### Fehrenbach v. Department of the Air Force et al

### Exhibit 1

Dockets.Justia.com

I. NAME(Last, First, Middle Latitat)       2 SSN       3. GRADE       2d Lt       AT021         FEHRENBACH, VICTOR J.       REDACT       2d Lt       AT021         S. PERIOD OF REPORT       120       Annual         a. ORGANIZATION, COMMAND, LOCATION       120       Annual         a. ORGANIZATION, COMMAND, LOCATION       5. PAS.CODE       120       Munual         a. ORGANIZATION, COMMAND, LOCATION       SCRADE       120       Munual         a. ORGANIZATION, COMMAND, LOCATION       SCRADE       120       Munual         a. ORGANIZATION, COMMAND, LOCATION       SCRADE       MUCT       Munual         a. ORGANIZATION, COMMAND, LOCATION       SCRADE       Multicity       Screen Scree	F6Z era- pos- ains pro- tial, adi- ling rre- 11 k
F. PERIOD OF REPORT       From:       24 Dec 92       6. NO. DAYS SUPERVISION       7. REASON FOR REPORT         From:       24 Sep 91       Thru:       24 Dec 92       120       Annual         3. ORGANLZATION, COMMAND, LOCATION       120       Annual       8. FAS CODE         366th Operations Support Squadron (ACC), Mountain Home AFB, Idaho       8. FAS CODE       MW1CFI         II. UNIT MISSION DESCRPTION       Responsible for airfield and weather services, air traffic control, intelligence, weapons/training, options/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Commite Wing. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintarcadiness for worldwide deployment.       Maintarcadines for worldwide deployment.         III. JOB DESCRIPTION LOUTY WILE:       Squadron Section Commander       2. KEY DUTIES. TASKS, AND RESPONSIBUTIES:       As section commander for the 366th Operations Support Squadron, privides administrative, disciplinary action and advises squadron commander on Article 15, court mart         Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court mart       Court mart         viduals and directs all orderly room functions. Manages multiple squadron personnel programs, includies ellinspection.       Reviews, approves, and provides guidance for performance reports, decorations, and conspondence.         V. IMPACT ON MISSION ACCOMPLISHMENT       - Single-handedly created an orderly room for a newly formed 230-person squadron	F6Z era- pos- ains pro- tial, adi- ling rre- 11 k
From:       24 Sep 91       Thru:       24 Dec 92       120       Annual         8. ORGANIZATION, COMMAND, LOCATION       366th Operations Support Squadron (ACC), Mountain Home AFB, Idaho       Is. PAS CODE         10. UNIT MISSION DESCRIPTION       Responsible for airfield and weather services, air traffic control, intelligence, weapons/training, options/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadros in USAF Air Intervention Comptions/maintenance scheduling, and contingency planning for six squadros in USAF Air Intervention Comptite Ving. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintareadiness for worldwide deployment.       Multiple         MIL JOB DESCRIPTION LUVY TITLE       Squadron Section Commander       Scheduling the Operations Court maintain discharge considerations. Counsels airmen with personal/professional problems. Supervises three in viduals and directs all orderly room functions. Manages multiple squadron personnel programs, includ self-inspection- Reviews, approves, and provides guidance for performance reports, decorations	F6Z era- pos- ains pro- ions tial, ndi- ling rre- 11 k
366th Operations Support Squadron (ACC), Mountain Home AFB, Idaho       MW1CFI         II. UNIT MISSION DESCRIPTION       Mesther services, air traffic control, intelligence, weapons/training, options/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Compite Wing. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintareadiness for worldwide deployment.         III. JOB DESCRIPTION I. DUTY THE:       Squadron Section Commander         2. KEY DUTES. TASKS, AND RESPONSIBUTIES:       As section commander for the 366th Operations Support Squadron, privides administrative, disciplinary, morale and welfare support for over 200 personnel, including the Operation Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court marking and directs all orderly room functions. Manages multiple squadron personnel programs, including self-inspection. Reviews, approves, and provides guidance for performance reports, decorations, and corspondence.         IV. INPACT ON MISSION ACCOMPLISHMENT       - Single-handedly created an orderly room for a newly formed 230-person squadron         - Developed administrative files, ordered publications, and obtained 160 personnel records; established programs including tax advisor, voting, and self-inspection – top-noth results, all in less than a weel         - Superb Air Force Assistance Fund project officer; squadron collected 114 percent of goal in just 2 weeks         - Founder and editor of the squadron information bulletin – promoted unity and enhanced communication         - Superb Air Force Assistance Fund project officer; squadron ceremony committee         - Coor	era- pos- ains oro- ions tial, ndi- ling rre- 11 k
<ul> <li>II. UNIT MISSION DESCRIPTION Responsible for airfield and weather services, air traffic control, intelligence, weapons/training, options/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Complite Wing. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintareadiness for worldwide deployment.</li> <li>III. JOB DESCRIPTION LOUYTHTLE: Squadron Section Commander         <ul> <li>KEY DUTIES, TASKS, AND RESPONSIBULTIES: As section commander for the 366th Operations Support Squadron, privides administrative, disciplinary, morale and welfare support for over 200 personnel, including the Operation Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court mart and discharge considerations. Counsels airmen with personal/professional problems. Supervises three in viduals and directs all orderly room functions. Manages multiple squadron personnel programs, including the Viduals and directs all orderly room for a newly formed 230-person squadron             – Developed administrative files, ordered publications, and obtained 160 personnel records; established             – programs.including tax advisor, voting, and self-inspection—top-notch results, all in less than a weel             – Developed arcomprehensive security program—lauded by inspectors in a recent staff assistance visit             – Superb Air Force Assistance Fund project officer; squadron collected 114 percent of goal in just 2 weeks             – Founder and editor of the squadron information bulletin—promoted unity and enhanced communicatio             – Served as operations group representative on the wing reorganization ceremony committee             – Coordinated three static display aircraft; trained wing guidon bearers on proper procedures—his efformed three transmonted to a flawless ceremony for the Air Force's first air intervention composite Wing             V PERFORMANCE FACTORS             – Doesho</li></ul></li></ul>	era- pos- ains oro- ions tial, ndi- ling rre- 11 k
<ul> <li>tions/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Compite Wing. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintareadiness for worldwide deployment.</li> <li>IN. JOB DESCRIPTION 1.DUTY WILE: Squadron Section Commander</li> <li>2. KEY DUTIES. TASKS. AND RESPONSIBILITIES. As section commander for the 366th Operations Support Squadron, p vides administrative, disciplinary, morale and welfare support for over 200 personnel, including the Operation Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court marf and discharge considerations. Counsels airmen with personal/professional problems. Supervises three in viduals and directs all orderly room functions. Manages multiple squadron personnel programs, including self-inspection. Reviews, approves, and provides guidance for performance reports, decorations, and conspondence.</li> <li>IV. IMPACT ON MISSION ACCOMPLISHMENT         <ul> <li>Developed administrative files, ordered publications, and obtained 160 personnel records; established programs. including tax advisor, voting, and self-inspection—top-notch results, all in less than a weel supervised and orderly program—lauded by inspectors in a recent staff assistance visit</li> <li>Superb Air Force Assistance Fund project officer; squadron collected 114 percent of goal in just 2 weeks</li> <li>Founder and editor of the squadron information bulletin—promoted unity and enhanced communicatio</li> <li>Served as operations group representative on the wing reorganization ceremony committee</li> <li>Coordinated three static display aircraft; trained wing guidon bearers on proper procedures—his efformance for the Air Force's first air intervention composite Wing</li> <li>V PERFORMANCE FACTORS</li> </ul> </li> <li>Does NOT</li> <li>MEET STANDARDS</li> </ul>	pos- ains pro- ions tial, ndi- ling rre- 11 k
<ul> <li>2 KEY DUTIES. TASKS. AND RESPONSIBILITIES: As section commander for the 366th Operations Support Squadron, r vides administrative, disciplinary, morale and welfare support for over 200 personnel, including the Operation Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court mart and discharge considerations. Counsels airmen with personal/professional problems. Supervises three in viduals and directs all orderly room functions. Manages multiple squadron personnel programs, including tell-inspection. Reviews, approves, and provides guidance for performance reports, decorations, and conspondence.</li> <li>IV. MPACT ON MISSION ACCOMPLISHMENT         <ul> <li>Single-handedly created an orderly room for a newly formed 230-person squadron</li> <li>Developed administrative files, ordered publications, and obtained 160 personnel records; established</li> <li>programs including tax advisor, voting, and self-inspection—top—notch results, all in less than a weel</li> <li>Developed arcomprehensive security program—lauded by inspectors in a recent staff assistance visit</li> <li>Superb Air Force Assistance Fund project officer; squadron collected 114 percent of goal in just 2 weeks</li> <li>Founder and editor of the squadron information bulletin—promoted unity and enhanced communicatio</li> <li>Served as operations group representative on the wing reorganization ceremony committee</li></ul></li></ul>	ions tial, ndi- ling rre- 11 k
<ul> <li>Single-handedly created an orderly room for a newly formed 230-person squadron         <ul> <li>Developed administrative files, ordered publications, and obtained 160 personnel records; established</li> <li>programs including tax advisor, voting, and self-inspection—top-notch results, all in less than a weel</li> <li>Developed a comprehensive security program—lauded by inspectors in a recent staff assistance visit</li> <li>Superb Air Force Assistance Fund project officer; squadron collected 114 percent of goal in just 2 weeks</li> <li>Founder and editor of the squadron information bulletin—promoted unity and enhanced communicatio</li> <li>Served as operations group representative on the wing reorganization ceremony committee</li> <li>Coordinated three static display aircraft; trained wing guidon bearers on proper procedures—his efformed directly contributed to a flawless ceremony for the Air Force's first air intervention composite wing</li> </ul> </li> <li>V. PERFORMANCE FACTORS         <ul> <li>Does NOT</li> <li>MEET STANDARDS</li> <li>MEET STANDARDS</li> </ul> </li> </ul>	k i s
1. Job Knowledge	rts
1. Job Knowledge	
Has knowledge required to perform duties effectively.         Strives to improve that knowledge.         2. Leadership Skills         Sets and enforces standards. Works well with others.         Fosters teamwork. Displays initiative. Self-confident.	
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, and honesty. Adheres to Air Force standards, Accepts personal responsibility. Is fair and objective.	
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Meets suspenses.	
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	
5. Communication Skills	

IF Form 707B, AUG 88 (COMPUTER GENERATED)

COMPANY GRADE OFFICER PERFORMANCE REPORT

### VI. RATER OVERALL ASSESSMENT

Lieutenant Fehrenbach has demonstrated great potential in this, his first Air Force assignment. He has met every challenge with vigor and enthusiasm. In less than a week, he created an excellent orderly room for our newly formed squadron. His dedication and hard work in the areas of security management, self-inspection, and officer and enlisted performance reports has led to top-notch programs. His OPR/EPR tracking system resulted in no late reports since the squadron's activation; inspectors lauded his security program. As wing project officer for the AFROTC Professional Development Program, he developed comprehensive training schedules for 31 cadets during 7 training periods. After action reports highlighted his first-rate performance. Outstanding wing honor guard flight commander and active member of the Company Grade Officer Council. Continue to challenge, augment into the Regular Air Force, and send to Squadron Officer School.

Performance feedback was accomplished consistent with the direction in AFR 36-10. (If not accomplished, state the reason.)

