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DEPARTMENT OF THE AIR FOLUE HEADQUARTERS TWELFTH AIR FORCE (ACC) DAVIS-MONTHAN AIR FORCE BASE ARIZONA

MEMORANDUM FOR LT COL VICTOR J. FEHRENBACH, 366 OSS

SEP 1 2 2008

FROM: 12 AF/CC

2915 S. 12 AF Drive, Ste 218 Davis-Monthan AFB, AZ 85707-4100

SUBJECT: Notification of Show Cause Action Initiated Under AFI 36-3206, Chapter 3, paragraph 3.6.8.

1. I am initiating action against you under AFI 36-3206 Administrative Discharge Procedures for Commissioned Officers, Chapter 3, paragraph 3.6.8, homosexual conduct, that requires you to show cause for retention on active duty.

2. I am taking this action because you did, at or near Boise, Idaho, on or about 12 May 2008, engage in homosexual acts with another man. Absent findings in support of the aggravating circumstances identified in AFI 36-3206, para 3.1.3.1, the least favorable character of discharge that the Secretary of the Air Force may approve is under honorable conditions (general). In the event the Secretary should find any of the previously referenced aggravating circumstances to exist in your case, the least favorable character of discharge he may is approve is under other than honorable conditions (UOTHC). Attached is a copy of the documentary evidence supporting this action.

3. Sign and date the attached indorsement acknowledging receipt of this notification memorandum. A copy of the notification memorandum will be provided to you. If you decline to acknowledge receiving this notification memorandum, the officer presenting it to you will indicate on it the date and time you declined to acknowledge receipt and this will be included as a part of your case file.

4. Familiarize yourself with AFI 36-3206, particularly the rights that you have. If you do not apply for retirement or request a resignation in lieu of further administrative action, a Board of Inquiry (BOI)) will convene as provided in Chapter 7. Contact Capt Karin B. Peeling, Area Defense Counsel, AFLOA/ADC, 828-2675, to discuss the procedures involved and your rights and options. If you decline counsel, contact Maj Rosalind Abdulkhalik, Chief, Military Personnel Flight, 366 MSS/DPM, 828-6254, for counseling about your rights and options.

5. If you elect to present matters to a BOI, the standard of proof used by the board members to make findings is a preponderance of evidence. You may present evidence and argument to rebut the reason set forth in this notification memorandum or any additional reason or information developed during the BOI proceedings. You may also present other pertinent evidence.

Government Exhibit 2 Page 1 of 42

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a. Any statement you wish to submit on your own behalf and/or any additional evidence that you wish me to consider. If you desire that the BOI consider retention, you must submit evidence documenting the existence of all the circumstances cited in paragraph 3.3.3.1 in AFI 36-3206. If you are unable to submit your statements or documentary evidence within 10 calendar days after receiving this notification memorandum, you may request more time as allowed under AFI 36-3206. Submit your request for additional time to me. If you do not submit statements or evidence, your failure will constitute a waiver of your right to do so; and I will refer your case to the BOI.

b. A statement that Capt Karin Peeling counseled you and that you fully understand your rights and options in this action. If you declined counsel, so state and indicate that Maj Rosalind Abdulkhalik counseled you and that you fully understand your rights and options in this action.

c. A statement that you understand the following regarding recoupment of education assistance, special pay, or bonuses received if you haven't completed the period of active duty you agreed to serve:

(1) Recoupment of a portion of education assistance, special pay, or bonus monies received if you voluntarily separate.

(2) Recoupment of a portion of education assistance received if involuntary discharge is for misconduct.

(3) Recoupment of education assistance, special pay, or bonus money received if basis for discharge is determined to be statements, or marriage or attempted marriage to a person of the same sex, for the purpose of seeking separation.

(4) Recoupment of education assistance, special pay, or bonus money received if a discharge under other than honorable conditions (UOTHC) is authorized, or if the homosexual conduct is punishable under the UCMJ. This is the case whether or not you are actually discharged with a UOTHC or actually convicted under the UCMJ.

(5) The recoupment in all cases is an amount that bears the same ratio to the total amount or cost provided to you as the unserved portion of active duty bears to the total period of active duty that you agreed to serve.

(6) If you dispute that you are indebted for educational assistance, an authority appointed by the MAJCOM/CC will make findings and recommendations concerning the validity of your indebtedness. See AFI 36-3206, paragraph 4.32 regarding special rules for recoupment.

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d. A statement notifying me whether you intend to apply for retirement or tender your resignation. If you have applied for retirement or tendered your resignation, attach a copy of the retirement application or the resignation.

e. A statement that the area defense counsel or the Chief, Military Personnel Flight, explained separation pay to you and that you understand the eligibility criteria to receive separation pay.

f. Any other pertinent information.

7. In response to this notification memorandum, you may, within 10 calendar days, tender your resignation under AFI 36-3207, Separating Commissioned Officers, Chapter 2, section B, with the understanding that, if the Secretary of the Air Force accepts your resignation, you may receive a discharge under other than honorable conditions unless the Secretary of the Air Force determines that you should receive an honorable discharge. If the Secretary of the Air Force accepts your resignation, your discharge date will be as soon as possible but no later than 10 calendar days after the date that the MPF receives separation instructions.

8. I have taken action required under AFI 31-501, *Personnel Security Program Management* because you have had access to Sensitive Compartmented Information (SCI), Single Integrated Operational Plan-Extremely Sensitive Information (SIOP-ESI) or other special access programs.

9. You may request excess leave if the Air Force does not require your further participation in processing this case.

NORMAN R. SEIP, Zieutenant General, USAF Commander

Page 3 of 42

4 Attachments:

- 1. Recommendation Memorandum, dated 11 Sept 08, with 20 Attachments (116 pages)
 - 1. Report of Investigation, 16 Jun 08 (87 pages)
 - 2. Personal Data Sheet, 14 Aug 08 (1 page)
 - 3. Officer Records Review RIP, 12 Aug 08 (5 pages)
 - 4. Officer Performance Report, 30 Aug 06 31 Jan 07 (2 pages)
 - 5. Officer Performance Report, 30 Dec 05 29 Aug 06 (2 pages)
 - 6. Officer Performance Report, 30 Dec 04 29 Dec 05 (2 pages)
 - 7. Officer Performance Report, 7 Feb 03 29 Dec 04 (2 pages)
 - 8. Officer Performance Report, 7 Jan 02 6 Feb 03 (2 pages)
 - 9. Officer Performance Report, 7 Jan 01 6 Jan 02 (2 pages)
 - 10. Officer Performance Report, 4 Mar 00 6 Jan 01 (2 pages)
 - 11. Officer Performance Report, 4 Mar 99 3 Mar 00 (2 pages)
 - 12. Education/Training Report, 1 May 98-3 Mar 99 (1 page)
 - 13. Officer Performance Report, 1 May 97 30 Apr 98 (2 pages)

