

# **Exhibit 1**

**ENLISTED PERFORMANCE REPORT (AB thru TSGT)**

**I. RATEE IDENTIFICATION DATA** (Read AFI 36-2406 carefully before completing any item.)

1. NAME (Last, First, Middle Initial) <b>LOVERDE, ANTHONY J.</b>		2. SSN <b>REDACTED</b>	3. GRADE <b>SSGT</b>	4. DAFSC <b>1A231</b>
5. ORGANIZATION, COMMAND, AND LOCATION <b>37th Airlift Squadron (USAFE), Ramstein Air Base, Germany</b>			6a. PAS CODE <b>RF0DFLZB</b>	6b. SRID <b>ODM73</b>
7. PERIOD OF REPORT From: <b>14 Oct 2006</b> Thru: <b>05 Nov 2007</b>		8. NO. DAYS SUPERVISION <b>120</b>	9. REASON FOR REPORT <b>Annual</b>	

**II. JOB DESCRIPTION**

1. DUTY TITLE  
**Loadmaster, C-130E**

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES  
Supervises loading and off-loading aircraft functions. Performs preflight and postflight of aircraft and aircraft systems. Reviews aircraft weight and balance records and load manifests. Determines quantity of cargo and passengers or troops to be loaded and proper placement in aircraft. Directs application of restraint devices such as restraint rails, straps, chains and nets to prevent shifting during flight. Computes aircraft center of gravity and completes aircraft weight and balance form. Provides for safety and comfort of passengers and troops, security of cargo, mail and baggage during flight. Briefs passengers and troops on use of seat belts, facilities and border clearance requirements. Conducts cargo and personnel airdrops. Attaches extraction parachutes to cargo and platforms. Operates various airdrop system and supervises paratroopers exiting the aircraft. Maintains night vision goggle (NVG) certification.

**III. EVALUATION OF PERFORMANCE**

1. HOW WELL DOES RATEE PERFORM ASSIGNED DUTIES? (Consider quality, quantity, and timeliness of duties performed)

<input type="checkbox"/> Inefficient. An unprofessional performer.	<input type="checkbox"/> Good performer. Performs routine duties satisfactorily.	<input type="checkbox"/> Excellent performer. Consistently produces high quality work.	<input checked="" type="checkbox"/> The exception. Absolutely superior in all areas.
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2. HOW MUCH DOES RATEE KNOW ABOUT PRIMARY DUTIES? (Consider whether ratee has technical expertise and is able to apply the knowledge)

<input type="checkbox"/> Does not have the basic knowledge necessary to perform duties.	<input type="checkbox"/> Has adequate technical knowledge to satisfactorily perform duties.	<input type="checkbox"/> Extensive knowledge of all primary duties and related positions.	<input checked="" type="checkbox"/> Excels in knowledge of all related positions. Masters all duties.
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3. HOW WELL DOES RATEE COMPLY WITH STANDARDS? (Consider dress and appearance, weight and fitness, customs, and courtesies)

<input type="checkbox"/> Fails to meet minimum standards.	<input type="checkbox"/> Meets Air Force standards.	<input type="checkbox"/> Sets the example for others to follow.	<input checked="" type="checkbox"/> Exemplifies top military standards.
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4. HOW IS RATEE'S CONDUCT ON/OFF DUTY? (Consider financial responsibility, respect for authority, support for organizational activities, and maintenance of government facilities)

<input type="checkbox"/> Unacceptable.	<input type="checkbox"/> Acceptable.	<input type="checkbox"/> Sets the example for others.	<input checked="" type="checkbox"/> Exemplifies the standard of conduct.
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5. HOW WELL DOES RATEE SUPERVISE/LEAD? (Consider how well member sets and enforces standards, displays initiative and self-confidence, provides guidance and feedback, and fosters teamwork)

<input type="checkbox"/> Ineffective.	<input type="checkbox"/> Effective. Obtains satisfactory results.	<input type="checkbox"/> Highly effective.	<input checked="" type="checkbox"/> Exceptionally effective leader.
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6. HOW WELL DOES RATEE COMPLY WITH INDIVIDUAL TRAINING REQUIREMENTS? (Consider upgrade training, professional military education, proficiency/qualification, and contingency)

<input type="checkbox"/> Does not comply with minimum training requirements.	<input type="checkbox"/> Complies with most training requirements.	<input type="checkbox"/> Complies with all training requirements.	<input checked="" type="checkbox"/> Consistently exceeds all training requirements.
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7. HOW WELL DOES RATEE COMMUNICATE WITH OTHERS? (Consider ratee's verbal and written skills)