		<del>.</del>	n en	n <sup>a</sup> n an an
7	NAME, GRADE, BR OF SVC. ORGN, COMD, LOCATION JOHN W. ROSA, JR., Lt Col, USAF	DUTY TITLE	Commander	DATE 26 Dec 92
	366th Operations Support Sqdn (ACC) Mountain Home AFB, Idaho	REDACT	SIGNATURE	•
k. 154	VII. ADDITIONAL RATER OVERALL ASSESSMENT Licutenant Febrenbach has been instrumenta year. From quickly developing an orderly roon 200 people, he continually produced excellent	l in the Operation to creating an ou	tstanding OPR/EPR tracking	system for over
	has also handled the administrative challenge officer. Challenge with increased responsibility	es of my entire stat y. Augment into th	ff. Outstanding accomplishme le Regular Air Force.	nts for a young
7	NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION JERROLD K. CALLEN, Colonel, USAF		Commander	31 Dec 92
	366th Operations Group (ACC) Mountain Home AFB, Idaho	REDACT	SIGNATURE	len
	VIII. REVIEWER	CON		
I	WILLIAM S. HINTON, JR., Brig Gen, USAR	DUTY TITLE	Commander	DATE 14 Jan 93
	366th Wing (ACC) Mountain Home AFB, Idaho	REDACT	SIGNATURE	۲

### Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not consider or comment on completion of or enrollment in PME, advanced education, previous or anticipated promotion recommendations on AF Form 709, OER indorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion.

Rater: Focus your evaluation in Section IV on what the officer did, how well he or she did it and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section VI may include recommendations for augmentation or assignment.

Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for augmentation or assignment.

Reviewer: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark the form "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NONCONCUR" and explain in Section VIII. Do not use "NONCONCUR" simply to provide comments on the report.

AF Form 707B, AUG 88 (Reverse)

1. NAME (Last, First, Middle Initial)	illy before filling in any 2. SSN	15/11	3. GRADE		4. DAFSC
FEHRENBACH, VICTOR J.	REDACT		2d Lt		A7024
5. PERIOD OF REPORT	6	NO. DAYS S	UPERVISION	7. REASO	N FOR REPORT
From: 25 Dec 92 Thru: 14 Jun 93		1	72	CRO	
8. ORGANIZATION, COMMAND, LOCATION					9. PAS CODE
366th Operations Support Squadron (ACC), Mon I. UNIT MISSION DESCRIPTION	untain Home AFI	s, Idano			MW1CFF6Z
Responsible for airfield and weather services, air maintenance scheduling, and contingency planni Develops flying, airspace, and weapons range so worldwide deployment. II. JOB DESCRIPTION 1. DUTY TITLE: Squadron Sec 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Provide 230 personnel, including the 366th Operations O commander on Article 15, court martial, and adn and professional problems. Supervises three ind and provides guidance for performance reports, o personnel programs including self-inspection, we squadron newsletter. Significant Additional Duty V. IMPACT ON MISSION ACCOMPLISHMENT Superb BSIM chiefduring initial local exercises distributing all battle staff directives; result was Took on a fledgling squadron self-inspection pro implementation of visionary solutions corrected Expert short-notice organizer; with only 40 hou Contacted dignitaries, wrote script, printed pr	ing for six squad chedules for over stion Commander as administrative Group Staff. Administrative dividuals and dire decorations, and sight management chief, Wing as composite w soutstanding com- ogram; his identi all procedures p rs notice, he org rograms, orchest	disciplinar disciplinar ninisters di arge consid cts all orde correspond t, and fitne Battle Staff ing, he est nmunicatio fication of r rior to an o anized squa rated pract	AF air intervent orties annually. y, morale, and sciplinary actio derations. Cou- rly room function dence. Manage ess. Writes, ed Information Mi- ablished and im n throughout of multiple progra- perations group adron change of ice, ensured re	welfare s n and adv nsels airn ons. Rev s multipl its, and d anagemente perations o staff as f comma quired pe	osite wing. Its readiness for support for over vises squadron nen with personal riews, approves, e squadron listributes nt (BSIM). ed procedures for s group and wing pancies and esistance visit nd ceremony ersonnel were
available, and served as emcee-result was ar Designed and ordered all materials for the first s Superb Air Force Assistance Fund manager; col . PERFORMANCE FACTORS	squadron embler	n, quickly a	llowed diverse	squadror t 3 week r	to gain identity
. Job Knowledge	<u></u>				
as knowledge required to perform duties effectively.					
as knowledge required to perform duties effectively. trives to improve that knowledge. . Leadership Skills ets and enforces standards. Works well with others. osters teamwork. Displays initiative. Self-confident.					
trives to improve that knowledge. . Leadership Skills ets and enforces standards. Works well with others.	nesty. onsibility.				
trives to improve that knowledge. . Leadership Skills ets and enforces standards. Works well with others. osters teamwork. Displays initiative. Self-confident. . Professional Qualities khibits loyalty, discipline, dedication, integrity, and how dheres to Air Force standards. Accepts personal resp	onsibility.				
trives to improve that knowledge. . Leadership Skills ets and enforces standards. Works well with others, osters teamwork. Displays initiative. Self-confident. . Professional Qualities khibits loyalty, discipline, dedication, integrity, and how dheres to Air Force standards. Accepts personal resp fair and objective. Organizational Skills ans, coordinates, schedules, and uses resources effect	tively.				

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### VI. RATER OVERALL ASSESSMENT

Lt Fehrenbach is a young officer ready and will solve it with ease is superb. Whether handling squadron member, he is always the first to volu His dedication and hard work in setting up the operations group inspection found it a model pu touch ensured an informative and interesting de copied by four other squadrons. He built a con rated Outstanding by new squadron members a has been outstanding. Continue to challenge, a Performance feedback was accomplished consistent with t	a short-notice chang unteer his time and ta squadron's self-inspe- rogram. As editor of ocument which impro- prehensive squadror and their spouses. H augment to Regular A	e of command or tutor alents for the good of t action program paid imi- the squadron biweekly oved morale and comm n Right Start program is unselfish work in the ir Force, and send to S	ring a junior enlisted the squadron and Air Force, mediate dividends when an y newsletter, his personal unications and has been which was immediately a squadron and on the base Squadron Officer School.
NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE	4 <u></u>	DATE
TIMOTHY F. NALL, Lt Col, USAF	Commander		14 Jun 93
366th Operations Support Squadron (ACC)	SSN	SIGNATURE	190
Mountain Home AFB, Idaho	REDACT		ONOUR
Lt Fehrenbach demonstrated his enormous pote			ONCUR
Squadron and Operations Group with style as a	•	•	· · ·
commander at four local funerals and retirement			• -
commander during a visit to the base by 17 Nor			
Lt Fehrenbach is an outstanding officer ready fo		-	
NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE	Anty: Adginont and th	DATE
JERROLD K. CALLEN, Colonel, USAF	Commander		18 Jun 93
366th Operations Group (ACC)	SSN	SIGNATURE	
Mountain Home AFB, Idaho	REDACT	Gund	L. Caller
VIII. REVIEWER	CONC		ONCUR
			LJ
		V	
			•
NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE	$\sim$	DATE
DAVID J. McCLOUD, Brig Gen, USAF	Commander		23 Jun 93
366th Wing (ACC)	SSN	SIGNATORE	surch. (
Mountain Home AFB, Idaho	REDACT	tand 1	man
	•	•	
	Instructions		
All: Recommendations must be based on performance and	the potential based on tha	t performance. Promotion re	ecommendations are prohibited.
Do not consider or comment on completion of or enrollment			promotion recommendations on
AF Form 709, OER indorsement levels, family activities, mar	ital status, race, sex, ethn	ie origin, age, or religion.	
Rater: Focus your evaluation in Section IV on what the	officer did how well be	or the did it and how the	a officer contributed to mission
accomplishment. Write in concise "bullet" format. Your cor			
•	·····		
Additional Rater: Carefully review the rater's evaluation ask the rater to review his or her evaluation. You may "NON-CONCUR" and explain. You may include recommende	not direct a change in	the evaluation. If you still	
Reviewer: Carefully review the rater's and additional rater	's ratings and comments	If their evaluations are see	ourate, unbiased and uninflated
mark the form "CONCUR" and sign the form. If you disac may not direct them to change their appraisals. If y Section VIII. Do not use "NONCONCUR" simply to provide c	pree with previous evaluation still disagree with 1	itors, you may ask them to	review their evaluations. You
F FORM 707B, AUG 88 (EF) (REVERSE)			

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I. RATEE IDENTIFICATION DATA (Read AFR 36-10 careful 1. NAME (Last, First, Middle Inilial)	2. SSN	m)	3. GRADE	4, DAFSC
FEHRENBACH, VICTOR J.	REDI	ACT	1st Lt	37A3
5. PERIOD OF REPORT From: 15 Jun 93 Thru: 14 Jun 94	·····	6. NO, DAYS SUPERVIS	· · · ·	REASON FOR REPORT
8. ORGANIZATION, COMMAND, LOCATION		- <u>L</u>		9. PAS CODE
8th Operations Group (PACAF), Kunsan A	Air Base, Republ	ic of Korea		KU0RFJH4
Responsible for training, flight operations, inteiligence, command and control, operations of conducting air operations throughout the of conducting air operations throughout the III. JOB DESCRIPTION 1. DUTY TILE: Operations C 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Administ functions. Delegates mission taskings and agencies. Ensures all HHQ suspenses are r performance reports, and decorations. Services tasking order (ITO) breakout team during of flight program. Manages a \$200,000 equip Federal Campaign (CFC) Project Officer, V IV. IMPACT ON MISSION ACCOMPLISHMENT - Unmatched8th Fighter Wing Informatio - Established new automated suspense track - Authored a comprehensive OPR/EPR pol	tional plans, airca sures combat rea e Pacific theater. Froup Executive sters and enforce assigns/coordina met on time. Rea ves on battle staf exercises/conting oment account. S Wing Honor Gua on Manager and 0 king systemzer	raft evaluations, v diness of two F-1 Officer es command polic ates and suspense sponsible for qua f mission plannin gencies. Monitors Significant Additi ard Commander, ( Company Grade ( to late/missed sus	veather supp .6C/D fighte y. Manages s for three so lity control of g cell as me the wing in .onal Duties: .5roup Self-1 .0fficer of the penses to HI	ort, and airfield r squadrons capab group administrat quadrons and two of all corresponden mber of the integra centive/orientation Wing Combined nspection Monitor e Quarter, Jan-Man HQ since its incept
<ul> <li>Single-handedly rewrote the wing's incention</li> <li>Set group quotas/suspenses, standardize</li> <li>Outstanding initiativerevamped compute</li> <li>Key member of mission planning cellde</li> <li>Group Beddown/Reception POCsignific</li> <li>Instituted weekly section CC meetings to</li> <li>V. PERFORMANCE FACTORS</li> </ul>	tive/orientation f ed nomination pr er software, repl. veloped schedul cantly contribute	light regulation oceduresprovid acing outdated pr e for 130 simulat d to "Excellent" r	expertly ma ed over 60 f ogramsinc ed combat so nission supp	naged programs lights, raising mor reased efficiency orties during exerc port rating during ( tter communication
	-	M	ET STANDAR	·· · · ·
1. Job Knowledge Has knowledge required to perform duties effectivel Strives to improve that knowledge.	у.			
2. Leadership Skills Sets and enforces standards. Works well with other	S.			$\ge$
Fosters teamwork. Displays initiative. Self-confider	11.			
Adheres to Air Force standards. Accepts personal r	honesty.	·····		
<ul> <li>3. Professional Qualities</li> <li>Exhibits loyalty, discipline, dedication, integrity, and Adheres to Air Force standards. Accepts personal r Is fair and objective.</li> <li>4. Organizational Skills Plans, coordinates, schedules, and uses resources of</li> </ul>	honesty. esponsibility.	······		
<ol> <li>Professional Qualities</li> <li>Exhibits loyalty, discipline, dedication, integrity, and Adheres to Air Force standards. Accepts personal r Is fair and objective.</li> <li>Organizational Skills</li> </ol>	honesty. esponsibility. effectively. ogic in uations.			