14. Education/Training Report, 3 Sep 97 - 17 Oct 97 (1 page)

15. Education/Training Report, 30 Mar 96 - 30 Apr 97 (1 page)

16. Education/Training Report, 8 Apr 96 - 3 Jul 96 (1 page)

17. Education/Training Report, 15 Jun 94 - 29 Mar 96 (1 page)

18. Officer Performance Report, 15 Jun 93 - 14 Jun 94 (2 pages)

19. Officer Performance Report, 25 Dec 92 – 14 Jun 93 (2 pages)

20. Officer Performance Report, 24 Sep 91 - 24 Dec 92 (2 pages)

2. Officer's Receipt of Notification Memorandum (two originals)

3. AFI 36-3206 - not included, available at Area Defense Counsel Office

4. AFI 36-3207 - not included, available at Area Defense Counsel Office

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	PROMO	TION RECOMMEND	ATION	2	
. RATEE IDENTIFICATION DATA (Read AFI	36-2408, Officer an	d Enlisted Evaluation System	ns, carefully bel	bre filling in any item)	
1. NAME (Last, First, Middle Initial)		2. SSN	3. GRADE		4, DAFSC
FEHRENBACH, VICTOR J.		EEDACT	Maj		Q12K3C
5. ORGANIZATION, COMMAND, LOCATION AFELM Joint Flying Training, Tra	ining Air Wi	an STV (ጥንጽ ፈኑ (ሌ)	TTC) More	A in Chation	6. PAS CODE
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I. UNIT MISSION DESCRIPTION			·	·····	·
Plans, supervises, and supports Pri	mary, Interme	iate, and Advance	d Joint Un	dergraduate Nav	igator Training
(JUNT). Conducts academic, simu	lator, and flig	ht training of stude	it Naval Fli	ight Officers (NI	FO), Combat
Systems Officers (CSO), and intern					he United States
Navy, United States Air Force, Un	ited States M	anne Corps, and al	hed militar	y services.	1
II. JOB DESCRIPTION		····		E	
Wing Senior Air Force Liaison, JL	NT				
L KEY DUTIES, TASKS, RESPONSIBILITIES:					···
Reports directly to the Wing Comn	landēr. Mana	ges all USAF imple	mentation	of and participat	ion in IUNT
Coordinates with Naval Education	and Training	Command (NETC)	USAF Ad	visor Provides	expertise on
JSAF joint issues to Chief, Naval					
nd supervises all USAF specific p	rograms and	functions for over 3	00 Air For	ce personnel ass	signed to TW-6.
ncluding personnel and administra					
nd professional military training.					
. PROMOTION RECOMMENDATION		· · · · · · · · · · · · · · · · · · ·			· · · · · · · · · · · · · · · · · · ·
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9 Air Medals, 1 for heroism! Mu	time kille we	Al Opeda high wa	lue Treat te	rates 1/12 polos	the S/F mstructor
Tactical pioneer-picked for elite					
Leadership results494 FS "USA					
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War hero, leader, 11 on a scale of					
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rovido the officer a copy of this report approximate					
Officer: Review record of performance, Officer Pre-Selectio	n Briof, and PRF for	accuracy. Prior to your boar	d convening dat	e, you must contact you	ir senior rater to discuss
f your PRF is not accurate, omits pertinent informel	ion or has an error.	If your aenior rater concurs,	there are proces	lures to correct prior to	the board (reference
35-2406, chapter 8). Per DOD Directive 1320.11, night, by maintaining reasonably careful records, i	special selection a lave discovered and	i taken steps to correct that (piemental prom arror or omisalo	onon opara "snall nót ó 1 ón which the orlginal l	board based its decision
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RECORD OF BOARD OF INQUIRY

Concerning

LIEUTENANT COLONEL VICTOR J. FEHRENBACH

REDACTED

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Administrative Discharge Board Convened Under AIR FORCE INSTRUCTION 36-3206

Held at

MOUNTAIN HOME AIR FORCE BASE, IDAHO

On

14 and 15 April 2009

VOLUME I - Record of Proceedings

Abbreviations Used:

PRES - President

- MEM Board Member
- LA Legal Advisor
- REC Recorder
- AREC Assistant Recorder
- RES Respondent
- RC Respondent's Counsel
- WIT Witness
- REP Court Reporter
- INT Interpreter

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1	PROCEEDINGS OF THE BOARD OF INQUIRY	1
2	[The proceedings of the board of inquiry were called to order at 0951 hours, 14 April	
3	2009. All parties and members were present.]	1
4	LA: Okay, please be seated. Members, good morning. The President may call the board	
5	to order by stating "The board will come to order." And that's you, Colonel Pollan. I guess you	
6	can call the board to order by stating that the board will come to order.	
7	PRES: Me, okay. The board will come to order.	
8	LA: Okay.	
9	AREC: This board is convened at 0953 hours, on 14 March [sic] 2009 at building 512,	
10	Mountain Home Air Force Base, Idaho, Special Order A-4, dated pursuant to Special Order A-	
11	4, dated 8 December 2008, Headquarters 12th Air Force, Davis-Monthan Air Force Base,	
12	Arizona, as amended by Special Order A-9, dated 17 February 2009, as amended by Special	
13	Order A-15, dated 6 April 2009. The appointing order has been previously admitted as	
14	Government Exhibit 1 and we have previously distributed copies to each member of the board,	
15	the Legal Advisor, Respondent's Counsel, and the reporter.	
16	The board is convened to determine whether the Respondent, Lieutenant Colonel Victor	T
17	J. Fehrenbach, should be retained in the Air Force.	I
18	LA: Okay, and that's Government Exhibit 1 and also 1A as well, is that correct?	_
19	AREC: That's correct, Sir.	
20	LA: Okay. Would each member of the board examine the appointing order orders to	
21	ensure that your names and identifying information is correct? So you should have those before	
22	you. I assume you've done that already, huh? And no corrections noted?	
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1	Has any member ever heard of a member being recommended for retention by a Board of	
2	Inquiry or administrative discharge before?	
3	MEM[Col Yuill]: Say that again?	
4	RC: Has any member ever heard of a member, a service member, being recommended	
5	for retention by a Board of Inquiry or an administrative discharge board before?	
6	That is a negative response by all members.	
7	Does any member have any strong opinions about homosexuality in general?	
8	That is a negative response by all members.	
9	Does any member have any moral or religious convictions that make you believe	
10	homosexual conduct is wrong?	
11	That is an affirmative response by Colonel Mouw, Colonel Pollan, Colonel Difonzo,	
12	Colonel Haines, and Colonel Yuill, and a negative response by Colonel Murray.	
13	Does any member believe that homosexuality is an abomination?	
14	That is a negative response by all members.	1
15	Does any member have any experience in man power or manning issues?	
16	MEM [Col Pollan]: Other than being a commander?	
17	RC: And that was Colonel Pollan. That is an affirmative response by Colonel Haines,	
18	Colonel Difonzo, Colonel Mouw, Colonel Yuill, Colonel Murray, and Colonel Pollan.	
19	Maybe I should qualify that a bit. Other than in your squadron capacity has anyone ever worked	
20	in, you know, what is it, XP; manning, or man power?	
21	And that is an affirmative response by Colonel Haines and a negative response by all	
22	other members. And Sir, we will talk a little more in individual voir dire.	

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1	This board, after careful considering all the evidence in this case, has, in closed session,
2	by secret written ballot, a majority of the voting members concurring, based upon the
3	preponderance of the evidence, made the following findings and recommendations.
4	FINDINGS
5	PRES: The Respondent, Lieutenant Colonel Victor Fehrenbach:
6	Did at or near Boise, Idaho, on or about 12 May 2008, engage in homosexual acts
7	with another man.
8	The Board finds that:
9	One, such an act is a departure correction, the way this is written the board finds
10	that, no, such acts are a departure from the Respondent's usual and customary behavior;
11	No, such acts under all the circumstances are not likely to recur;
12	Yes, such acts were not accomplished by use of force, coercion, or intimidation;
13	No, under the particular circumstances of the case, the Respondent's continued
14	presence in the Air Force is consistent with the interest of the Air Force in proper
15	discipline, good order, leadership, and morale; and
16	No, the Respondent does not have a propensity or intent to engage in homosexual
17	acts.
18	RECOMMENDATIONS
19	PRES: Recommend the Respondent be discharged from active duty with an
20	honorable discharge.
21	The undersigned certify that a majority of the voting members concur in the above
22	findings and recommendations and it's been signed by all members.

AUTHENTICATION FOR RECORD OF PRECEEDINGS

I certify that this record accurately depicts the administrative discharge proceedings of Lieutenant Colonel Victor J. Fehrenbach. I further certify that a majority of voting members of the Board concurred in the findings and recommendations.

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GARY M. JACKSON, COL, USAF Legal Advisor

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(Date)

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CITATION TO ACCOMPANY THE AWARD OF

THE AIR FORCE COMMENDATION MEDAL

TO

VICTOR J. FEHRENBACH

First Lieutenant-Victor J. Fehrenbach distinguished himself by meritorious service as Executive Officer, 8th Operations Group, Sth Fighter Wing, Kunsan Air Base, Republic of Korea, from 2 July 1993 to 1 July 1994. During this period, Lieutenant Fehrenbach's proviewsionalism, leadership, and dedication significantly contributed to the increased combat capability of the 8th Fighter Wing. Immediately upon his arrival, he established an automated suspense tracking system which resulted in zero late or missed suspenses since its inception. In addition, he authored comprehensive policy letters which standardized correspondence and performance reports and greatly reduced paperwork processing times. As a result of his concerted efforts, he was named the 8th Fighter Wing Information Manager of the Quarter and Company Grade Officer of the Quarter for January to March 1994. Lieutenant Febrenbach also singlehandedly rewrote the wing's incentive/orientation flight regulation which set quotas and suspenses for groups and more equitably distributed flights. The result was a much more streamlined, efficient program which provided 24 additional flights per quarter, significantly enhancing morale wing-wide. As a key member of the wing's battle staff mission planning cell, Lieutenant Febrenbach served on the integrated tasking order breakout team, expertly scheduling over 130 simulated combat sorties during seven operational readiness exercises. His efforts directly contributed to the 8th Fighter Wing's success during the May 1994 Headquarters Pacific Air Forces Operational Readiness Inspection. The distinctive accomplishments of Lieutenant Fehrenbach reflect credit upon himself and the United States Air Force.