<input type="checkbox"/> Unable to express thoughts clearly. Lacks organization.	<input type="checkbox"/> Organizes and expresses thoughts satisfactorily.	<input type="checkbox"/> Consistently able to organize and express ideas clearly and concisely.	<input checked="" type="checkbox"/> Highly skilled writer and communicator.
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IV. PROMOTION RECOMMENDATION <i>(Compare this ratee with others of the same grade and AFS)</i>			RATEE NAME: <b>LOVERDE, ANTHONY J.</b>		
RECOMMENDATION	NOT RECOMMENDED	NOT RECOMMENDED THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input checked="" type="checkbox"/>
ADDITIONAL RATER'S RECOMMENDATION	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input checked="" type="checkbox"/>

**V. RATER'S COMMENTS**

- Cross-trained; graduated from challenging initial load course; overall 95% avg--great start in new career field
- Key off-station training participant; flew 11 sorties/34 pers trained--refined unit combat readiness/NVG tactics
- Participated in joint trng msn; airdropped 45 multi-service paratroopers/polished skillsets--unit poised for OIF
- Unmatched support on channel msn; transported 11 cargo tons/34 pax to Aviano AB--key to mission success
- Delivered 15 cargo tons/demonstrated survival in chemical environment during ORE--wing prepped for ORI
- Blazed through upgrade and sq indoc & msn qual programs--superior knowledge/abilities guaranteed readiness
- Completed CDC's 8 months before required; 97% avg on all pre-tests--pressing ahead of peers academically
- Conducted C-130 tours for 47 FTAC students--built awareness of capabilities/positive influence to new Amn
- Active AFSA rep; attended meetings/volunteered for fundraisers--increased enlisted awareness w/in squadron
- Organized/spt'd sq functions; led hail & farewell/burrito sale--uplifted morale/esprit de corps for 200 mbrs
- Continually supplied flight snack bar; managed \$300+ weekly budget--funds paid for member's departure gifts
- Strives for continual self improvement; completed requirements for 2nd CCAF degree--agile in body & mind
- Earned Distinguished Graduate award from Basic Loadmaster course; up & coming LM--promote w/out delay

Last performance feedback was accomplished on: 07 Aug 2007 *(Consistent with the direction in AFI 36-2406. If not accomplished, state the reason.)*

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION AARON K. ROBERTS, TSgt, USAF 37th Airlift Squadron (USAFE) Ramstein AB, Germany	DUTY TITLE Assistant Flight Chief, Loadmaster Flight/ Instructor Loadmaster, C-130E	DATE 04 Dec 2007
	SSN 4305	SIGNATURE <i>Aaron K Roberts</i>

VI. ADDITIONAL RATER'S COMMENTS  CONCUR  NONCONCUR

- Hard charger; accepted short notice formal school date--filled vital opening in critically manned career field
- Airdropped 87 Army & Italian special forces; critical to joint training exercise--fostered combat effectiveness
- Accomplished 60+ trng hrs to keep full NVG/airdrop/cbt qual--overcame sq LM non msn ready rate of 25%
- Hit the ground running; sq cross country team member/fitness leader--enhanced unit image/wartime readiness
- Sincere humanitarian; visited injured soldiers at LRMC w/Red Cross pet program--lifted hopes/sped recovery
- Excels in all facets of his duties, consistently improving knowledge level and loadmaster skills--promote now

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION BRANDON W. BROUGHMAN, SMSgt, USAF 37th Airlift Squadron (USAFE) Ramstein Air Base, Germany	DUTY TITLE Flight Chief, Loadmaster Flight/ Instructor Loadmaster, C-130E	DATE 04 Dec 2007
	SSN 5662	SIGNATURE <i>Brandon W Broughman</i>

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Reports written by a senior rater or the Chief Master Sergeant of the Air Force (CMSAF) will not be endorsed.  
 Reports written by colonels or civilians (GS-15 or higher) do not require an additional rater; however, endorsement is permitted unless prohibited by the instruction above.  
 When the rater's rater is not at least a MSgt or civilian (GS-07 or higher), the additional rater is the next official in the rating chain serving in the grade of MSgt or higher, or a civilian in the grade of GS-07 or higher.  
 When the final evaluator (rater or additional rater) is not an Air Force officer, enlisted, or DAF civilian, an Air Force advisor review is required.  
 All evaluators enter only last four numbers of SSN.

VII. COMMANDER'S REVIEW			SIGNATURE <i>Mark R. ...</i>
<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR (Attach AF Form 77)		