VI. RATER OVERALL ASSESSMENT	er; intelligent, motiva	ated, versatile, an	d a natural	leader
Established correspondence and OPR/I	EPR policy that standa	rdized paperwork	and stream	lined processing
- Key member of group's unit self-assessm - Developed daily schedule for over 130 so	orties during local exe	rcises and 180 sort	ties during	HQ PACAF ORI
- Authored wing's incentive/orientation fli - Elected Secretary of Company Grade Of	ficers Council; organiz	zed trips to teach E	inglish to k	Korean students
- The bestCompany Grade Officer of the - Multitalented with unlimited potentiala				
Performance feedback was accomplished consistent with				
	· • • • • • • • • • • • • • • • • • • •	`` •		
NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE			DATE
RONALD S. WILLKE, Colonel, USAF 8th Operations Group (PACAF)	Commander ssn	SIGNATURE A	0	27 JUN 94
Kunsan Air Base, Republic of Korea	REDACT	Konalde	1. Ville	<u>u</u>
VII. ADDITIONAL RATER OVERALL ASSESSMENT - Lt Fehrenbach can do it alltrue leader, e			ONCONCUR	EW at all levels
Expertly managed a flawless wing Cor	nbined Federal Campa	aignensured win	g collected	over \$65,000
Superb Honor Guard Commanderhar				
<ul> <li>Outpaced his peers8 FW Information M</li> <li>Give this outstanding officer any challenge</li> </ul>				
NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE			DATE
STEPHEN E. TRENT, Colonel, USAF	Commander			29 JAN94
Sth Fighter Wing (PACAF)	CON		1	
8th Fighter Wing (PACAF) Kunsan Air Base, Republic of Korea	REDACT	SIGNATURE	t.Z.	hund
8th Fighter Wing (PACAF) Kunsan Air Base, Republic of Korea VIII. REVIEWER			L.Z.	Jun
Kunsan Air Base, Republic of Korea	REDACT		L.Z. NCONCUR	frut
Kunsan Air Base, Republic of Korea	REDACT		E.Z.	fund
Kunsan Air Base, Republic of Korea VIII. REVIEWER	REDACT		E. Z.	fund
Kunsan Air Base, Republic of Korea VIII. REVIEWER	REDACT		t. NCONCUR	DATE
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.			E. Z.	fur
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.	CONC		t. NCONCUR	fur
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.			E. Z.	fur
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.			L.Σ. NCONCUR<	fur
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.			τ. NCONCUR<	fur
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.	DUTY TITLE SSN		L.Σ. NCONCUR<	fur
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer. NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE SSN			DATE
Kunsan Air Base, Republic of Korea VIII. REVIEWER Additional Rater is also Reviewer.	DUTY TITLE SSN Instructions and the potential based on the nt in PME, advanced education	SIGNATURE	ion recommend	DATE dations are prohibited.
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CO! NY GRADE OFFICER PERFORMANC I. RATEE IDENTIFICATION DATA (Read AFI 36-2402 carefully before filling in any item) 1. NAME (Last, First, Middle Initial) 2. SSN 3. 0		
	EL ORT	
1 NAME (Last First Middle Initial) 2 CON	······································	
	BRADE Apt	4. dafsc 12F3K
5. PERIOD OF REPORT From: 1 May 97 Thru: 30 Apr 98 6. NO. DAYS SUPERV		ON FOR REPORT
8. ORGANIZATION, COMMAND, LOCATION 429th Electronic Combat Squadron (ACC), Cannon Air Force Base, N	lew Mexico	9. pas code CD1CFKC4
II. UNIT MISSION DESCRIPTION Maintains combat readiness for deployment with a squadron assigned electronic combat (EC) capability to degrade enemy defense systems. capable of suppressing ground control intercept, early warning and acc directional jamming. Conducts all formal EF-111A qualification and i III. JOB DESCRIPTION	Only deployable A quisition radars with the second	Air Force unit th complex,
1. DUTY TITLE: PROGRAMMING OFFICER	officer Officer (UN)	
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Combat mission-ready Electronic Wi facets of employing the EF-111A. Deploys worldwide to execute elect air defense systems in support of national security interests. Continual in exercises to improve wartime employment skills and develop tactics squadron scheduler, coordinates all unit flying, simulator, and ground Deployed squadron scheduler for Operation SOUTHERN WATCH (O EF-111A participation in joint multinational force supporting/enforcing	tronic attack missie lly trains for comb for deployed oper training for over 6 SW). Responsible	ons against.enemy at and participates ations. As 0 aircrew. for coordinating
<ul> <li>IMPACT ON MISSION ACCOMPLISHMENT</li> <li>Outstanding job as Chief, EF-111A Mission Planning Cell (MPC) CC</li> <li>Planned and coordinated 50 demanding combat training missions—c</li> <li>Rated "Excellent" by 27 FW evaluation team members; planning la</li> <li>Scheduled 2,260 sorties and 5,885 combat training hourscoordinated</li> <li>Single-handedly planned a 4-ship exercise mission to NAS Fallon NV</li> <li>Keenly managed chaff/flare account exceeding ACC standard by using</li> <li>Planned 48 missions for Jun 97 wing surge exercisedeveloped plann</li> <li>Overwhelming success28 successful sorties flown per day with on</li> <li>Combat proven aviator—24 demanding sorties over Southern Iraqval</li> <li>V. PERFORMANCE FACTORS</li> </ul>	combat performance uded as "Superior d airspace, tanker, 'outstanding train g ninety percent of ing packets and ne ily 24 scheduled	e exemplary " by aircrews and EC support ing for aircrews f stock on hand w low-level route in EF-111A record l joint experience MEETS
	MEET STANDARDS	STANDARDS
1. Job Knowledge		
Has knowledge required to perform duties effectively. Strives to improve knowledge.		
Has knowledge required to perform duties effectively. Strives to improve knowledge. 2. Leadership Skills Sets and enforces standards. Works well with others.		
Has knowledge required to perform duties effectively. Strives to improve knowledge. 2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident. 3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility.		
Has knowledge required to perform duties effectively.		
Has knowledge required to perform duties effectively. Strives to improve knowledge. 2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident. 3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. s fair and objective. 4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources		

AF FORM 707B, OCT 95 (EF - V1) (PerFORM PRO)

PREVIOUS EDITION IS OBSOLETE.