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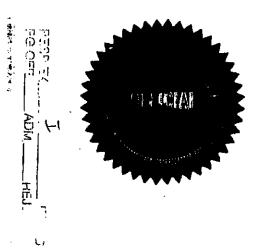
CITATION TO ACCOMPANY THE AWARD OF

THE AIR FORCE COMMENDATION MEDAL (FIRST OAK LEAF CLUSTER)

TO

VICTOR J. FEHRENBACH

Captain Victor J. Fehrenbach distinguished himself by meritorious service as Squadron Programmer, 429th Electronic Combat Squadron, 27th Operations Group, 27th Fighter Wing, Cannon Air Force Base, New Mexico, from 21 August 1996 to 20 May 1998. During this period, Captain Fehrenbach successfully completed the EF-111A electronic warfare officer replacement training course, attaining a 97 percent academic average and earning "Commendable" and "Best Seen to Date" ratings for his mission qualification check-ride combat briefing. As Assistant Chief of Weapons and Tactics, Captain Fehrenbach assisted in planning all aspects of combat training missions for the June 1997 squadron surge exercise, resulting in 56 missions flown over a 2-day surge--an all-time EF-111 record. As a member of the wing mission planning cell during the CORONET ROADRUNNER 97-13 Phase II exercise in August 1997, Captain Fehrenbach planned and coordinated 16 successful combat training missions, earning an "Excellent" rating for mission preparation. As the squadron programmer, he expertly scheduled and coordinated over 500 local training missions totaling over 1,500 flying hours and 94 combat missions for 363 flying hours in support of Operation SOUTHERN WATCH. The distinctive accomplishments of Captain Fehrenbach reflect credit upon himself and the United States Air Force.



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DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT

THE AIR FORCE COMMENDATION MEDAL

(THIRD OAK LEAF CLUSTER)

HAS BEEN AWARDED TO

CAPTAIN VICTOR J. FEHRENBACH

FOR

MERITORIOUS SERVICE 11 JUNE 1999 TO 7 FEBRUARY 2001

ACCOMPLISHMENTS

Captain Victor J. Fehrenbach distinguished himself by meritorious service as Squadron Electronic Warfare Officer and Chief, Squadron Life Support, 494th Fighter Squadron, 48th Operations Group, 48th Fighter Wing, Royal Air Force Lakenheath, England. During this period, Captain Fehrenbach reorganized an ailing life support section. He implemented new procedures to inspect and organize anti-exposure suits for over 65 aircrew members, ensuring quick detection, and repair of any defects in this lifesaving gear. As squadron project officer for Exercise GREEN FLAG 00-02, Captain Fehrenbach coordinated all mobility, munitions, training, and billeting requirements for a 12-aircraft, 169-personnel deployment. His outstanding skills as squadron Electronic Warfare Officer directly contributed to the preparation of 12 aircrew for their initial strike certification boards; resulting in a 100-percent pass rate. He also planned and was mission director for the Royal Navy Joint Maritime Operational Training exercise with over 50 aircraft, increasing the North Atlantic Treaty Organization's go-to-war capability. The distinctive accomplishments of Captain Fehrenbach reflect credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND 14 FEBRUARY 2001

AF FORM 2224, JUL 99

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IRVING L. HALTER, JR. Colonel, USAF Commander, 48th Fighter Wing •



THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, MAY 11, 1942 HAS AWARDED

THE AIR MEDAL

(THIRD OAK LEAF CLUSTER)

TO

MAJOR VICTOR J. FEHRENBACH

FOR

HEROISM

WHILE PARTICIPATING IN AERIAL FLIGHT

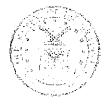
Major Victor J. Fehrenbach distinguished himself by heroism while participating in aerial flight as F-15E Weapon Systems Officer, 335th Expeditionary Fighter Squadron, 379th Expeditionary Operations Group, 379th Air Expeditionary Wing, at Al Udeid Air Base, Qatar on 3 April 2003. On that date, as Major Fehrenbach provided combat airpower in support of coalition forces Operation IRAQI FREEDOM. In direct support of friendly ground forces securing Baghdad International Airport, Major Fehrenbach worked with two ground forward air controllers, providing immediate time-sensitive targeting of two enemy target arrays located near advancing friendly forces. Major Fehrenbach successfully employed nine laser-guided bombs, destroying two enemy missile launchers and 12 armored vehicles within striking distance of coalition ground forces. While destroying these targets, Major Fehrenbach was targeted by constant enemy anti-aircraft artillery fire, one strategic surface-to-air missile, and eight tactical surface-to-air missiles. Major Fehrenbach used preemptive and reactive countermeasures and varied the attack axis for each strike to defeat these threats. His tactical prowess in a high threat environment denied enemy ground force attacks on advancing friendly forces, thereby allowing them to secure Baghdad International Airport safely, and furthering the success of coalition forces in Operation IRAQI FREEDOM. The professional heroism and airmanship displayed by Major Fehrenbach reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

4 SEPTEMBER 2003

E. BUCHANAN III

Lieutenant General, USAF Commander, USCENTAF



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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, MAY 11, 1942 HAS AWARDED

THE AIR MEDAL

(FOURTH OAK LEAF CLUSTER) TO

MAJOR VICTOR J. FEHRENBACH

FOR

MERITORIOUS ACHIEVEMENT WHILE PARTICIPATING IN AERIAL FLIGHT

Major Victor J. Fehrenbach distinguished himself by meritorious achievement while participating in aerial flight as F-15E Weapon Systems Officer, 335th Expeditionary Fighter Squadron, 379th Expeditionary Operations Group, 379th Air Expeditionary Wing at Al Udeid Air Base, Qatar, on 20 March 2003. On that date, Major Fehrenbach provided crucial support to special operations ground forces securing a key strategic airfield in western Iraq. Major Fehrenbach's professionalism and fearlessness in the face of anti-aircraft artillery and surface-to-air missile batteries led to a successful mission for the outnumbered ground forces gaining access to command bunkers. Once the airfield threats were silenced and ground objectives were reached, Major Fehrenbach used his targeting pod to reconnoiter the main roads leading to the airfield complex and discovered a convoy of large trucks approaching from five miles west. He designated the location of the vehicles and informed the ground forward air controller of the emerging threat. Once cleared to engage, his flight delivered and guided a laser-guided bomb to a direct hit on the center trucks. All the trucks were immobilized and approximately 60 enemy troops were kept from engaging friendly forces, ensuring ground forces' mission success with zero friendly losses. Major Fehrenbach's exceptional aviation skill directly contributed to coalition forces securing a vital airfield and command bunker, a key strategic objective in Operation IRAQI FREEDOM. The professional skill and airmanship displayed by Major Fehrenbach's reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

24 DECEMBER 2003

WALTER BUCHANAN III Lieutenant General, USAF Commander, USCENTAF

AF FORM 2232, 20020401

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DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT

THE AIR FORCE COMMENDATION MEDAL

(FOURTH OAK LEAF CLUSTER)

