT THE TOP OF THE OER SHELL AND COMPLETE BLANKS AS REQUIRED USING INFO BELOW:

(Admin Data – Rated Soldier Tab)

RATED OFFICER: VO, SON L

RATED SSN: 901031601

RATED OFFICER RANK: CPT

DATE OF RANK 20071203

BRANCH: AR

COMPONENT : RA

UNIT : HHC, 2D MECH IN

STATION: FT CARSON

ZIP: 80913

MAJOR COMMAND: FC

UIC -W90101

EMAIL: son.l.vo.mil@mail.mil

(Admin Data Continued)

REASON FOR SUBMISSION: 03-CHANGE OF RATER

FROM DATE - 20120801

THRU DATE - 20130601

RATED MONTHS - 10

RATED DAYS – 304

NON RATED CODES – (N/A - LEAVE BLANK)

CLICK NEXT (TO GO TO RATER INFO SCREEN)

(Rater Info Screen)

RATER LAST NAME – FREEMAN

RATER FIRST NAME – JASON

RATER MI –L

RATER’S SSN: (YOUR SSN SHOULD BE IN IT)

RATER’S RANK – LTC

POSITION- BATTALION COMMANDER

RATER’S EMAIL - jason.l.freeman.mil@mail.mil

CLICK NEXT (TO GO TO STEP 2)

(Duty Description Screen)

MSAF DATE - 20131009

PRINCIPAL DUTY TITLE – Company Commander

POSITION AOC/BR – 19A00/AR

DUTIES AND RESPONSIBILITIES – See below

Company Commander of the 136th Armor Company at Kandahar Airfield, Afghanistan in support of Operation Enduring Freedom. Responsible for the readiness of the company with emphasis in the areas of personnel, training, logistics and staff coordination.

CLICK NEXT (TO GO TO STEP 3)

(Performance Evaluation Screen)

APFT RATING – Click on Pull Down menu - select PASS

APFT DATE - 20130401

HEIGHT – 70

WEIGHT – 189

WITHIN STANDARDS – **CLICK YES**

COMMENTS ON APFT RESULTS – Scored a 300 on the APFT.

NUMBER OF OFFICERS CURRENTLY RATED – 5

CHECK PROFILE IF DESIRED – Click on the blue “Profile Stats” link to see what your profile is and if your profile supports the rating you would like to give.

COMMENTS ON OVERALL PERFORMANCE RATING – see below

Clearly the best of 4 Captains I rate. His performance has been nothing less than phenomenal.

SELECT OVERALL PERFORMANCE RATING – select a performance rating. **WARNING –ONCE YOU LOCK IN THAT PERFORMANCE RATING IT CANNOT BE CHANGED ONCE LOCKED** (After you have locked in your profile you can click on the blue profile link and it will show your profile with the performance rating you selected calculated into your profile.

ARE YOU SERVING AS RATER AND SENIOR RATER? – **CLICK NO**

CLICK NEXT (TO GO TO STEP 4)

(Performance Evaluation Comments Screen)

CHARACTER COMMENTS:

CPT X displayed tremendous character throughout rated period. He could always be counted on to do what is right despite the challenges he encountered. He fully supports the Commander's SHARP program and fosters a climate of dignity and respect.

PRESENCE COMMENTS:

CPT X leads from the front and radiates a role model attitude and appearance at all times. He displays confidence and enthusiasm while projecting a positive command presence. His unit APFT average was 275, the highest in the Battalion.

INTELLECT COMMENTS:

CPT X is wise beyond his years. He develops courses of action to overcome transportation challenges in a very demanding operational environment. He quickly analyzes every situation and applies well thought guidance to his subordinates.

CLICK NEXT (TO GO TO STEP 5)

(Performance Evaluation Comments Continued Screen)

LEADS COMMENTS:

CPT X leads from the front in all endeavors. He is the first to accomplish every assigned task. He sets the other for others to follow. He was the key planner on the Shindand Joint Facilities Utilization Board for the eventual move of the SSA to the east side of the airfield.

DEVELOPS COMMENTS:

CPT X possesses incredible team building skills as evidenced while standing up his unit. He has built tremendous teams who can work with minimal supervision. He willingly shares his technical skills and abilities. He is a true team player who cares more about his organization and subordinates than he does himself.

ACHIEVES COMMENTS:

CPT X delivers the most incredible results. He maintained every DA standard from inventory accuracy to zero balance with due outs while working in an extremely high OPTEMPO. He implemented a supply accountability program and performs 100% inventories monthly on over \$65M of equipment.

HAVE YOU ENTERED NEGATIVE COMMENTS? – CLICK NO

CLICK NEXT (TO GO BACK TO OER SHELL MAIN PAGE)

(Senior Rater Tab)

CLICK ON THE SENIOR RATER TAB AT THE TOP RIGHT OF THE PAGE (TO GO TO STEP 1)

(Senior Rater Info Screen)

SENIOR RATER: JORDANO, JAMES W

SSN: (SHOULD BE YOUR SSN)

RANK: COL

POSITION: BRIGADE COMMANDER

BRANCH: AR

COMPONENT: RA

SENIOR RATER PHONE #: 502-613-9019

SENIOR RATER EMAIL: james.w.jordano.mil@mail.mil

CLICK NEXT (TO PROCEED TO STEP 2)

(Sr. Rater Potential Rating Screen)

NUMBER OF OFFICERS RATED IN THIS GRADE –

25

BOX CHECK – SELECT POTENTIAL RATING AS DESIRED

SELECT OVERALL PERFORMANCE RATING as desired

SENIOR RATER COMMENTS ON POTENTIAL

CPT X's potential ranks among the top 26 Company Commanders I currently Senior Rate, and in the top CPTs with whom I've observed in 24 years. His discipline and professionalism transcends to members of his unit and the sister companies in the Battalion. Promote to Major and select for resident ILE. Future Battalion Commander.

LIST 3 FUTURE SUCCESSIVE ASSIGNMENTS - BN S3, BN XO, BN CDR

Have you annotated any negative comments? – **CLICK NO**

CLICK NEXT (TO PROCEED TO STEP 3)

(Supplemental Review Screen)

Supplemental Review Required? **CLICK NO**

CLICK NEXT (TO GO BACK TO THE OER MAIN PAGE)

NOTE : This completes this vignette. The evaluation is now complete and ready for digital signatures. Once this evaluation has been signed by all parties it can then be submitted to HQDA by the Senior Rater or delegates he/she has appointed.