VI. RATER OVERALL ASSESSMENT			
- Capt Fehrenbach is an outstanding officer	r and highly talented I	EWOsets the stand	lard for others to follow
- Meticulous MPC performancedirectly c	ontributed to 27 FW of	overall "Excellent"	rating in Phase I ORI
- Squadron scheduler in an undermanned sl	hop; expertly program	ned ACC's heaviest	tasked fighter squadro
- Deployed programming officer; scheduled	d over 90 combat mis	sions100 percent a	combat effectiveness
- Authored new smart packs ensuring smoo	th transition for incor	ning aircrewscom	bat readiness improved
- Handpicked inquiry official for local secu	rity incident-results l	and $d hv 4404 OG$	/CC as "best ever seen
- Superb planner; my obvious choice to spe	arbad our flight's fo	toe extension ever	ice excellent regults
Superior participation during two mission		CC CALCHSION CACIC.	iseexcellent lesuits
- Superior performance during two mission			
- Capt Fehrenbach is a proven performer; c			
Last performance feedback was accomplished on: 28	S UCL 97 [consistent with	the direction in AFI 36-2402	
In not accomplished, state the reason)			
			·
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)	SSN	SIGNATURE .	
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		allound alle	-iees
VII. ADDITIONAL RATER OVERALL ASSESSMENT			NONCONCUR
- Capt Fehrenbach is a stellar performer wit	h excellent officership	and aviation skills	potential unlimited
- Demonstrated maturity and competenceM	IPC flight chief, squa	dron scheduler, and	l squadron surge POC
- Experienced aviator proven by 24 flawless	combat missions and	participation in RC	IVING SANDS 97
- Very versatile and effective officer-investi	igated security incider	it: active in CGOC:	reliable volunteer
- A rising star in our squadron; I expect Vic			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE		DATE
		1	
ALLEN E. WICKMAN, Lt Col, USAF	Commander	- Alla	1 May 98
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429th Electronic Combat Squadron (ACC)	SSN	SIGNATURE	9/
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Cannon AFB NM VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF	DUTY TITLE Commander	JR JR	
Cannon AFB NM VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighter Wing (ACC)	DUTY TITLE Commander SSN	Clesh	DATE 13 May 98
Cannon AFB NM VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF	DUTY TITLE Commander	JR JR	DATE
Cannon AFB NM VIII, REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighter Wing (ACC) Cannon AFB NM	DUTY TITLE Commander SSN REDACT Instructions	SIGNATURE	DATE 13 May 98
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5. PERIOD OF REPORT From: 4 Mar 1999   Thru: 3 Mar 2000	······································	SUPERVISION	7. REASON Annual	FOR REPORT
8. ORGANIZATION, COMMAND, LOCATION 494th Fighter Squadron (USAFE), RAF Lake	nheath. England		10	9. PAS CODE LD0DFB01
One of USAFE's two lead F-15E Expeditiona interdiction and counterair missions in suppor full array of air superiority and surface attack weapons in the USAF inventory. Ready to de III. JOB DESCRIPTION 1. DUTY TITLE: F-15E Weapons System Officer (WSO)/Squad 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Combat-re munitions platform, the F-15E multirole fighte and allied forces in support of national securit attack, and air combat missions. Maintains ex and the full arsenal of strike, conventional, las Electronic Warfare Officer, responsible for tra Warfare Systems. Ensures all aircraft defensi V. IMPACT ON MISSION ACCOMPLISHMENT - Deployed scheduler at Operation ALLIED F - Flawless daily coordination with Combined	t of USAFE, USE munitions to inclue ploy to any theater lron Electronic Wa ady WSO in the Use r. Provides pinpo y objectives. Plans (pert knowledge of ser-guided, and elect aining aircrew on a ve countermeasure ORCE (OAF)sch	JCOM and N de the most ad of operations rfare Officer SAF's premier int destruction s, briefs, and I F-15E system the operate at the operate at the eduled 750 co enter maximize	ATO war pla lyanced preci- in the world r tactical pre- n of high value leads comple is, tactics, the unitions. As F-15E Tactica highest level mbat sorties	ans. Employs the ision-guided 1. cision-guided ue targets for US ex strike, surface treat capabilities, s Squadron al Electronic cl. for 70 aircrew ombat capability
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KYLE W. ROBINSON, Capt, USAF		Pilot/Flight Commander	6 Mar OD
494th Fighter Squadron (USAFE) RAF Lakenheath, England	SSN BEDAC	SIGNATURE	1Ph
VII. ADDITIONAL RATER OVERALL ASSESSMENT		CONCUR	
<ul> <li>Stalwart performer-key member of Square</li> <li>Member of mission planning cell for 1999</li> <li>Outstanding USAF ambassador-planned</li> <li>Ensured combat capability of squadron air</li> <li>Gifted officer and aviator with natural lear</li> </ul>	9 NATO TAC E three allied large rcraft-developed dership skillsm	VAL-Operations Perfor: force employment exercited to the second s	mance rated "Excellent" elsessuperior training 1g and tracking program t for in-residence ISS!
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I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully	ER PERFORMANCE		hru CAPT)
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC
FEHRENBACH, VICTOR J. 5. PERIOD OF REPORT	6. NO. DAYS		12F3F 7. REASON FOR REPORT
From: 4 Mar 2000 Thru: 6 Jan 2001	· · ·	· 308 ·	CRO
B. ORGANIZATION, COMMAND, LOCATION 494th Fighter Squadron (USAFE), RAF Lake 11. UNIT MISSION DESCRIPTION	enheath, England		9. pas code LD0DFB01
A combat-ready F-15E squadron capable of e in support of USAFE, USEUCOM and NATO surface attack munitions to include the most a Capable of deploying to any theater of operation III. JOB DESCRIPTION	O war plans. Emp. dvanced precision-	oys the full ar	ray of air superiority and
F-15E Weapon Systems Officer (WSO)/Chief	, Squadron Life Su	pport	· · · · · · · · · · · · · · · · · · ·
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Combat-rea precision-guided munitions platform, the F-15 high-value targets for US and allied forces in briefs, and leads complex strike, surface attac F-15E systems, tactics, threat capabilities, and conventional munitions. Supervises two NCC of life support equipment. IV. IMPACT ON MISSION ACCOMPLISHMENT	E multi-role fighte support of worldwik, and air combat i the full arsenal of	r. Provides pi de national sec nissions. Main strike, laser-g	npoint destruction of curity objectives. Plans, ntains expert knowledge of uided, electro-optical, and
<ul> <li>Instituted new process to notify aircrew of</li> <li>Evaluated 16 aircrew for wing strike certific</li> <li>Authored F-15E capabilities brief and five so</li> <li>Selected as squadron project officer for GRE</li> <li>Coordinated all munitions, billeting, and tr</li> <li>Developed comprehensive deployment pace</li> </ul>	ation; provided cru quadron weapons le EN FLAG exercise ransportation requi	cial training fo ttersprovided eincreased ov ements for 12	or aircrew100% pass rate d valuable tactics information verall combat capabilities aircraft and 170 personnel
- Combat-provenflew nine sorties in Operatio - Selected above others as mission aircrew for	on JOINT GUARD	IANenforced pection (NSI)- DOI	I UN sanctions in Balkans -commended by inspectors ES NOT MEETS
- Combat-provenflew nine sorties in Operatio - Selected above others as mission aircrew for v. PERFORMANCE FACTORS	on JOINT GUARD	IANenforced pection (NSI)- DOI	I UN sanctions in Balkans -commended by inspectors
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- Combat-proven-flew nine sorties in Operatio - Selected above others as mission aircrew for V. PERFORMANCE FACTORS 1. Job Knowledge tas knowledge required to perform duties effectively.	on JOINT GUARD Nuclear Surety Ins	IANenforced pection (NSI)- DOI	I UN sanctions in Balkans -commended by inspectors ES NOT MEETS TANDARDS STANDARDS
<ul> <li>Combat-proven—flew nine sorties in Operatio</li> <li>Selected above others as mission aircrew for</li> <li>V. PERFORMANCE FACTORS</li> <li>I. Job Knowledge</li> <li>Has knowledge required to perform duties effectively.</li> <li>Strives to improve knowledge.</li> <li>2. Leadership Skills</li> <li>Sets and enforces standards. Works well with others.</li> </ul>	on JOINT GUARD Nuclear Surety Ins	IANenforced pection (NSI)- DOI	I UN sanctions in Balkans -commended by inspectors ES NOT MEETS TANDARDS STANDARDS
<ul> <li>Combat-proven—flew nine sorties in Operation</li> <li>Selected above others as mission aircrew for</li> <li>V. PERFORMANCE FACTORS</li> <li>I. Job Knowledge</li> <li>Has knowledge required to perform duties effectively.</li> <li>Strives to improve knowledge.</li> <li>2. Leadership Skills</li> <li>Sets and enforces standards. Works well with others.</li> <li>Sosters teamwork. Displays initiative. Self-confident.</li> <li>B. Professional Qualities</li> <li>Exhibits loyalty, discipline, dedication, integrity, honest adheres to Air Force standards. Accepts personal response</li> </ul>	on JOINT GUARD Nuclear Surety Ins	LANenforced pection (NSI)- DOF MEET S	I UN sanctions in Balkans -commended by inspectors ES NOT MEETS TANDARDS STANDARDS
<ul> <li>Combat-proven—flew nine sorties in Operation</li> <li>Selected above others as mission aircrew for</li> <li>V. PERFORMANCE FACTORS</li> <li>I. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. </li> <li>2. Leadership Skills Sets and enforces standards. Works well with others. Sosters teamwork. Displays initiative. Self-confident. B. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honest wheres to Air Force standards. Accepts personal resp s fair and objective. Organizational Skills</li></ul>	on JOINT GUARD Nuclear Surety Ins	IANenforced pection (NSI)- DOF MEET S	I UN sanctions in Balkans -commended by inspectors ES NOT MEETS TANDARDS STANDARDS
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VI. RATER OVERALL ASSESSMENT		RATEE NAME: FEHREN	BACH, VICTOR J.
- First-rate officer and aviatorperfect mix	of talent and dedication	ninvaluable asset to f	flight and squadron
- Expert squadron life support officer; initi	ative and foresight ens	ured zero aircrew over	due for training
Proactive coordination maintained 1009			
Floative coordination manualited 100	o anciew currency to	decised to transmitter	s deployments
- Hand-picked as GREEN FLAG 00-02 dep	ployment project office	er que to tremendous of	rganizational skills
Facilitated first employment of Guided	Bomb Unit-15 at a Fla	g Exercise providing v	valuable training
- Outstanding with the pendeveloped exte	nsive F-15E capabilitie	es briefadopted as the	squadron standard
- Superior aviation skills; number 2 of 25 s	madron WSOs in chal	lenging annual tactical	competition
- Tenacious and thoroughsquadron repres	protective in three 48 FV	V "War Dave": increas	ed wing canabilities
- Top-notch performer with the motivation	to manond at any task	and to Intermediate	Service School (ISS)
			SCI VICE SCIIQUI (155)
	ug 2000 (Consistent with	the direction in AFI 36-2406.)	1 a
(If not accomplished, state the reason.)			
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE		DATE
KENT A. BODILY, Capt, USAF	Flight Commander		6 JAN SI
494th Fighter Squadron (USAFE)	SSN	SIGNATURE / /	11.
RAF Lakenheath, England	REDACT	1 That H. Derell	A
VII. ADDITIONAL RATER OVERALL ASSESSMENT	CONC		NONCUR
- Superior officerenergetic, committed to r	nission accomplishme	ntconsistently produc	es superb results
- Selected to lead life support shopresolved	i problem areas estab	lished new processes	put us back on track
- Perfect execution as mission WSO during			
- Ferfect execution as imposition who during	A ETE Character de 10	100 II Distant Case days	of the Veent errord
- Instrumental in squadron receiving the US	AFE Commander 5 19	99 Fighter Squatton	of the rear award
- Highly dedicated performercontinue to c	hallenge with increase	d responsibilitysend t	o ISS in residence
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE		DATE
STEVEN J. DEPALMER, Lt Col, USAF	Commander	. •	1574017
494th Fighter Squadron (USAFE)	SSN	SIGNATURE O	$\Sigma$
RAF Lakenheath, England	REDACT		All
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION IRVING L. HALTER, JR., Colonel, USAF	DUTY TITLE		DATE BADA D (
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION IRVING L. HALTER, JR., Colonel, USAF 48th Fighter Wing (USAFE)	DUTY TITLE SSN	SIGNATURE	
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION IRVING L. HALTER, JR., Colonel, USAF	DUTY TITLE SSN BEDACT		
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ins expert1 of 9 chosen as initial cadre for squadron Suite 4 ground instructor; train idented; authored Weapons and Tactics Tra- tivecombined Time Sensitive Targeting ambassador; deployed to support German ible weapons officer; flew 20 A/A sorties	or Fighter Data I. ed 22 experience aining Planinco with Close Air S AF WIC; foster for F-15C WIC-	ink (FDL); key to d instructors on cl prporated seven do upport doctrine; b ed improved USA -provided unmatch	rated personnel. training 84 aircrew necklist procedures cuments into one boo enchmark FDL tactic F/GAF interoperabili ned threat replication
icked ground controller for professional ba lousupdated target list for National Com tar; 1/12 select alert aircrew supporting O NCE FACTORS	mand Authority	(NCA); unit ready	for AEW taskings se of nation's capitol MEETS
ledge e required to perform duties effectively. rove knowledge.			$\boxtimes$
a Skills rces standards. Works well with others. vork. Displays initiative. Self-confident.			
al Qualities 7, discipline, dedication, integrity, honesty, and officership. Force standards. Accepts personal responsibility. Active.			$\boxtimes$
onal Skills ability to plan, coordinate, schedule effectively, and uses resources efficiently. Meets suspenses.			$\mathbf{X}$
and Decisions Ind accurate decisions, Emphasizes logic in g. Retains composure in stressful situations, Iortunities. Requires minimal supervision.	•		$\mathbf{X}$
ition Skills , and writes effectively.	·		X
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VI. RATER OVERALL ASSESSMENT	·····	DATES MARIE. T	EHRENBACH	
- #1 of 11 WSOs in my flightquintessent	ial leader and sur			
- Dazzling F-15E WSO; #2 of 36 for A/G				
- Chosen as Lead WSO for Operation NO	BLE EAGLE	ovided homeland	defense for na	tion's canitol
- Flawlessplanned and briefed a Nuclear	Certification la	ided by 4 OG/CC	as "hest seen	in his career!"
- Squadron expert; handpicked FDL cadre				
- Solid airmanship; expertly handled comp				
- Hard charger; early into coveted Air-to-	Ground Missile (	AGM)-130 upgrad	le; cornerstone	e asset of AEW
- Indispensable; project officer spearheade	d squadron chan	ge of command ce	remonyChie	fs standard!
- Absolutely superior aviator/problem solv	ver; excels at eve	ry task; instructor	next; ISS in r	esidence a must!
Last performance feedback was accomplished on:26	Sep 2001 (Consiste	nt with the direction in AFI 36-2406	.,	
(If not accomplished, state the reason.)				
				T
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LOUIS J. HALLENBECK, Capt, USAF	Flight Command	er/WSO E 15E		DATE 7 Jan 2002
335th Fighter Squadron (ACC)	SSN		2 13 . 10	
Seymour Johnson AFB NC	REDACT	SIGNATURE	J-7, 1503	Q.6)
VIL ADDITIONAL RATER OVERALL ASSESSMENT		CONCUR	NUNG	ONCUR
- #1 of 36 WSOs in system delivery compo	etition: best wear			
- Dynamic leader; informal leadership is c	rucial to squadro	n's success; sets a	ind enforces hi	ghest standards
- Showcase officer; crafted Weapons Train	ning Plan; focuse	d daily training sc	rties on go-to-	war taskings
- Flawless management of Suite 4/FDL tra	uning plan; met r	ny objective of 70	) aircrew traine	ed in 30 days
- Highest caliber officer and aviator; instru	ictor upgrade/As	sistant Ops Office	r next; ISS in :	residence now!
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION				DATE
JAMES E. DENNIS, Lt Col, USAF	Commander			26 Jan 2002
335th Fighter Squadron (ACC)	SSN	SIGNATURE	X	
Seymour Johnson AFB NC	REDACT	- lam	7 6 01 1/10	and the second
VIII. REVIEWER		CONCUR	NONC	DNCUR
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VIIL REVIEWER				INCUR
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION				DATE
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID M. EDGINGTON, Brig Gen (S), USAF	Commander	· · · · · · · · · · · · · · · · · · ·		
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID M. EDGINGTON, Brig Gen (S), USAF 4th Fighter Wing (ACC)	Commander SSN	STERNAFFURE	NONGI	DATE
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID M. EDGINGTON, Brig Gen (S), USAF 4th Fighter Wing (ACC)	Commander SSN REDACT	STERNAFFURE	JM. Shin	DATE
NAME, GRADE, BR OF SVC, ORGM, COMD & LOCATION DAVID M. EDGINGTON, Brig Gen (S), USAF 4th Fighter Wing (ACC) Seymour Johnson AFB NC	Commander SSN REDACT Instructions	STENDAFURE Dan	J.M. Sti-	DATE 28 Jan 2002
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I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully befor 1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE		4. 04500
FEHRENBACH, VICTOR J.	REDACT	MAJ		4. DAFSC 12F3F
5. PERIOD OF REPORT From: 7 Jan 2002 Thru: 6 Feb 2003	6. NO. DAYS	SUPERVISION	7. REASON FO Annual	OR REPORT
8. ORGANIZATION, COMMAND, LOCATION 4th Operations Support Squadron (ACC), Seymo	ur Johnson AFE	NC		9. PAS CODE SM1CFCLY
squadron, and multiple staff functions. Coordina tanker requirements. Steward of \$40 million, 46 III. JOB DESCRIPTION 1. DUTY TITLE: CHIEF, WING TRAINING/F-15E WEAPON ST 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for formal training unit F-15E fighter squadrons. En Oversees the Ready Aircrew Program. Produces Crew Resource Management training for four squ (RTRB) process, coordinates squadron inputs wit Mission-ready F-15E WSO qualified in all phases specialized precision-guided munitions. ADDITI IV. IMPACT ON MISSION ACCOMPLISHMENT - Combat warrior; Operation ENDURING FREE - 21 combat sorties including longest combat so - Incorporated lessons learned in combat into so	,000 acre, joint YSTEMS OFFIC or the training m asures the quality quarterly and so adrons. Leads h HHQ, and rep s of air-to-air and ONAL DUTY: DOM/ANACOI ortie in squadron	bombing and e CER (WSO) anagement of and standardi emiannual report the local Reali resents the 4 H d air-to-ground 4 FW Supervi NDA/SOUTHI history-multi	two operatio zation of loc orts for HHQ stic Training W at the AC l employment isor of Flying ERN WATC ple kills, two	nbat range. nal and two cal syllabi. Coordinate Review Boar C RTRB. t, including g. H hero o Air Medals
<ul> <li>Improved 4 OG Traininginstituted electronic p</li> <li>Ensured accurate/timely execution of all training</li> <li>RTRB coordinator-ensured OG's training guida</li> </ul>	rocessing; stand ing programsC mce focused tow	ardized produce G's vision important ard the highes	cts, improved nediately con t and most ca	d efficiency nveyed to uni redible threat
- Improved 4 OG Traininginstituted electronic p	rocessing; stand ing programsC mce focused tow apers detailing ( sive change to F	ardized produce OG's vision import and the highes OG issues; 4/6 -15E training A Oprevented	ets, improved nediately con t and most co positions ad AFImore u	d efficiency nveyed to uni- redible threat opted by ACC ser friendly
<ul> <li>Improved 4 OG Traininginstituted electronic p</li> <li>Ensured accurate/timely execution of all train</li> <li>RTRB coordinator-ensured OG's training guida</li> <li>Command impact; produced 10 background p</li> <li>Solicited/consolidated input, drafted comprehens</li> <li>Fighter leader; selected as Operation NOBLE E</li> </ul>	rocessing; stand ing programsC mce focused tow apers detailing ( sive change to F	ardized produce OG's vision import and the highes OG issues; 4/6 -15E training A Oprevented	cts, improved nediately con t and most co positions ad AFImore us future attacks DOES NOT	d efficiency nveyed to uni- redible threat opted by ACC ser friendly <u>s on capital</u> MEETS
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VI. RATER OVERALL ASSESSMENT				CH, VICTOR J.
- My #1 officer/aviator; combat veteran and	staff officer-gets	the job done o	n time and ri	ght the first time
- Air-to-ground expert and "Top Gun"; #2 c	of 36 WSOs for FY	02 destroyed	multiple al-C	)aida targets
- Skillfully managed wing training; added C				
Sensitive Targeting with minimal increase	in requirementsoa	alanced needed	i training wit	n mgnis available
- Led year-end training closeout of 6 squa				
Innovator; authored F-15E capabilities b	rief and produced v	video of cockn	oit displays, i	mproved training
- Simplified Night Vision Goggles upgrad				
Obtained \$200K to fund dissimilar air co				
- Combat leader and outstanding professiona	al officer on the gro	ound or airdor	ne: 122 now,	, then joint start
Last performance feedback was accomplished on: 19	Dec 2002 (Consistent	with the direction in	AFI 36-2406.)	
(If not accomplished, state the reason.)				
· · · ·				
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE			DATE
WILLIAM C. DeMASO, Lt Col, USAF	Commander, Current	Operations Fligh	nt	7 Jan 2003
4th Operations Support Squadron (ACC)	SSN	SIGNATURE -		•
Seymour Johnson AFB NC	REDACT		المطراب	a
	X			
VII. ADDITIONAL RATER OVERALL ASSESSMENT				NCONCUR
- Multitalented FGOtotal success in comba	t, as 4 OG Chief of	Training, and	1 on the joint	exercise start
- Stellar combat/combat support for END	URING FREEDOM	I/SOUTHERN	I WATCH/N	OBLE EAGLE
– Represented 4 FW at ACC Training Boa	rdscoordinated 4	OG inputs: fo	cused ACC o	n 4 FW concerns
Joint impact; AF representative to Joint				
- Outstanding officer, leader, and decorated	warrier and to IS	S first aborne	then broader	n with joint staff
	· · · · · · · · · · · · · · · · · · ·	o mot chance,		
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE .			DATE
GLENN C. SAMUELSON, Lt Col, USAF	Commander		$\sim$	7 Jan 2003
4th Operations Support Squadron (ACC)	SSN ·	SIGNATURE	501	
LSeymour Johnson AFR NC	REDAC		$\mathbf{M}$	
Seymour Johnson AFB NC	BEDACT		A	
Seymour Johnson AFB NC VIII. REVIEWER			NOI	NCONCUR
			NOI	NCONCUR
		INCUR	NOI	NCONCUR
		INCUR	NOI	NCONCUR
		INCUR	MINO	NCONCUR
		INCUR	MINO	NCONCUR
VIII. REVIEWER		INCUR	MINO	•
VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		INCUR	MINO	DATE
VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ERIC J. ROSBORG, Brig Gen, USAF			MINO	•
VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATUBE	MINO	DATE
VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ERIC J. ROSBORG, Brig Gen, USAF	DUTY TITLE Commander SSN		M TNOI	JATE 3 Mar p3
VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ERIC J. ROSBORG, Brig Gen, USAF 4th Fighter Wing (ACC)	DUTY TITLE Commander SSN REDACT		M INOI	DATE
VIII. REVIEWER NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ERIC J. ROSBORG, Brig Gen, USAF 4th Fighter Wing (ACC) Seymour Johnson AFB NC	DUTY TITLE Commander SSN REDACT Instructions	SIGNATURE	S.	Jarre 3 Mar Ø3 Jacoban
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FIELD G. DE OFFICER PI	ERFORMANCE REPO	RT J thru COL)	
I. RATEE IDENTIFICATION DATA (Read AF/ 36-2406 carefully before			
1. NAME (Last, First, Middle Initial)	1 · · · ·	. grade /[A.]	4. DAFSC
FEHRENBACH, VICTOR J. 5. PERIOD OF REPORT	6. NO. DAYS SUPE		12F3F
From; 07 Feb 2003 Thru: 29 Dec 2003			ONTOTICEON
B. ORGANIZATION, COMMAND, LOCATION	52		9. PAS CODE
			C.T.N. OODE
335th Fighter Squadron (ACC), Seymour Johnson A	AFB NC		SM1CFFBM
II. UNIT MISSION DESCRIPTION	-		
Conducts combat operations in the F-15E aircraft.	Responds to wartime	commitments to see	ure and defend
national interests. Executes dual-capable aircraft fi	<b>-</b>		
worldwide. Employs conventional and special wea			
counterair, and offensive air support roles. Provide			
III. JOB DESCRIPTION			
1. DUTY TITLE:			
FLIGHT COMMANDER/WEAPON SYSTEMS O	FFICER (WSO), F-1	.5E	
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:			
Supervises 22 rated officers. Responsible for their			
fight in combat. Manages training requirements and			
safety. Mission-ready F-15E WSO flying complex			
Worldwide deployable to support JCS/Allied War I			
nuclear, and precision-guided munitions to include t			
and time-sensitive targeting operations. ADDITION	ALDUIY: 4FW S	Supervisor of Flying	(SOF).
IV. IMPACT ON MISSION ACCOMPLISHMENT	· · · ·		
- Combat centurion; legacy of success continued in (			
- 34 combat sorties/98.4% hit rate; one of the tops			
- Joint/Special Operations Forces employment exper			
Planned/flew multiple sorties against high-value			
- Perfect accountability of flight members/families t			
- Planned, led, executed 4-ship, 24-sortie cross coun			
- Handpicked for critical patrols in support of Opera			
- Consummate professional; planned/led mission eso			
- Expert on Joint Scud hunting doctrine, developed n	ew attack card, benc	hmarked by all six o	leployed squadrons
V. PERFORMANCE FACTORS	· .	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge		· · · · · · · · · · · · · · · · · · ·	
Has knowledge required to perform duties effectively.			$\mathbf{X}$
Strives to improve knowledge. Applies knowledge to handle nonroutine situations.			
2. Leadership Skills	· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·
Sets and enforces standards. Motivates subordinates, Works well with othe			$\mathbf{\nabla}$
Displays initiative. Self-confident. Has respect and confidence of subordinate Fair and consistent in evaluation of subordinates.	·5.		
3. Professional Qualities	· · · · · · · · · · · · · · · · · · ·		
Exhibits loyally, discipline, dedication, Integrity, honesty, and officership.			
Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.			
4. Organizational Skills			
Plans, coordinates, schedules, and uses resources effectively.			
Schedules work for self and others equitably and effectively.			
Anticipates and solves problems. Meets suspenses.	· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·
<ol> <li>Judgment and Decisions</li> <li>Makes timely and accurate decisions. Emphasizes logic in decision making.</li> </ol>	Retains composure in.	•	
		·	
stressful situations. Recognizes opportunities and acts to take advantage of	them.		$\mathbf{X}$
stressful situations. Recognizes opportunities and acts to take advantage of	them.	· · · · · · · · · · · · · · · · · · ·	
	them.		