HAS BEEN AWARDED TO

MAJOR VICTOR J. FEHRENBACH

FOR

MERITORIOUS SERVICE 8 FEBRUARY 2001 TO 31 DECEMBER 2003

ACCOMPLISHMENTS

Major Victor J. Fehrenbach distinguished himself by meritorious service in various assignments culminating as Flight Commander/Weapon Systems Officer, F-15E, 335th Fighter Squadron, 4th Operations Group, 4th Fighter Wing, Seymour Johnson Air Force Base, North Carolina. During this period, Major Fehrenbach's professional skill and leadership were instrumental to the squadron's unparalleled combat success in four major combat operations, supporting the Global War on Terrorism. His rock-solid flight discipline contributed to the squadron reaching unprecedented safety milestones, earning Boeing's 100,000 and 110,000 Accident-Free Flying Hour Awards, firsts for any F-15E unit. As initial cadre for the new F-15E Fighter Data Link upgrade, Major Fehrenbach trained over 80 aircrew and was a linchpin in attaining operational capability in less than 30 days, ensuring the squadron was ready for its first-ever combat employment in Afghanistan. As Chief of Wing Training, he submitted a myriad of flying training improvements that were adopted by Air Combat Command, significantly enhancing and streamlining aircrew training throughout the Combat Air Force. Due to his superior aviation prowess, Major Fehrenbach was selected for the initial combat air patrols on 11 September 2001 in support of Operation INFINITE JUSTICE, and later flew 15 alert air patrols over the capital in support of Operation NOBLE EAGLE, guarding vital National assets from further attack. The distinctive accomplishments of Major Fehrenbach reflect credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

9 FEBRUARY 2004

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ERIC J. ROSBORG Brigadier General, USAF Commander, 4th Fighter Wing

AF FORM 2224, B.I. 99

LTAN · Martin Constants

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, MAY 11, 1942 HAS AWARDED

THE AIR MEDAL

(FIFTH OAK LEAF CLUSTER) TO

MAJOR VICTOR J. FEHRENBACH

FOR

MERITORIOUS ACHIEVEMENT WHILE PARTICIPATING IN AERIAL FLIGHT

Major Victor J. Fehrenbach distinguished himself by meritorious service while participating in sustained aerial flight as F-15E Weapon Systems Office, 335th Expeditionary Fighter Squadron, 332d Expeditionary Operations Group, 332d Air Expeditionary Wing, Ahmed Al Jaber Air Base, Kuwait, and 379th Expeditionary Operations Group, 379th Air Expeditionary Win, Al Udeid Air Base, Qatar, from 9 January 2002 to 6 March 2003. During this period, the airmanship and courage exhibited by Major Fehrenbach as he provided combat airpower for coalition forces in support of Operations SOUTHERN WATCH and ENDURING FREEDOM, demonstrated his outstanding proficiency and steadfast devotion to duty. He ensured coalition air dominance over Afghanistan and Iraq while also providing interdiction and close air support for coalition operations to deny, degrade and disrupt enemy forces, ensuring the eventual removal of two enemy regimes. Major Fehrenbach provided air to ground delivery of both laser guided and general purpose weapons in a demanding troops in contact combat environment, ensuring success of the ground operations with minimal friendly casualties. The professional ability and outstanding aerial accomplishments of Major Fehrenbach reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

26 FEBRUARY 2004

WALTER L. BUCHANAN III Lieutenant General, USAF Commander, USCENTAF

AF FORM 2232, 20020401

Canal T. T. S. B. S.

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, MAY 11, 1942 HAS AWARDED

THE AIR MEDAL

(EIGHTH OAK LEAF CLUSTER)

TO

MAJOR VICTOR J. FEHRENBACH

FOR

MERITORIOUS ACHIEVEMENT WHILE PARTICIPATING IN AERIAL FLIGHT

Major Victor J. Fehrenbach distinguished himself by meritorious achievement while participating in sustained aerial flight as F-15E Weapon Systems Officer, 335th Expeditionary Fighter Squadron, 379th Expeditionary Operations Group, 379th Air Expeditionary Wing, Al Udeid Air Base, Qatar, from 8 March 2003 to 16 June 2003. During this period, the airmanship and courage exhibited by Major Fehrenbach provided combat airpower for coalition forces while flying combat air patrols in support of Operations SOUTHERN WATCH and IRAQI FREEDOM. He ensured coalition air dominance over Iraq while also providing on call close air support for coalition ground forces. Major Fehrenbach's actions directly contributed to establishing security and civil stability in Iraq. The professional ability and outstanding aerial accomplishments of Major Fehrenbach reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

12 MARCH 2004

2435 . A. S. S. S.

WALTER E. BUCHANAN III Lieutenant General, USAF Commander, USCENTAF

AF FORM 2232, 20020401

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DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS COMMENDATION MEDAL

TO

MAJOR VICTOR J. FEHRENBACH UNITED STATES AIR FORCE

FOR

MERITORIOUS SERVICE AS PLANNING AND PRODUCTION DEPARTMENT HEAD AND AIR FORCE OPERATIONS FLIGHT COMMANDER AT TRAINING SQUADRON EIGHT SIX FROM JANUARY 2004 TO AUGUST 2005. AS AIR FORCE OPERATIONS FLIGHT COMMANDER, HE DIRECTLY SUPERVISED ONE SENIOR NONCOMMISSIONED OFFICER AND THREE COMPANY GRADE OFFICERS, WHILE MENTORING THE PROFESSIONAL DEVELOPMENT OF OVER 30 AIR FORCE STAFF AND NORE THAN 100 STUDENTS. AS PLANNING AND PRODUCTION DEPARTMENT HEAD, HIS EFFORTS RESULTED IN THE ON-TIME AND QUALITY PRODUCTION OF 254 NAVAL FLIGHT OFFICERS AND WEAPONS SYSTEMS OFFICERS. BY HIS NOTEWORTHY ACCOMPLISHMENTS, PERSEVERANCE, AND DEVOTION TO DUTY, MAJOR FEHRENBACH REFLECTED CREDIT UPON HIMSELF AND THE HIGHEST TRADITIONS OF THE UNITED STATES AIR FORCE AND THE NAVAL SERVICE.

GIVEN THIS

11TH DAY OF January 2007



PETER P. HUNT Captain, United States Navy Commander, Training Air Wing SIX

NAVEC 1950/11 (REV. 7-99) Bri 0104-LF-982-1900

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THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING: THIS IS TO CERTIFY THAT THE PRESIDENT OF THE UNITED STATES OF AMERICA AUTHORIZED BY EXECUTIVE ORDER, 16 JANUARY 1969 HAS AWARDED

THE MERITORIOUS SERVICE MEDAL

ТО

MAJOR VICTOR J. FEHRENBACH

FOR

MERITORIOUS SERVICE 15 AUGUST 2005 TO 1 FEBRUARY 2007

ACCOMPLISHMENTS

Major Victor J. Fehrenbach distinguished himself in the performance of outstanding service to the United States as Senior Air Force Liaison, Training Air Wing Six, Naval Air Station Pensacola, Florida, and Commander, Detachment 1, 325th Fighter Wing, Corry Station, Florida. Major Fehrenbach's superior leadership as the wing commander's top advisor on all Air Force personnel issues was critical to the success of joint undergraduate navigator training in the Pensacola area. Brilliant on personnel issues, he expertly prepared 38 promotion recommendations for three boards, earning four additional Definitely Promote recommendations at Management Level Reviews. With no notice, he was hand-picked as detachment commander. Major Fehrenbach immediately enforced discipline, boosted morale, and improved communications among nine units, supporting more than 850 airmen. He flawlessly handled a complex Flying Evaluation Board case, gaining approval from the Headquarters Air Education and Training Command Commander. A proactive leader, he solved long-standing technology shortfalls and improved customer service. The singularly distinctive accomplishments of Major Fehrenbach reflect great credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND

1 FEBRUARY 2007

TOD D. WOLTERS, Brig Gen, USAF Commander, 325th Fighter Wing



AF FORM 2228, AUG 98

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. Judgment and Decisions takes timely and accurate decisions. Emphasizes logic in accision making. Retains composure in stressful situations. accognizes opportunities. Requires minimal supervision.			-
. Communication Skills stors, speaks, and writes affectively.			

