

OFFICER EVALUATION REPORT						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.					
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.											
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) CAPPS, JASON E.		b. SSN 538-96-4138	c. RANK ILT	d. DATE OF RANK (YYYYMMDD) 20110202	e. BRANCH SC	f. DESIGNATED SPECIALTIES / PMOS (WO) 25A					
g.1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 230th Signal Company (TIN), KAF, Afghanistan, APO AE 09355 NETCOM				g.2. STATUS CODE MOB	h. REASON FOR SUBMISSION 10 Ext annual						
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or mil)		n. UIC	o. CMD CODE	p. PSB CODE		
FROM (YYYYMMDD) 20090802	THRU (YYYYMMDD) 20120621	35	Z, S	0	jason.e.capps@us.army.mil		WX68AA	G6	UB19		
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)											
a. NAME OF RATER (Last, First, MI) HALEY, STEPHEN M.		SSN (b)(6)	RANK CPT	POSITION Company Commander	SIGNATURE HALEY STEPHEN MARC DOUGL (b)(6)		DATE (YYYYMMDD) 20120616				
b. NAME OF INTERMEDIATE RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE		DATE (YYYYMMDD)				
c. NAME OF SENIOR RATER (Last, First, MI) BOROWIEC, EDWARD F., JR		SSN (b)(6)	RANK LTC	POSITION Battalion Commander	SIGNATURE BOROWIEC EDWARD FRANCEL (b)(6)		DATE (YYYYMMDD) 20120616				
SENIOR RATER'S ORGANIZATION 25th Signal Battalion APO AE 09354			BRANCH SC	SENIOR RATER TELEPHONE NUMBER DSN 318-481-6055	E-MAIL ADDRESS (.gov or .mil) ed.borowiec@us.army.mil						
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No					e. SIGNATURE OF RATED OFFICER CAPPS JASON EDWAR (b)(6)		DATE (YYYYMMDD) 20120616				
PART III - DUTY DESCRIPTION											
a. PRINCIPAL DUTY TITLE Platoon Leader					b. POSITION AOC/BR 25A00						
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1. Serving as both Direct Signal Support Team (DSST) OIC and Technical Control Facility (TCF) OIC, while assigned to a forward-deployed signal company. Manage the daily performance of 4 OIC's and 35 military personnel located at FOB's Camp Nathan Smith, Stone, Pasab, Farah, and Lagman. In charge of 7 military personnel and 38 civilians while assigned as DSST OIC at FOB Farah. Directly responsible for sustaining base C4I systems support to FOB Farah while coordinating with Combined Joint Task Force-82 (CJTF-82), NATO Regional Command (South) and (West) Multinational Brigades, and other combatant ISAF agencies and outlying forward operating bases. Also, maintains accountability and control of equipment critical for mission success.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
		Yes		No				Yes		No	
1. HONOR: Adherence to the Army's publicly declared code of values		<input checked="" type="checkbox"/>		<input type="checkbox"/>		5. RESPECT: Promotes dignity, consideration, fairness, & EO		<input checked="" type="checkbox"/>		<input type="checkbox"/>	
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed		<input checked="" type="checkbox"/>		<input type="checkbox"/>		6. SELFLESS-SERVICE: Places Army priorities before self		<input checked="" type="checkbox"/>		<input type="checkbox"/>	
3. COURAGE: Manifests physical and moral bravery		<input checked="" type="checkbox"/>		<input type="checkbox"/>		7. DUTY: Fulfills professional, legal, and moral obligations		<input checked="" type="checkbox"/>		<input type="checkbox"/>	
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier		<input checked="" type="checkbox"/>		<input type="checkbox"/>				<input checked="" type="checkbox"/>		<input type="checkbox"/>	
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.											
b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics		1. MENTAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Possesses desire, will, initiative, and discipline		2. PHYSICAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Maintains appropriate level of physical fitness and military bearing		3. EMOTIONAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Displays self-control; calm under pressure					
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action		1. CONCEPTUAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Demonstrates sound judgment, critical/creative thinking, moral reasoning		2. INTERPERSONAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Shows skill with people: coaching, teaching, counseling, motivating and empowering		3. TECHNICAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Possesses the necessary expertise to accomplish all tasks and functions					
		4. TACTICAL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Demonstrates proficiency in required professional knowledge, judgment, and warfighting									
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving											
INFLUENCING Method of reaching goals while operating / improving		1. COMMUNICATING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Displays good oral, written, and listening skills for individuals / groups		2. DECISION-MAKING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Employs sound judgment, logical reasoning and uses resources wisely		3. MOTIVATING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Inspires, motivates, and guides others toward mission accomplishment					
OPERATING Short-term mission accomplishment		4. PLANNING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Develops detailed, executable plans that are feasible, acceptable, and suitable		5. EXECUTING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Shows tactical proficiency; meets mission standards, and takes care of people/resources		6. ASSESSING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Uses after-action and evaluation tools to facilitate consistent improvement					
IMPROVING Long-term improvement in the Army its people and organizations		7. DEVELOPING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Invests adequate time and effort to develop individual subordinates as leaders		8. BUILDING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Spends time and resources improving teams, groups and units; fosters ethical climate		9. LEARNING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO Seeks self-improvement and organizational growth, envisioning, adapting and leading change					
c. APFT: PASS		DATE: 20111024		HEIGHT: 72		WEIGHT: 186		YES			
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s. WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> NA											