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VI. RATER OVERALL ASSESSMENT	RATEE NAME: F	EHRENBAC	CH, VICTOR	J.	
<ul> <li>Energetic Flight/CC; maximized training for assig</li> <li>Superb mentor; prepares officers for leadership</li> <li>Devoted to recognizing top performers; author</li> <li>Epitome of leadership, both on and off the job; p</li> <li>Aviation prowess a direct contributor to sq winn</li> <li>Primary aircover for Special Ops advance on key</li> <li>Superb flight discipline contributed to 335 FS 11</li> </ul>	gned personne positions; l' ed over 80 av rime driver fo ing Air Force y Iraqi airfiele 0,000-plus ac	el; his mento: ve selected n vards packag or social and e Association d prior to ful ecident free h	ring laid corn nultiple shop es for his flig off-duty even l's 2003 Davi l scale combi- cours; a first e	erstone chiefs f ght men ntsmo d C. Sc at; obje ever for	rom his flight abers from OIF rale champion chilling Award ctive secured any F-15E unit
- Oversaw requalification program after return from - All-aspect leadership; continue to challenge with					
Last performance feedback was accomplished on: 04 Aug 2003	(Consistent with	the direction in Af	=  36-2406. If not a	ccomplishe	ed, state the reason).)
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION MARK W. MOUW, Lt Col, USAF 335th Fighter Squadron (ACC) Seymour Johnson AFB NC	DUTY TITLE Commande		IGNATURE -		DATE 2Feb Ø4
		SPACE .	2 mil	$\supset C$	<u> </u>
VII. ADDITIONAL RATER OVERALL ASSESSMENT	X	CONCUR			NCUR
<ul> <li>Superstar in all endeavors, shapes flight personne</li> <li>Elite Task Force 20 crew; integrated F-15E/Speci</li> <li>Most lethal at the business end of an F-15E; destr</li> <li>Exemplary judgment; SOF for combat ops, six ain</li> <li>Two-time combat proven warrior/leader; send to be</li> </ul>	al Operations oyed countles rcraft types, li	Force comb ss targets acr ive weapons,	at employme oss Iraq in O austere cond	ntmax IF; vand litions	cimized effect quished enemy zero incidents
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE				DATE
DARRYL L. ROBERSON, Colonel, USAF 4th Operations Group (ACC)	Commande	· ·	$\bigcap$		6 FEB \$4
Seymour Johnson AFB NC	SSN REDF	fct	GNATURE	Z X	lener 1
VIII. REVIEWER		CONCUR		NONCO	NCUR
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE				DATE
ERIC J. ROSBORG, Brig Gen, USAF 4th Fighter Wing (ACC)	Commander				12 Rep 04
Seymour Johnson AFB NC	SSN RED		SNATURE	. Tan	buna
All: Recommendations must be based on performance and the potential b comment on completion of or enrollment in PME, advanced education, prev levels, family activities, marital status, race, sex, ethnic origin, age, or religion Rater: Focus your evaluation in Section IV on what the officer did, how well Write in concise "bullet" format. Your comments in Section VI may include in Additional Rater: Carefully review the rater's evaluation to ensure it is accur his or her evaluation: You may not direct a change in the evaluation. If you sti recommendations for assignment. Reviewer: Carefully review the rater's and additional rater's ratings and cor "CONCUR" and sign the form. If you disagree with previous evaluators, you appraisals. If you still disagree with the additional rater, mark "NONCONCUP provide comments on the report. IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISO	tious or anticipated n. All evaluators end I he or she did it an ecommendations for rate, unblased and to the disagree with the mments. If their evalues may ask them to re R" and explain in So DR AC	promotion recomm er only last four nu d how the officer c or assignment, uninfiated, if you dis rater, mark "NON- luations are accura- view their evaluati- action VIII. Do not n QUISITION	nendations on AF F mbers of SSN. ontributed to mission sagree, you may as CONCUR" and exp ate, unbiased and to ons. You may not of use "NONCONCUR FUNCTIONAL	orm 709, C on accomp ik the rater lain. You m uninflated, firect them " simply to	DER indorsement lishment, to review lay include mark the form to change their
All and the second se	4 B EV4	A SAINGER I			
(Indicate review by marking the appropriate box(es) if applicable.) NAME_GRADE_BR OF SVC_ORGN_COMD & LOCATION		MINER	EXAMINER		ATE
(Indicate review by marking the appropriate box(es) if applicable.) NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE				ATE