Page 34 of 42

LF Pahronizaci is a young officer ready and willing to meet any challenge. His ability to grapp a compare polymeria and AF Ferri squadron mancher, he is always the first to volunteer his time and takens for the good of the squadron and AF Ferri His dedication and hard work in scring up the squadron stell-inspection program polymeria. It is person to observe the squadron that is model program. As editor of the squadron biveskiy newsitier, his persons to observe the squadron. He bills a comprehensive squadron fight Surt program which was immediately has been outprovide. Combu to the squadron the squadron biveskiy newsitier, his persons to observe the squadron. He bills a comprehensive squadron fight Surt program which was immediately has been outprovide. Combus to challenge, suggent to Beguite AT Proce, and send to Staudron Officer Sphoel, Personnes techast was essentiabled execution with the identition h AFB 26-10. If we executed that has been comprehensive and the state of the squadron the squadron biveskiy newsities. Note: State of the squadron officer Sphoel, Personnes techast was essentiabled execution with the identition h AFB 26-10. If we executed the Operations State of the state of the squadron officer Sphoel, Personnes techast was essentiabled executed to the state of the Sphoel AT TRACHORMA ATEM COMALA ASSESSMENT. In Execution and Operations Group with style as an hood guard fight commander, training it & Sphoel AT Percenteer down and the state of the squadron of the state of the state of the state commander at our local function officer ready for herased responsibility. Augment hit to the Regular AT Percenteer and the state and state and retrement correstion and the state and state and state and state and the state. The state of the state of the state of the state and state and state and the state and state and retrement correstion and the state and state and state and the state and state and the state of the state and state and the state and state state and state and state and state and state and		VI. RATER OVERALL ASSESSMENT			
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vi. RATER OVERALL ASSESSMENT - Lit Februbach is a model executive offic - Improved all areas of administration: - Established correspondence and OPRM - Key member of group's unit self-assessm - Developed daily schedule for over 130 se	suspense tracking, con EPR policy that stands tent team, recommend prices during local exer	nputers/software, cu rdized paperwork a ed valuable improve reises and 180 sortion	orrespondence quality nd streamlined processing ments to admin practices as during HO PACAF OR
- Authored wing's incentive/orientation fli - Elected Secretary of Company Grade Offi- - The best-Company Grade Officer of the - Multitalented with unlimited potentiala	ficers Council; organiz Quarter, Information I upment to Regular An	ed trips to teach En Manager of the Qua Force and send to	glish to Korean students rter, Honor Guard CC SOS in-residence
Performance feedback was accomplished consistent with	(he Greckon M A⊦N 35-10. (a not accompained, sinte the p -	• = = = = = :
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NAME, GRADE BR OF SVC. ORGN. COMD. LOCATION RONALD S. WILLKE, Colonel, USAF	Commander		DATE
8th Operations Group (PACAF) Kunsan Air Base, Republic of Korea	REDACT	SIGNATURE DI	11 anno.
VIL ADDITIONAL RATER OVERALL ASSESSMENT	CONC		CONCUR
 Lt Fehrenbach can do it alltrue leader, e Expetity managed a flawless wing Cor Superb Honor Guard Commander-har Outpaced his peers-8 FW Information M Give this outstanding officer any challeng 	nbined Federal Campa udpicked to plan POW anager and Company	ign-ensured wing /MIA Retreat-land Grade Officer of the	collected over \$65,000 led by PACAF/CV counter, Jan - Mar 94
NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE		DATE
STEPHEN E. TRENT, Colonel, USAF 8th Fighter Wing (PACAF)	Commander	SIGNATURE (7	
Kunsan Air Base, Republic of Korea	REDACT	Ad	- Z. Jun-
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Additional Rater is also Reviewer.			
Additional Rater is also Reviewer. NAME GRADE, BR OF SVC, ORGN, COMD, LOCATION	ניינע דער איז גער		DATE
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COMPANY GRADE OFFICER PERFO	ORMANCE REP	ORT	
I. RATEE IDENTIFICATION DATA IRead AFI 36-2402 carefully before filling in any hemi			
1. NAME KASL First, Adidate Initiali	I J. GRADE		4. DATSC
FEHRENBACH, VICTOR J. REOAC			12F3K
5. PERIOD OF REPORT	AYS SUPERVISION 365	7. REASO Annua	N FOR REPORT
B. DRGANZATION, COMMAND, LOCATION			9. PAS CODE
429th Electropic Combat Squadron (ACC), Cannon Air Force	Base, New M	lexico	CD1CFKC4
IL UNIT NESSION DESCRIPTION			
Maintains combat readiness for deployment with a squadron a electronic combat (EC) capability to degrade enemy defense sy capable of suppressing ground control intercept, early warning directional jamming. Conducts all formal EF-111A qualificati	stems. Only and acquisition	deployable A on radars wit	ir Force unit
III. JOB DESCRIPTION			—, <u></u> -
1. DUTY TITLE: PROGRAMMING OFFICER			
in exercises to improve wartime employment skills and develop squadron scheduler, coordinates all unit flying, simulator, and Deployed squadron scheduler for Operation SOUTHERN WAX EF-111A participation in joint multinational force supporting/e IV. MPACT ON MISSION ACCOMPLISHMENT - Outstanding job as Chief, EF-111A Mission Planning Cell (M - Plannet and coordinated 50 demanding combat training mis - Rated "Excellent" by 27 FW evaluation team members; pla - Scheduled 2,260 sorties and 5,885 combat training hours-coor - Single-handedly planned a 4-ship exercise mission to NAS Fal - Keenly managed chaff/flare account exceeding ACC standard Planned 48 missions for Jun 97 wing surge exercise-develope - Overwhelming success-28 successful sorties flown per day	ground trainir ICH (OSW). nforcing Unite IPC) CORON ssions-combal nning lauded a ordinated airsop llon NV-outst by using nine ad planning pa	tor over 60 Responsible ed Nations no ET ROADRU t performance as "Superior" ace, tanker, a tanding traini ty percent of cokets and new) aircrew. for coordinating offy resolutions. JNNER Phase I exemplary by aircrews and EC support ng for aircrews stock on hand w low-level routing
- Overwhelming success-28 successful sorties nown per day Combat proven aviator-24 demanding sorties over Southern I	with only 24 : rag_valuable :	SCHEQUIED	I EP-IIIA RECOR
/ PERFORMANCE FACTORS	0	OES NOT	MEETS STANDARDS
i. Job Knowledge tas knowledge required to pertarm duties effectively. trives to improve knowledge.	[\boxtimes
. Leadership Skills ets and enforces standards. Works well with others.			
osters teamwork. Displays initiative. Self-confident,	Ł		\square
, Professional Qualities whichs loyalty, discipline, dedication, integrity, honesty, and officership. diares to Air Force standards. Accepts personal responsibility. fair and objective.	· · [\square
Organizational Skils emonstrates ablity to plan, coordinate, schedule affectively, and uses rest fectively and efficiently. Meets suspanses.			······································
Judgement and Decisions akes timely and accurate decisions, Emphasizes logic in acision making. Retains composure in stressful situations, accordizes apportunities. Requires minimal supervision.	[]	

AF FORM 707B, OCT 95 (EF - V1) IPHFORM PROJUN U 3 INEVENUE EDITION IS DISOLETE.

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VI. RATER OVERALL ASSESSMENT			
- Capt Febrenbach is an outstanding office	r and highly talented E	WOsets the standar	d for others to follow
- Meticulous MPC performance-directly c	ontributed to 27 FW o	verall "Excellent" rat	ing in Phase I ORI
- Squadron scheduler in an undermanned s	hop; expertly program	ed ACC's heaviest ta:	sked fighter squadron
- Deployed programming officer: schedule	d over 90 combat miss	ions-100 percent cor	abat effectiveness
- Authored new smart packs ensuring smoo	wh transition for incon	ing aircrows-comba	readiness improved
- Handpicked inquiry official for local secu	vity incident-yearlys 1	anded by 4404 OCIC	Cos "bast ever seen"
- Superb planner; my obvious choice to spi	whead our flight's for		
- Superior performance during two mission			-caccilcut iesuits
- Superior performance during two mission	B III KUVINU SAINDS	9/-world's targest i	nulunational exercise
- Capt Febrenbach is a proven performer; o	continue to challenge a	no opgrade to instruc	lor-155 a must
Last performance feedback was accomplished on: 22	Oct 97 teansistent with	the direction in AFI 35-2402.)	
ill not accomplished, stele the reason)			
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NAME, GRADE BR OF SVC. ORGN. COMD & LOCATION	DUTY TITLE		DATE
WILLIAM W. MELLING, Capt, USAF	Flight Commander		1 May 98
429th Electronic Combat Squadron (ACC)	55N		1 //Say 25
		SIGNATUNE	at 1 at
Cannos AFB NM	L REPACT	allallanger-	Leces
VIL ADDITIONAL RATER OVERALL ASSESSMENT			NONCONCUR
- Capt Fehrenbach is a stellar performer with	th excellent officership	and aviation skills-p	potential unlimited
- Demonstrated maturity and competence-A	APC flight chief, squad	fron scheduler, and s	quadron surge POC
- Experienced aviator proven by 24 flawless	combat missions and	participation in ROV	ING SANDS 97
- Very versatile and effective officer-invest	insted security inciden	t active in CGOC: T	Pliable volunteer
- A rising star in our squadron; I expect Vic	igned security mended	Earle shellenge and	TOO AFADI
	DUTY TITLE	ragie-chancinge anu	
NAME, BRADE, BR OF SVC, ORGN. COMD & LOCATION		1	DATE
ALLEN E. WICKMAN, Lt Col, USAF	Commander	all as h	1 May 98
429th Electronic Combat Squadron (ACC)	5 ^{cm}	SIGNATURE	
Cannon AFB NM	LEDACT	LUMA	
VIII. REVIEWER		R	NONCONCUR
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		R CLEMAL	NONCONCUR
VIII. REVIEWER		R	
VIII. REVIEWER		R	DATE
VIII. REVIEWER NAME, GRADE, BR OF EVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonei, USAF		R	
VIII. REVIEWER		BIGULTINE . S	DATE
VIII. REVIEWER NAME, GRADE, BR OF EVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonei, USAF			DATE
VIII. REVIEWER NAME, GRADE, BR OF EVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighter Wing (ACC)			DATE
VIII. REVIEWER NAME, GRADE, BR OF EVC, ORDN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighter Wing (ACC) Cannon AFB NM	DVTY TITLE Commander SSM REDACT Instructions	Bighardare . E!	DATE 13 May 98
VIII. REVIEWER NAME GRADE, BR OF EVC, ORGH, EOMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighler Wing (ACC) Canaon AFB Mg All: Recommendations must be based on performance orghbings. De not comment on completion of or structure	DUTY TITLE Commander SSN REDACT Instructions and the potential based on the PME advanced educatio	sighar des , LE ! L'UNA E ! D'at performance. Promo a, previous er anticipated pe	DATE 13 May 98 Utry
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VIII. REVIEWER NAME, GRADE, BR OF EVC., ORDM, COMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighter Wing (ACC) Cannon AFE NM All: Recommendations must be based on performance prohibited. Do not comment on completion of or enrollmet on AF Form 709. OEI inducement levels, family activities, Rater: Focus your evaluation in Section IV on what the	DUTY TITLE Commander SSN REDACT Instructions and the potential based on the PME, advanced education marital status, raca, sex, sch officer did, how well he or a	sight parts that performance. Promo n, previous or anticipated po- shat did it and how the offi	DATE 13 May 98 12 1000 recombendations are comption redommendations cer contributed to mission
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8. ORGANIZATION, COMMAND, LOCATION 494th Fighter Squadron (USAFE), RAF Lakenheath, England		LDODFB01
One of USAFE's two lead F-15E Expeditionary Fighter Squadron interdiction and counterair missions in support of USAFE, USEU full array of air superiority and surface attack munitions to includ weapons in the USAF inventory. Ready to deploy to any theater in JOB DESCRIPTION . DUTY MILE F-15E Weapons System Officer (WSO)/Squadron Electronic Warf a key ourse, rasks, and responsion the Combat-ready WSO in the USA munitions platform, the F-15E multirole fighter. Provides pinpoir and allied forces in support of national security objectives. Plans, attack, and air combat missions. Maintains expert knowledge of F and the full arsenal of strike, conventional, laser-guided, and elect Electronic Warfare Officer, responsible for training aircrew on all Warfare Systems. Ensures all aircraft defensive countermeasure of v. anfact ON MISSION ACCOMPLISIONENT Deployed scheduler at Operation ALLIED FORCE (DAF)-schez - Plawiess daily coordination with Combined Air Operations Ce	COM and NATO was e the most advanced p of operations in the w fare Officer AP's premier tactical at destruction of high briefs, and leads con 7-15E systems, tactics tro-optical munitions. aspects of F-15E Tau operate at the highest j duled 750 corebat sor	r plans. Employs ti recision-guided vorid. precision-guided value targets for Ut oplex strike, surface s, threat capabilities As Squadron ctical Electronic level. ties for 70 aircrew
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- Excellent writer-prepared 40 medal p					
- Excellent organizational skills-created a	in aircrew transpo	tation plan	urino 2-d	av OAF	redeployment
- Coordinated aircrew manning to suppo	ort OAF combat o	perations fro	m two has	sesNA'l	O taskings n
- Outstanding initiative-planned a multing	tional Electronic	Warfare exer	cise with	over 50	NATO aircra
Improved Electronic Warfare training	by researching an	d briefing so	uadron or	i local ra	nge procedur
- Increased P-15E combat capability-de	eveloped airborne	electronic co	untermeas	sures suit	te test procedi
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- Member of mission planning cell for 199	9 NATO TAC EV	AL-Operati	ons, Perfo	ттапсе т	rated "Excelle
- Outstanding USAF ambassador-planned	three allied large 1	force employ	ment exe	ccisessu	perior trainir
- Ensured combat capability of squadron ai	ircraft-developed	electronic w	arrare test	ing and t	racking prog
- Gifted officer and aviator with natural lea		next shop c.	neia m	ist for in	A DESCRIPTION OF TAXABLE PARTY.
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B. REMOD OF REPORT FIDE: 4 Mar 2000 TIMU: 6 Jan 2001 30		FOR REPORT
8. OBGANIZATION, COMMAND, LOCATION 494th Fighter Squadron (USAFE), RAF Lakenbeath, England		LDODFB01
A combat-ready F-15E squadron capable of executing strategic attack	· · · ·	
in support of USAFE, USEUCOM and NATO war plans. Employs surface attack munitions to include the most advanced precision guide Capable of deploving to any theater of operations in the world. 	ed weapons in the USA t cer in the USAF's pre- rovides pinpoint destr- ational security object ons. Maintains expen- te, laser-guided, elech onsible for inspection rerew training; 100% as-reduced late issues raining for aircrew-1 -provided valuable ta	AF inventory. miler tactical uction of ives. Plans, t knowledge of ro-optical, and and maintenan on-time delive by over 25% 00% pass rate
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VI. RATER OVERALL ASSESSMENT			RATEE NAM	ME: FEH	RENB.	ACH, VIC	TOR.
- First-rate officer and aviator-perfect n - Expert squadron life support officer; in	distive and for	esight ei	tion-invalua Isured zero	aircrew	t to fli overdi	ght and squ ie for traini	adron
- Proactive coordination maintained 10							
 Hand-picked as GREEN FLAG 00-02 (— Facilitated first employment of Guids) 	d Romb Unit 1	iect om		CHICHNO	us orga	anzarional	SKIUS
- Outstanding with the pen-developed ex		เวชเนก	ing Excitis	s broand a	ug var		mg mdana
- Superior aviation skills; number 2 of 2	Southon WS	Capanin Osim Ch	allenging of	mual tec	ticel or	guadron sta	ncaro