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FIELD GRADE OFFICER PERFORMANCE RE	LFORT (MAJ		
I. RATEE IDENTIFICATION DATA (Read AF/ 36-2406 carefully before filling in any item) 1. NAME (Lest, First, Middle Initial) 2. SSN	3. GRADE		4. DAFSC
FEHRENBACH, VICTOR J. REDACT	MAJ		T12
5. PERIOD OF REPORT	1	17 REASON	FOR REPORT
	265	Annual	
8. ORGANIZATION, COMMAND, LOCATION			9, PAS CODE
AFELM Joint Flying Training, Training Squadron EIGHTY SIX (VT	ኮ 0ረኑ /አሮጥሮ	71.	9. PAS CODE
	1-80), (AEIC	- ),	975Z 0 1773
Naval Air Station Pensacola, Florida			TX0JFN
II. UNIT MISSION DESCRIPTION Provides joint advanced undergraduate flying, simulator, academic, a			
Flight Officers (NFO), USAF Navigators, and international officers in Officers (WSO), Tactical Coordinators (TACCO), Radar Intercept O Officers (ECMO), and Combat Systems Officers (CSO) in support of III. JOB DESCRIPTION 1. DUTY TITLE: Chief, Production and Planning/Strike Fighter Instructor, Joint Underge 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Directly supervises two Naval officers. Responsible for the long-range NFO/Navigator Training Wing. Controls Training Air Wing SIX's and 3 services and 4 allied nations. Coordinates with eight gaining Forma special projects including Undergraduate Military Flight Officer (UM upgrades, and CNATRA Quality Management Boards. Strike Fighter PREVIOUS DUTY: USAF Operations Flight Commander, annually p IV. IMPACT ON MISSION ACCOMPLISHMENT	Officers (RIO) f Chief of Nav graduate Navi ge planning a mual producti al Training U IFO) Confere r Instructor, T	), Electronic val Air Train igator Trainin and productio ion of up to 3 Inits (FTU). ence, training C-39N Missic	Counterma ing (CNAT ng (JUNT) on of DoD's 300 students Supervises g systems on Comman
services, four nations, eight FTUsproduced 254 navigators/NFOs; Stellar leaderDetachment Lead for 152 VT-86 personnel and 15 air Perfect flexibilityplanned and executed 10-day Detachment in less Coordinated airspace with 3 USAF units; secured lodging/transpo Innovative manager; after major hurricane halted training for 5 week Coordinated with USN and USMC FTUs to backfill FTU requirem	zero deficier rcraft for chal than 4 weeks ortation for 15 cs, developed nentsmeetin	ncies, met 10 Ilenging offs s; increased p 52 personnel a long-term ng 100% annu	00% FTU g ite training production flawless production ual requires
services, four nations, eight FTUsproduced 254 navigators/NFOs; - Stellar leaderDetachment Lead for 152 VT-86 personnel and 15 air - Perfect flexibilityplanned and executed 10-day Detachment in less Coordinated airspace with 3 USAF units; secured lodging/transpo Innovative manager; after major hurricane halted training for 5 week Coordinated with USN and USMC FTUs to backfill FTU requirem Top 5% of all instructorsdespite heavy leadership load, instructed 1 - Awarded VT-86 Strike Fighter Instructor of the Quarter (Sep-Dec 04	zero deficien rcraft for chal than 4 weeks ortation for 15 cs, developed nentsmeetin 112 simulator 4); rose to #1	ncies, met 10 llenging offs s; increased p 52 personnel a long-term g 100% annu r and 88 fligh after just 6 r	00% FTU g ite training production flawless production ual requiren ht training on months on-s
<ul> <li>Stellar leaderDetachment Lead for 152 VT-86 personnel and 15 air</li> <li>Perfect flexibilityplanned and executed 10-day Detachment in less</li> <li>Coordinated airspace with 3 USAF units; secured lodging/transpo</li> <li>Innovative manager; after major hurricane halted training for 5 week</li> <li>Coordinated with USN and USMC FTUs to backfill FTU requirem</li> <li>Top 5% of all instructorsdespite heavy leadership load, instructed 1</li> <li>Awarded VT-86 Strike Fighter Instructor of the Quarter (Sep-Dec 04</li> <li>V. PERFORMANCE FACTORS</li> </ul>	zero deficien rcraft for chal than 4 weeks ortation for 15 cs, developed nentsmeetin 112 simulator 4); rose to #1	ncies, met 10 llenging offs s; increased p 52 personnel a long-term g 100% annu r and 88 fligh after just 6 r	00% FTU g ite training production flawless production ual requiren ht training on nonths on-s
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services, four nations, eight FTUsproduced 254 navigators/NFOs; - Stellar leaderDetachment Lead for 152 VT-86 personnel and 15 air - Perfect flexibilityplanned and executed 10-day Detachment in less Coordinated airspace with 3 USAF units; secured lodging/transpo - Innovative manager; after major hurricane halted training for 5 week Coordinated with USN and USMC FTUs to backfill FTU requirem - Top 5% of all instructorsdespite heavy leadership load, instructed 1 - Awarded VT-86 Strike Fighter Instructor of the Quarter (Sep-Dec 04 V. PERFORMANCE FACTORS 1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations. 2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays inflative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates. M. Professional Qualities Schlöbis loyalty, discipline, dedication, Integrify, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. s fair and objective. . Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively.	zero deficien rcraft for chal than 4 weeks ortation for 15 cs, developed nentsmeetin 112 simulator 4); rose to #1	ncies, met 10 llenging offs s; increased p 52 personnel a long-term g 100% annu r and 88 fligh after just 6 r	00% FTU g ite training production flawless production ual requiren ht training on nonths on-s

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VI. RATER OVERALL ASSESSMENT	TEE NAM	ie: F	EHREN	BA	CH, VICT	OR J.	
<ul> <li>Top 5% of field grade officers; peerless leader, m</li> <li>Exemplary organizational skills; my #1 choice to r</li> <li>Detachment Commanderled Myrtle Beach deploy</li> <li>Selected for his superb leadership; one of the be</li> <li>Superb Flight Commanderbalanced squadron mi</li> <li>Extraordinary HUREVAC response in wake of 3-v</li> <li>studentscoordinated TDY orders/pay and additio</li> <li>Perfect Instructor Under Training (IUT) checkout i</li> <li>My #1 USAF Strike Fighter Instructor; ready for th</li> </ul>	un two yment; c est depli ssion ar week en nal leav n min ti ne tough	of V outst oym nd ad nerg ve for ime; nest j	T-86's m anding th ents I've ministra ency, ma c over 55 finished obsnex	nost raini see ative ainta 5 stu 5 stu 5 stu 5 stu	demanding ing/product nincreas needs for ined 100% dents and heckrides ck for Ope	g departn tion plar ed sortie all AF s 6 contact instructo in 1 wee rations (	nent head jobs a; flawless results production 69% tudents and staff t with over 35 ors upon return k, 0 downgrades Officer, IDE now!
Last performance feedback was accomplished on: 01 Aug 2004	Consiste	ant with	(ne brecho	0 III A	ri 30-2400, mi	посассотири	shed, slate the reason).)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TI	TLE	•		<u> </u>		DATE
PETER HALL, CDR, USN							
Training Squadron EIGHTY SIX	Comm	andir	ng Office	r			4 Feb '05
NAS Pensacola, Florida	SSN K	260	ACT	s	IGNATURE (	Tutt	Han
VIL ADDITIONAL RATER OVERALL ASSESSMENT	1		CONCUR	t		-	ICONCUR
- The bestconsistently lauded on student critiques a	an the er			Ma	at Effectiv	kkk	
- Added combat-proven experience; applied real-wo - Leader and mentorpersonal advisor to 10 USAF s - Brilliant officershipyielded 100% time-to-train go - Top 5% of all officers/instructors in CTW-6ready NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LEE H. C. LITTLE, CAPT, USN	student cal for 2 for Op	WSC 254 s beration	Ds; provi tudents ons Off	ided thro	expert gu ugh 4 pha	idance fo ses of tra	or future careers aining syllabus
Training Air Wing SIX	Comm	lodor	е		0		110000
NAS Pensacola, Florida	SSN P	EDI	9CT .	S		462 5	Kitt
VIII. REVIEWER			CONCUR	····	1 1001	NON	CONCUR
Additional Rater is also the Reviewer.							
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	דוד אדטס	Lε					DATE
					obtaction	· · · · · · · · · · · · · · · · · · ·	
	SSN			181	GNATURE		
All: Recommendations must be based on performance and the potential ba comment on completion of or enrollment in PME, advanced education, previo levels, family activities, marital status, race, sex, ethnic origin, age, or religion. Rater: Focus your evaluation in Section IV on what the officer did, how well h	us or antici All evaluati	t perfo lpated ors enl	promotion re er only last f	ecomr íour ni	nendations on Imbers of SSN	AF Form 70	9, OER indorsement
Write in concise "bullet" format. Your comments in Section VI may include rec Additional Rater: Carefully review the rater's evaluation to ensure it is accurat his or her evaluation. You may not direct a change in the evaluation. If you still recommendations for assignment. Reviewer: Carefully review the rater's and additional rater's ratings and comm	commendat te, unbiased disagree w nents. If th	tions fo d and u vith the eir eva	er assignmen uninflated. If rater, mark luations are	nt. yoʻu di "NON- accur	isagree, you m -CONCUR" and rate, unbiased	ay ask the ra d explain. Yo and uninflate	iter to review u may include ed, mark the form
'CONCUR" and sign the form. If you disagree with previous evaluators, you m appraisats. If you still disagree with the additional rater, mark "NONCONCUR" provide comments on the report.	and explai	in in S	ection VIII. C	valuat )o not	use "NONCON	VCUR" simpl	em to change their y to
X. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.) (NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DONALD G. SEILER, Colonel, USAF		EX/	QUISITION		EXAMINE		AIR FORCE ADVISOR
Naval Education and Training Command (NETC)	$\backslash$		0	_	$\neg$		
NAS Pensacola, Florida	$\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{\mathbf{$		K.	(_	)_e_	e	9 File 05
AF IMT 707A, 20000601, V3 (REVE )		- LX	····	<u> </u>	FOR O	EFICIAL US	SE ONLY (When filled in)