- Tenacious and thorough-squadron repr	eseptative in th	oree 48 F	W War D	ave ^u inf	reased		hilitie
- Top-notch performer with the motivation	to succeed at	any tas	k-send to Ju	tiermenii	ate Ser	vice Schoo	1 (199
Last performance feedback was eccomplished on: 5	Aug 2000 (c	maistant wit	th the direction is	AFI 38-2401	L1		<u>, (10</u>
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KENT A. BODILY, Capt. USAF	Flight Comm	' Innder			. <i>.</i> .	DATE	
494th Fighter Squadron (USAFE)	SSN		SIGNATURE		-18	65M.1	
RAF Lakenicath, England	RED	ACT	that	4.K _	~ [']],		
VIL ADDITIONAL RATER OVERALL ASSESSMENT		KICON	CUR	··~ / / / /		CONCUR	· · · · ·
Superior officer-energetic, committed t	o mission accor	molishm	ent-consist	ently pro	von ces	superh ree	ilte
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Perfect execution as mission WSO during	e crucial wing	NSI-air	crew perfor	mance r	ated "	Excellent"	ov IG
Perfect execution as mission WSO durin Instrumental in squadron receiving the U	SAFE Comma	nder's 1	999 "Fighte	T Souad	ron of	the Year	award
Highly dedicated performer-continue to	challenge with	increase	ed responsil	nility-se	nd to 1	SS in resid	ence
IAME, GRADE, BR OF EVC, DREN, COMD & LOCATION	בונה אועם					DATE	
TEVEN J. DEPALMER, LI COL, USAF	Commander					6 June	
94th Fighter Squadron (USAFE)	BSN		SIGNATURE	0	$\overline{\mathbf{x}}$	<u> </u>	
AF Lakenheath, England				~	$\sim n$		
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- #1 of 11 WSOs in my flight-quintessent	The Chine And St	apero av	12101-80T	mg the si	BUGATO	m C Fugnt
- Dazzling F-15E WSO; #2 of 36 for A/G	TIOD CHILL AWAI	u; tactic	ai ioie mo	uci for y	omb a	viators to ma
- Chosen as Lead WSO for Operation NO	BLE EAGLE-J	rovided	nomeland	detense	for na	tion's capitol
- Flawless-planned and briefed a Nuclear						
- Squadron expert; handpicked FDL cadre	e trained at Boen	ng Head	quarters; 1	eturned	to educ	ate 4 FW cre
- Solid airmanship; expertly bandled comp	alex in-flight em	ergency;	safely re	covered :	а \$44 п	nillion asset
- Hard charger; early into coveted Air-to-	Ground Missile	(AGM)-	130 upgra	de: com	erstone	asset of AEV
- Indispensable; project officer spearheade	d squadron char	ige of co	mmand C	remony	-Chief	s standard)
- Absolutely superior aviator/problem solv						
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- #1 of 36 WSOs in system delivery compe						
- Dynamic leader; informal leadership is ca	nicial to squadro	n s succ	ess; sets a	no ento	ces hig	mest standard
- Showcase officer; crafted Weapons Train	ing Plan; focuse	a daily i	ranning so	nues on	go-to-v	var taskings
Flawless management of Suite 4/FDL tra						
Highest caliber officer and aviator; instru	ictor upgrade/As	aistani (Ops Office	r next;];	SS in r	esidence now
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AMES E. DENNIS, Lt Col, USAF	Commander			~		26 Jan 2002
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VI. RATER OVERALL ASSESSMENT		RATI	E NAME FEHI	ENRACT	VICTOR Y
- My #1 officer/aviator; combat veteran	and staff officer	-rets the	ob done on the	and right	t the fire tim
- Air-to-ground expert and "Top Gun";					
· Mi-io-ground expertant 100 Gail in					
- Skillfully managed wing training; adde					
Sensitive Targeting with minimal increa	ase in requirem	ents-balani	ced needed trai	nmg with	flights availab
- Led year-end training closeout of 6 s	quadrons, 15.4)	K sorties, 2	37.2K events-	-a record-t	reaking year
- Innovator; authored P-15E capabilitie	s brief and pro	duced video	o of cocknit dis	mlays, inn	proved trainin
- Simplified Night Vision Goggles upg					
- Obtained \$200K to fund dissimilar at					
- Combat leader and outstanding professi					
					mai form start
Last performance feedback was accomplished on:	19 DEC 2002 /	Consistent with I	the direction in AFI 36	-2406.j	
ll nul eccomplished, sten the reason.)					
· · ·	•				•
	DUTY TITLE				
NAME, GRADE, BR OF SVC, ORGN, COMO & LOCATION		-			DATE
WILLIAM C. DeMASO, LI CO, USAF	Commander,			!	7 Jan 2003
th Operations Support Squadron (ACC)	86N		SIGNATURE	1	
evinour Johnson AFB NC	REC	SACT		- \ "	
1. ADDITIONAL HATER OVERALL ASSESSMENT		X CONCUR		NONC	ONCUR
Multitalented FGO-total success in com	DO Nat at 100	hief of Tra	inma and on t	be loint er	ATCING RALES
Partie and roo-total success in com			TITTITICANT OF L		DI D D C
- Stellar combat/combat support for EN					
- Represented 4 FW at ACC Training E	soardscoordina	ited 4 OG	inputs; focused	I ACC on 7	4 FW concern
- Joint impact; AF representative to Joint	nt Fleet Exercis	e-ensured	proper targetin	ig priority	and allocatio
Outstanding officer, leader, and decorate	ed warrior-send	I to ISS fir	st chance then	broaden y	with inint staf
AME, GRADE, BR OF SVC, DRGN, COMD & LOCATION	DUTY TITLE				DATE
LENN C. SAMUELSON, Lt Col, USAF	Commander		<u> </u>		<u>7 Jan 2003</u>
In Operations Support Squarron (ACC)	SSN		ROMATUR 🎽 🖊	Γ	
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FEHRENBACH,		r		REDACT		· -		T12
5. PERIOD OF REPORT				• • • • • •	AYS SUPERVISIO	N	7. REASON F	FOR REPORT
From: 30 Dec	2003	Thru:	29 Dec 200	4	265		Annual	
8. ORGANIZATION, COM	MAND, LOCATI	ON .	· · · · · · · · · · · · · · · · · · ·	I			······	9. PAS CODE
AFELM Joint Fly	ving Traini	ng. Train	ing Souadron	EIGHTY SD	X (VT-86), (/	AETC).		
Naval Air Station								TX0JF
IL UNIT MISSION DES		· · · · · · · · · · · · · · · · · · ·	······································					
Provides joint adv	vanced und	lergradua	te flying, sim	ulator, acadei	nic, and offic	cership tra	ining to	student N
Flight Officers (N								
Officers (WSO),								
Officers (ECMO)								
III. JOB DESCRIPTION								
1, DUTY TITLE:								
Chief, Production	and Planni	ing/Strike	e Fighter Instr	uctor, Joint U	Indergraduate	e Navigato	or Trainir	ıg (JUNT)
2. KEY DUTIES, TASKS, A					·			
Directly supervise								
NFO/Navigator T								
3 services and 4 a								
special projects in								
upgrades, and CN								
PREVIOUS DUT	Y: USAF	Operation	is Flight Com	mander, annu	ally produce	d 84 USA	F WSOs	
IV. IMPACT ON MISSIO	N ACCOMPLI	SHMENT	· · · · ·					
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- Outstanding orga								
services, four nat	tions, eight	: FTUs-r	roduced 254	navigators/N	FOs; zero de	ficiencies	s, met 10	0% FTU į
services, four nat - Stellar leaderD	tions, eight etachment	FTUs-p Lead for	roduced 254 152 VT-86 p	navigators/N ersonnel and	FOs; zero de 15 aircraft fo	ficiencies or challeng	s, met 10 ging offsi	0% FTU j ite trainin
services, four nat - Stellar leaderD - Perfect flexibility	tions, eight etachment yplanned	FTUs-p Lead for and exec	produced 254 152 VT-86 p uted 10-day I	navigators/N ersonnel and Detachment ir	FOs; zero de 15 aircraft fo 1 less than 4	eficiencies or challeng weeks; ind	s, met 10 ging offsi creased p	0% FTU ; ite trainin; roduction
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- Top 5% of field grade officers; peerless le	1		
- Exemplary organizational skills; my #1 cho			
- Detachment Commanderled Myrtle Beach			
Selected for his superb leadership; one c			
- Superb Flight Commanderbalanced squad			
- Extraordinary HUREVAC response in wak	ke of 3-week emergency, mai	intained 100%	contact with ove
studentscoordinated TDY orders/pay and	additional leave for over 55	students and in	istructors upon r
- Perfect Instructor Under Training (IUT) ch			
- My #1 USAF Strike Fighter Instructor; read			
		<u> </u>	
Last performance feedback was accomplished on: $01 { m Aug}$	g 2004 (Consistent with the direction	in AFI 36-2406. If noi	t accomplished, state th
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PETER HALL, CDR, USN			
Training Squadron EIGHTY SIX	Commanding Officer		44
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- The bestconsistently lauded on student cr			
- Added combat-proven experience; applied			
- Leader and mentorpersonal advisor to 10	USAF student WSOs; provid	ded expert guid	lance for future
- Brilliant officershipyielded 100% time-to			
- Top 5% of all officers/instructors in CTW-			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE		DATE
LEE H. C. LITTLE, CAPT, USN			
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UNT). Conducts academic, simulator, and flight tra				
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W-6, including personnel and administrative support,				
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IMPACT ON MISSION ACCOMPLISHMENT				