AF IMT 707A, 200	00601, V3
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I. RATEE IDENTIFICATION DATA (Read AFI 36-240	OFFICER PERFORMANCE	REPORT (MAJ t	hru COL)	
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE		4. DAFSC
FEHRENBACH, VICTOR J.	REDACT.	MAJ		Q12K3C
From: 30 Dec 2004   Thru:	29 Dec 2005	137	Annual	FOR REPORT
8. ORGANIZATION, COMMAND, LOCATION	<u></u>			9. PAS CODE
AFELM Joint Flying Training, Trainin	g Air Wing SIX (CTW-6),	(AETC), Naval A	Air	
Station, Pensacola, Florida		·····		TX0JFG0K
IL UNIT MISSION DESCRIPTION Plans, supervises, and supports Primar	Intermediate and Advance	ed Joint Linderg	raduate Nar	n'agtor Training
(JUNT). Conducts academic, simulator				
Systems Officers (CSO), and internation				
Navy, United States Air Force, United				
III. JOB DESCRIPTION	· · · · · · · · · · · · · · · · · · ·			·····
1. DUTY TITLE: Wing Senior Air Force Liaison, JUNT				
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:				
Reports directly to the Wing Command				
dinates with Naval Education and Train				
joint issues to Chief, Naval Air Trainin				
directs all AF specific programs and fur personnel and administrative support, in				
military training. T-39N/G Instructor/S				
IV. IMPACT ON MISSION ACCOMPLISHMENT	·			
- Selected ahead of 15 majorsall senio	r to him to lead my AF con	umand section; d	eftly coordi	nated manning,
decorations, OPRs, PRFs, MLR prepar	ation, and officer assignme	ntsmentor for	59 instructo	rs/240 students
decorations, OPRs, PRFs, MLR prepar - First choice for inclusion on the curric	ration, and officer assignme ulum development team for	ntsmentor for the future integr	59 instructo ation with H	rs/240 students Randolph SUNT
decorations, OPRs, PRFs, MLR prepar - First choice for inclusion on the curric - Pursued/obtained TDY funding for over	ation, and officer assignme ulum development team for er 300 USAF personnel afte	ntsmentor for the future integr er massive, area-	59 instructo ation with H wide hurric	rs/240 students Randolph SUNT ane evacuations
decorations, OPRs, PRFs, MLR prepar - First choice for inclusion on the curric - Pursued/obtained TDY funding for ov - Handpicked to choose future fighter an	ation, and officer assignme ulum development team for er 300 USAF personnel afte ad bomber students compet	entsmentor for the future integr er massive, area- ing for Pensacola	59 instructo ation with H wide hurric a from OTS	rs/240 students Randolph SUNT ane evacuations selection board
decorations, OPRs, PRFs, MLR prepar - First choice for inclusion on the curric - Pursued/obtained TDY funding for over - Handpicked to choose future fighter and - Key player in development and impler	ation, and officer assignment ulum development team for er 300 USAF personnel afte ad bomber students compet nentation of improved Strik	ntsmentor for ( the future integr or massive, area- ing for Pensacols re Fighter advance	59 instructo ation with H wide hurric a from OTS ced syllabus	rs/240 students Randolph SUNT ane evacuations selection board and curriculum
decorations, OPRs, PRFs, MLR prepar - First choice for inclusion on the curric - Pursued/obtained TDY funding for over - Handpicked to choose future fighter and - Key player in development and impler Updated 2vX academics, authored no - Ensured 100% FY05 student production	ation, and officer assignment ulum development team for er 300 USAF personnel afte ad bomber students compet mentation of improved Strik ew flight training instruction on goal met, despite hurrica	ntsmentor for ( the future integr or massive, area- ing for Pensacola re Fighter advance n (FTI) chapter, ne delays; 224 se	59 instructo ation with F wide hurric a from OTS ced syllabus added A-A rudents to 1	rs/240 students Randolph SUNT ane evacuations selection board and curriculum to strike portion 0 FTUs on-time
decorations, OPRs, PRFs, MLR prepar - First choice for inclusion on the curric - Pursued/obtained TDY funding for over - Handpicked to choose future fighter and - Key player in development and impler Updated 2vX academics, authored n	ation, and officer assignment ulum development team for er 300 USAF personnel afte ad bomber students compet mentation of improved Strik ew flight training instruction on goal met, despite hurrica	ntsmentor for ( the future integr or massive, area- ing for Pensacola re Fighter advance n (FTI) chapter, ne delays; 224 se	59 instructo ation with F wide hurric a from OTS ced syllabus added A-A rudents to 1	rs/240 students Randolph SUNT ane evacuations selection board and curriculum to strike portion 0 FTUs on-time
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/I. RATER	OVERALL	ASSESS	VENT	

RATEE NAME: FEHRENBACH, VICTOR J.

#1/86 O-4s in my multi-service command! Leader of leaders; hands-down #1 advisor on all my USAF issues
New curriculum guru--revamped advanced syllabus, added air-to-air to strike portion, enhanced WSO training
Single-handedly improved advanced 2vX phase--rewrote classroom academics/authored new chapter to FTI
Stellar upgrade to SEFE in min time; even with demanding collateral duties, remained #3/71 VT-86 instructors
Takes care of people--worked tirelessly to obtain TDY funding for over 300 personnel following HUREVAC
Developed innovative, long-term strategy to fix student production shortfalls--ensured seven FTU goals 100%
Skilled communicator--edited/rewrote 10 PRFs for recent Major CSB; won an additional DP at AETC MLR
Model mentor--as personal advisor to 10 USAF/USMC/USN student WSOs, ensured 100% graduation success
Top 2% of over 400 officers in TW-6! Ready for Squadron XO in my wing! DO, CC, then SDE in-residence

Last performance feedback was accomplished on: 2

25 Oct 2005 (Consistent with the direction in AFI 36-2406. If not accomplished, state the reason).)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		TLE				DATE
LEE H. C. LITTLE, CAPT, USN	1					19 DEC 05
Training Air Wing SIX	Comm	ođo	те	in	. 1	10
NAS Pensacola, Florida	SSN K	zer	DACT	SIGNATURE	HC	Kitt
VII. ADDITIONAL RATER OVERALL ASSESSMENT		Τ	CONCUR	↓ <u>, , , , , , , , , , , , , , , , , ,</u>	NONCO	DNCUR
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VIII. REVIEWER			CONCUR		NONCC	NCUR
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	דוד צדעם	LE				DATE
	SSN			SIGNATURE	-	·
	Instruction	s				
All: Recommendations must be based on performance and the potential bacomment on completion of or enrollment in PME, advanced education, previous levels, family activities, marital status, race, sex, ethnic origin, age, or religion. Rater: Focus your evaluation in Section IV on what the officer did, how well. Write in concise "bullet" format. Your comments in Section VI may include re-Additional Rater: Carefully review the rater's evaluation to ensure it is accurations for evaluation. You may not direct a change in the evaluation. If you still recommendations for assignment. Reviewer: Carefully review the rater's and additional rater's ratings and com "CONCUR" and sign the form. If you disagree with previous evaluators, you nappraisals. If you still disagree with the additional rater, mark "NONCONCUR provide comments on the report.	ous or antic All evaluat he or she d commenda te, unbiase I disagree v ments. If th nay ask the " and expla	tors e lid it a tions d and with th neir ev em to lin in	d promotion reco nter only last fou and how the offic for assignment. I uninflated. If you e rater, mark "No valuations are ac review their eval Section Vill. Do i	ommendations on AF r numbers of SSN. er contributed to mis u disagree, you may DN-CONCUR" and e scurate, unbiased an uations. You may no not use "NONCONC!	Form 709, C ision accomp ask the rater xplain. You m d uninflated, at direct them UR" simply to	DER indorsement blishment. to review nay include mark the form to change their
IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISO (Indicate review by marking the appropriate box(es) if applicable.)		E	CQUISITION XAMINER	FUNCTIONA	X	AIR FORCE ADVISOR
DONALD G. SEILER, Colonel, USAF Naval Education and Training Command (NETC) NAS Pensacola, Florida	SIGNATUR	ب مربول	<u> </u>	and		29 DEC.05
AF IMT 707A, 20000601, V3 (REVER.971				FOR OFF	ICIAL USE	ONLY (When filled in)

FIELD GRADE OFFICER PERFORMANCE	REPORT (MAJ thru	u COL)
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)		
1. NAME (Last, First, Middle Initial)	3. GRADE	4. DAFSC
FEHRENBACH, VICTOR J.		Q12K3C
	YS SUPERVISION	7. REASON FOR REPORT
From: 30 Dec 2005 Thru: 29 Aug 2006	243	CRO
8. ORGANIZATION, COMMAND, LOCATION		9. PAS CODE
AFELM Joint Flying Training, Training Air Wing SIX (TW-6), (.	AETC), Naval Air S	tation
Pensacola, Florida		TX0JFG0K
		INUITOUX
II. UNIT MISSION DESCRIPTION		
Plans, supervises, and supports Primary, Intermediate, and Advan		
(JUNT). Conducts academic, simulator, and flight training of stud	lent Naval Flight Of	ficers (NFO), Combat
Systems Officers (CSO), and international military officers to sati	isfy service requiren	nents of the United States
Navy, United States Air Force, United States Marine Corps, and		
III. JOB DESCRIPTION		
1. DUTY TITLE:		
Wing Senior Air Force Liaison Officer (SAFLO), JUNT		
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:		
	1	
Reports directly to the Wing Commander. Manages all USAF imp		
Coordinates with Naval Education and Training Command Senio	r Air Force Advisor	. Provides expertise on
USAF/Joint issues to Chief, Naval Air Training (CNATRA), wing		
creates, and directs all USAF specific programs and functions for	over 300 personnel	currently assigned to
TW-6, including personnel and administrative support, manning, in	ndoctrination, studer	nt production, physical
readiness, professional military training, promotions, and assignm		
IV. IMPACT ON MISSION ACCOMPLISHMENT		
- Exceptional leader of Wing's AF command sectionexpertly coo		
MLR preparation, PME selection, student production, and officer	r assignments for 70	instructors/112 students
- Corrected B-1 student overproduction and F-15E EWO shortfall-	averation interaction a	
	CADOLI INCELATION Y	with AFPC and Air Staff
- Brilliant foresightspearheaded comprehensive changes to HIR)		
- Brilliant foresightspearheaded comprehensive changes to HURI	EVAC reporting pro	cedures, coordinated with
local MPF and wing/squadron reporting agencies, assuring TDY	EVAC reporting pro funding and account	ocedures, coordinated with tability for 300 personnel
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local MPF and wing/squadron reporting agencies, assuring TDY - Prodigious ambassadorsinglehandedly organized three flawless - Visionary problem-solverplanned informational trip to Holloma	EVAC reporting pro funding and account s USAF flag officer m AFB after several	ocedures, coordinated with tability for 300 personnel visits to NAS Pensacola WSO centrifuge failures
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VI. RATER OVERALL ASSESSMENT	ATEE NAME: FEHRENBACH, VICTOR J.				
- Hard-charging SAFLO! Deftly handled myriad - Developed innovative, long-term strategy to fix - My "go-to" host for DV visitsplanned and exec - Model mentoras personal advisor to 11 USAF/ - Even with demanding Wing staff duty, remained - Arranged first-ever, 5-day, 12-sortie, cross-cour - Above and beyondcoordinated informative F-1 - Skilled communicator; edited/authored 38 PRFs - Peerless leadertop 5% of over 400 officers in n Last performance feedback was accomplished on: 20 Jun 2006	student pro outed all as USMC/US in the top htry compo 15E, T-38 for 3 O-4/0 ny Wing!	oduction over pects for AE N student W 5% of instru- site mission visits; spearl O-5 CSBs; e Ready for O	rages/shortfa TC/CC, 194 /SOs, ensure ctors in stud provided t neaded trip t arned 4 addi psO, Comma	alls; met 3 AF/CC trip ed 100% g ent critiqu pest, most to F-15E I itional DP and, and S	FTU goals 100% pslauded by all! raduation success es and production realistic training! TU for cross-talk s at AETC MLRs
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VII. ADD/TIONAL RATER OVERALL ASSESSMENT		CONCUR		NON	CONCUR
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VIII. REVIEWER		CONCUR	<u> </u>	NONG	CONCUR
Rater is also the Reviewer.					
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Alt: Recommendations must be based on performance and the potential it comment on completion of or enrollment in PME, advanced education, prev levels, family activities, maritat status, race, sex, ethnic origin, age, or religio Rater: Focus your evaluation in Section IV on what the officer did, how we Write in concise "bulket" format. Your comments in Section VI may include re Additional Rater: Carefully review the rater's evaluation to ensure it is accur his or her evaluation. You may not direct a change in the evaluation. If you s "ecommendations for assignment. Reviewer: Carefully review the rater's and additional rater's ratings and co 'CONCUR" and sign the form. If you disagree with previous evaluators, you appraisals. If you still disagree with the additional rater, mark "NONCONCU provide comments on the report. X. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISO (Indicate review by marking the appropriate box(es) if applicable.)	vious or anticips in. All evaluators i) he or she did recommendatio rate, unbiased i till disagree with mments. If their may ask them IR" and explain	ated promotion rec s enter only last for it and how the offi- ns for assignment and uninflated. If yo a the rater, mark "N r evaluations are a to review their eva-	commendations or ur numbers of SSI cer contributed to ou disagree, you r NON-CONCUR" ar ccurate, unbiased aluations. You ma	n AF Form 709 N. mission accor may ask the rat nd explain. You 3 and uninflate y not direct the WCUR" simply ONAL	, OER Indorsement nplishment. er to review may include d, mark the form m to change their