Exceptional leader of Wing's AF command section-e	xpertly coordina	ted manning	decoration	s, OPRs, PRFs
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I understand my signature does not constitute agreement or Yes No SIGNATURE DATE	disagreement, I acknowledge all required feedback was	SIGNATURE					DATE
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RATEE NAME: FEHRENBACH, VICTOR J.			
IX. PERFORMANCE FACTORS (If Section III is marked Does	Not Meet Standards, fill in applicable blocki		DOES NOT
1. Job Knowledge. Has knowledge required to perform dutie	s effectively. Strives to improve knowledge.		MEET STANDARDS
non-routine situations. 2. Leadership Skills. Sets and enforces standards. Works w			
subordinates. Has respect and confidence of subordinates. Fair 3. Professional Qualifies. Exhibits loyalty, discipline, dedica			
personal responsibility. Is fair and objective.			
 Organizational Skills. Plans, coordinates, schedules and equitably and effectively. Anticipates and solves problems. 	e i i		ars
 Judgment and Oecisions. Makes timely and accurate de situations. Recognizes opportunities. Adheres to safety and occurate destinations. 			
6. Communication Skills, Listens, speaks, and writes effect	vely.		
7. Physical Fitness. Maintains Air Force physical fitness stan	dards.		
X. REMARKS (use this section to spell out acronyms from the fr	<u></u>		
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XI. REFERRAL REPORT (Complete only if report contains refe I am referring this OPR to you according to AFI 36-2406, para 3.9. Specifically,			·
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ALL: Recommendations must be based on performance and the on completion of or enrollment in Developmental Education, advar endorsement levels, family activities, marital status, race, sex, ethn	iced education, previous or anticipated pro-	notion recommendations on AF Form	
RATER: Focus your evaluation in Section IV on what the officer d concise "bullet" format. Your comments in Section IV may include r a matter of record and provide follow-up feedback to let the ratee ki	ecommendations for assignment. Provide a	a copy of the report to the ratee prior to	
ADDITIONAL RATER: Carefully review the rater's evaluation to e evaluation. You may not direct a change in the evaluation. If you s assignment.			
REVIEWER: Carefully review the rater's and additional rater's rati sign the form. If you disagree with previous evaluators, you may as disagree with the additional rater, mark "NON-CONCUR" and explain	k litem to review their evaluations. You may	not direct them to change their appra	isals, if you still
RATEE: Your signature is merely an acknowledgement of receipt evaluation appeal through the Evaluation Reports Appeals Board IA Correction of Military Records IAW AFI 36-2603 (Air Force Board for Correction of Military Records (AFBCMR).	W AFI 26-2401 (Correcting Officer and Enlis	sted Evaluation Reports), or through th	e Air Force Board for
<u></u>	PRIVACY ACT STATEMENT		
AUTHORITY: Title 10 United States Code, Section 8013 and Secretary of the a			
PURPOSE: Information is needed for verification of the individual's	• • •	is captured on the form at the time of i	ating.
ROUTINE USES: None. RATIONALE: This information will not be DISCLOSURE: Disclosure is mandatory; SSN is used for positive i			
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IX. PERFORMANCE FACTORS (If Section III is marked Doe	s Not Matel Standards, this in applicable block(s)) es effectively. Strives to improve knowledge. Applies knowledge to handle	MEET STANDARDS
non-routine situations.	· · · · · · · · · · · · · · · · · · ·	· .
subordinates. Has respect and confidence of subordinates. Fai		<u> </u>
 Professional Qualities. Exhibits loyalty, discipline, dedic personal responsibility. Is fair and objective. 	ation, integrity, honesty, and officership. Adheres to Air Force standards. Acce	pts
4. Organizational Skills. Plans, coordinates, schedules an equitably and effectively. Anticipates and solves problems.	d uses resources effectively. Meets suspenses. Schedules work for self and	others
5. Judgment and Decisions Makes limely and accurate de	acisions. Emphasizes logic in decision making. Retains composure in stress	iful
situations. Recognizes opportunities. Adheres to safety and occ . Communication Skills, Listens, speaks, and writes effec	upstional health requirements. Acts to take advantage of opportunities.	<u>.</u>
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7. Physical Fitness. Maintains Air Force physical fitness star		
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Circrew Flight Equipment (AFE); Mission D	irector (MD); Flight Manual Review Conference (FM	RC)
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FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE	Cól 1	2F3F	5. REASON FOR REP Annual	MW1CFF6Z
7. ORGANIZATION, COMMAND, LOCATION, AND COMPO 366th Operations Support Squadron (ACC), Mountain Home AFB ID (AD)			1 Feb	2008	THRU 31 Jan 2009	9. NO. DAYS SUPV. 225
II. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE F-15E WEAPON SYSTEMS OF	FICER/ASS		IRECTOR OF	E OPER	ATIONS	10. SRID 1 C660
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Job Knowledge, Leadership Skills, Professional Qualities, Decisions, Communication Skills, and Physical Fitness (s						
IV. RATER OVERALL ASSESSMENT (Limit text to 6 In						
- Authored/collected/submitted 151 input - Ensured 105 of 151 of inputs were adop - Gifted communicator; edited 72 EPRs/C - Pure leadership; vision, experience, war Last performance feedback was accomplished on: <u>26 J</u>	oted/incorp OPRs/award rrior ethos a	orated in re ls/decorati are second-	ecord timep onsensured	roduce zero re fect che	d new -1 and che eturns and OSS n oice for AETC D	ecklist in 6 months norale at pinnacle
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MARK E. THOMPSON, Lt Col, USAF 366th Operations Support Squadron (ACC)	[}	Commande				19 Feb 2009
Mountain Home AFB ID		SSN	SIGNATURE			
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I. RATEE IDENTIFICATION DATA (Reed AFI 36-2406 carefully b	efore filling in any iter	n)				
1. NAME (Last, First, Middle Initial) 2. SSN FEHRENBACH, VICTOR J.	3. GRADE	4. DA		5 REASON		
2 ORGANIZATION, COMMAND, LOCATION, AND COMPONENT	LIC LIC		2F3F		nnual	MWIC
366th Operations Support Squadron (ACC),		8. PERIC	OD OF REP	ORT	1	9 NO DAYS SUP
Mountain Home AFB ID (AD)		1 Feb	2009 0	∺Ru 31 Jan	2010	365
IL JOB DESCRIPTION (Limit text to 4 lines)						10 SRID
DUTY TITLE ASSISTANT DIRECTOR OF OPERATI	ONS/F-15E WI	APON SYS	TEMS O	FFICER	ł	10.990
- Directs 6 fits/190 Airmen; provides airfield op						
- Oversees CC special projects/programs, include	tino buduot ro	ndinare au	van spaci nede/dao		DD AD	port, wx suj E o o too
- MD for ORE/ORI; responsible for 110+ fighte	r sorties daily:	acts directly	i for FW	S, OLIVE COUCC	to diraa	r, equiprice
- Mission qualified F-15E WSO; capable in all a	air-10-air & air	to-ground r	niesione	includin	o Case	TCT/DCA.9
III. PERFORMANCE FACTORS		-to-Erotatu t		ES NOT	MEET	
Job Knowledge, Leadership Skills, Professional Qualities, Organizati	innal Skills Judament	and		ANDARDS	STANDA	
Decisions, Communication Skills, and Physical Fitness (see reverse	il merked Does Not	veno Meet Standards)			\rightarrow	<
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)						
- Dynamic ofer; maintained infallible profession	alism/attitude	despite huge	e persona	al challen	gesFW	msn multir
 Skilled writer; authored 17 OPRs/EPRs, review 	wed/edited 102	OPRs/EPR	sstream	mlined SC	proces	s, on-time 9
 Spearbeaded \$37K effort to refurbish OG bldg 	g floors; double	d use-life	saved \$5	i0K÷ in p	otential	replacemen
- Developed ofer data sheet; consolidated person	nnel info from	multiple so	urcesci	at researc	h tíme 7	5%, new FV
- Spearheaded SQ awards prgm; chaired 4 revie	w boards; edit	ed 48 noms	won li	0 OG/4 F	W awar	ds, raised m
- Steady workhorse; poised and professional unc	ler pressurep	erfect choice	e for Wg	Staff der	outy chie	f/NAF staff
Last performance feedback was accomplished on: 28 Jun 2009) (IAW AFI 35-2406)	(If not accomptis	hed state If	ne reason)	*****	
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NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE				·····	DATE
MARK E. THOMPSON, Lt Col, USAF	Commando	r				16 Feb 20
366th Operations Support Squadron (ACC)	SSN	SIGNATURE				
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