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11. JOB DESC	RIPTION	<del></del>	<u> </u>				
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	TASKS, AND RESPONS	IBILITIES:		<u> </u>			<u>`</u> `
	geographically						
over 850 av	viation and techn	ical traini	ng staff and stu	idents. Ensure:	s quality adm	unistrative, pe	ersonnel, finance,
							are, discipline, a
							iters on officer ar
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	Maintains missic		tatus as T-39 I	nstructor Weap	ons System (	Officer (WSO	).
·	MISSION ACCOMPL						
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	i leader; awesom	e credenti					med unit around stomers and CCs
- Drasticall	d leader; awesom y improved comr	e credenti nunication	1, enforced dis	cipline & enhar	iced morale	lauded by cu	stomers and CCs
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VI. RATER OVERALL ASSESSMEN				ACH, VICTOF		
<ul> <li>Unbelievable leadership!</li> <li>Team builder! Literally g</li> <li>Process genius; sharpened</li> </ul>	sabbed Det 1 from clutch	nes of fai	lure, transfor	med ops into n	isn, cust	ömer showcas
- Hosted 19 AF/CC & AET	C/A3; gave vital insight	on future	JUNT msn :	restructuring	senior le	aders informe
- Relentless! Fixed long sta - Solved HUREVAC plan a - Keen foresight; consolidat - Expert multitasker; easily	ccess problem; put it onled recall rosters for nine	linegav vnits fro	e nine units/t om five diffe	wo NAFs easy ent wings/base	access t s100%	o critical info 6 accountabili
- Electrifying impact; wish	all my CCs had half his f	fire; rock	et-propelled	leaderdefinit	ely Sq/C	C after SDE!
ast performance feedback was accomp	lished on: 08 Dec 2006	(Consistent	with the direction i	n AFI 36-2406.    not.	accomplishe	d, state the reason)
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NAME, GRADE, BR OF SVC, ORGN, CO	MD & LOCATION		<u>.</u>	·	· · · · · · · · · · · · · · · · · · ·	DATE
ALAN T. LAKE, Lt Col., USA 325th Mission Support Group		Сотта	nder			2 FOB 20
Tyndall Air Force Base, Florid		SSN R	EDACT	SIGNATURE	1	L
II. ADDITIONAL BATER OVERALL	ASSESSMENT		CONCUR		NONCO	ONCUR
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OD D. WOLTERS, Brig Ge 25th Fighter Wing (AETC)		.Comma	·· · ·		•	DATE
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t: Recommendations must be based and	performance and the potential bas	ed on that p	erformance, Promo	tion recommendation	s are prohib	ited. Do not
mment on completion of or enrollment   rels, family activities, marital status, race ter: Facus your evaluation in Section IV ite in concise "bullet" format, Your com ditional Rater; Carefully review the rate or her evaluation. You may not difere a commendations for assignment.	n PME, advanced education, previo a, sex, ethnic origin, age, or religion. / on what the officer did, how well he ments in Section VI may include re- ar's evaluation to ensure it is accural change in the evaluation, if you still additional rater's ratings and comm	All evaluato or she did l commendati te, unbiased disagree wit	ated promotion red rs enter only last for l and how the office ons for assignment and uninflated. If y h the rater, mark "I evolutions are so	commendations on Al our numbers of SSN. or contributed to miss ou disagree, you may NON-CONCUR* and e	ion accompi ask the rate explain. You	Ishment. If to review may include
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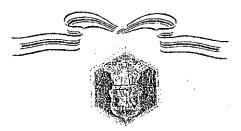
OFFICER I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully beto	PERFORMA	NCE REPO	RT (Lt th	ru Col)		······································
1. NAME (Lost, First, Middle Initial)     2. SSN       FEHRENBACH, VICTOR J.     REOR	3. GRADE	4. D	AFSC 12F3F	5. REAS	ON FOR REPO	RT 6 PAS CODE MW1CFF62
CORGANIZATION, COMMAND, LOCATION, AND COMPONENT 366th Operations Support Squadron (ACC), Mountain Home AFB ID (AD)		8. PER	OD OF REP		lan 2010	9 NO. DAYS SUPV. 365
L JOB DESCRIPTION (Limit, lext to 4 inves) DUTY TITLE ASSISTANT DIRECTOR OF OPERATION	NS/F-15E WF	APON SYS	TEMS O	FUCE	8	10 SRD LC660
<ul> <li>Directs 6 fits/190 Airmen; provides airfield ops,</li> <li>Oversees CC special projects/programs, includir</li> <li>MD for ORE/ORI; responsible for 110+ fighter s</li> <li>Mission qualified F-15E WSO; capable in all air</li> </ul>	ig budget, reasorties daily:	adiness, aw acts directl	ards/dec v for FW	s, OPR '. OG/C	/EPR, AP IC to direc	T, equip/facilitie:
II. PERFORMANCE FACTORS			od	ES NOT	MEE	S FITNESS
Job Knowledge, Leadership Skills, Professional Qualities, Organization Decisions, Communication Skills, and Physical Fitness (see reverse if	al Skills, Judgment	and		ARDARD	S STANDA	RDS EXEMPTION
IV. RATER OVERALL ASSESSMENT (Umit text to 6 lines)	markau odes ragi i	weet atandarbs)			<u></u>	
- Developed ofer data sheet; consolidated personn - Spearheaded SQ awards prgm; chaired 4 review - Steady workhorse; poised and professional under Last performance feedback was accomplished on: 28 Jun 2009	boards; edit pressurepa (IAW AFI 35-2406)	erfect choic	swon 1 e for Wg	0 OG/4 Staff (	FW awar deputy chi	ds, raised morale ef/NAF staff next
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION	DUTY TITLE				······	DATE 16 Feb 2010
MARK E. THOMPSON, Lt Col, USAF	Commande	21				E ISTER 910
366th Operations Support Squadron (AUC)	SSN					
	SSN CSCACT	SIGNATURE	тномр	PSON.M	ARK.E.1046	
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Coordinates with Naval Education and Training Command (NETC) USAF Advisor. Provides experti USAF joint issues to Chief, Naval Air Training (CNATRA), wing, and squadron staffs. Plans, oreate and supervises all USAF specific programs and functions for over 300 Air Force personnel assigned t including personnel and administrative support, mamning, indoctrination, student production, physical and professional military training. T-39N/G Strike Fighter (S/F) Instructor, WSO/SEFE/Mission Con V. PROMOTION RECOMMENDATION Superstarl Top 2%/400+ officers; "#1/11 WSOs", "#1 USAF Strike Fighter Instructor"; "Top 5% or #1/36 WSOs "Top Gum" in bomb comp; CTW-6 "Top 5% of all officers"; "#1 Most Effective S/F 9 Air Medals, 1 for heroism! Multiple kills vs AJ Qaeda, high-value Iraqi targets; 1/12 select 9-11 Tactical pioneer.—picked for elite 'TF 20integrated F-15E/SOF employment; chosen 1 of 9 initial T Proven Sqdn ProjO and Det CC for 2 deployments27 jets/322 personnel"fawless results""bes 7 Top-tier officerS/F Instructor of the Quarter; 8 FW CGOQ, Info Mgr/Qtr; OGEXecc; "My #1 office "Lethal at the business end of an F-15E"-98.4% hit/88 msn/414 hrs, OEF/ANACONDA/OIF/OSW/. "Lethal at the business end of an F-15E"-98.4% hit/88 msn/414 hrs, OEF/ANACONDA/OIF/OSW/. "War hero, leader, 11 on a scale of 101 #1/86 O-4sBest on my staff! Definitely Promotel DO, CC A PROMOTION ZONE VIE NAME, RAVEE, BT CF SVO, GRAN, COMD & LOCATION LEE H. C. LITTLE, CAPT, USN Training Air Wing SIX NAS Pensacola, Florida DUTY TITLE PROMOTE NAME, RAVEE, BT CF SVO, GRAN, COMD & LOCATION LEE H. C. LITTLE, CAPT, USN Training Air Wing SIX NAS Pensacola, Florida DUTY TITLE Commodore SNN REEDACT VIE SENTER. Provide the officer of approximately of day port to the backf of whice SN, May consider other reliable information that is not the record of parformance, Officer Pre-Bolecton Biof, and PFF for accuracy. Prior to your day consider other reliable information that is not the record of parformance, Officer Pre-Bolec			-						······································
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### DEPARTMENT OF THE AIR FORCE

#### THIS IS TO CERTIFY THAT

### THE AIR FORCE COMMENDATION MEDAL (FIRST OAK LEAF CLUSTER)

#### HAS BEEN AWARDED TO

#### CAPTAIN VICTOR J. FEHRENBACH

#### FOR

MERITORIOUS SERVICE 21 AUGUST 1996 TO 20 MAY 1998

GIVEN UNDER MY HAND

MAY

THIS 13TH DAY OF

19 98

DAVID E. CLARY, Colonel, USAF Commander, 27th Fighter Wing

AF FORM 2224, APR 85

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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<sup>6</sup>period, Captain Fehrenbach successfully completed the EF-111A electronic warfare officer replacement training course, attaining a 97 percent academic average and carning "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 espects 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.



#### CITATION TO ACCOMPANY THE AWARD OF

THE AIR MEDAL

TO .

VICTOR J. FEHRENBACH 299-56-2374

Captain Victor J. Fehrenbach distinguished himself by meritorious achievement while participating in sustained aerial flight as EF-111A Electronic Warfare Officer, 429th Electronic Combat Squadron, 4404th Operations Group, 4404th Wing (Provisional), Prince Sultan Air Base, Al Kharj, Kingdom of Saudi Arabia, from 18 December 1997 to 16 January 1998. During this period, Captain Fehrenbach demonstrated steadfast devotion to duty and outstanding airmanship while flying defense-suppression missions during Operation SOUTHERN WATCH. These sorties included joint and combined combat operations with the United States Navy, Royal Air Force, and French Air Force assets. Captain Fehrenbach's undaunted courage and professionalism while flying combat missions in the face of Iraqi surface-to-air and air-to-air threats were commendable. These actions were directly responsible for halting further Iraqi aggression while providing strong leverage for enforcing all United Nations cease-fire resolutions. The professional ability and outstanding aerial accomplishments of Captain Fehrenbach reflect great credit upon himself and the United States Air Force.

#### CITATION TO ACCOMPANY THE AWARD OF

#### THE AIR FORCE COMMENDATION MEDAL (FIRST OAK LEAF CLUSTER)

#### TO

#### VICTOR J. FEHRENBACH 299-56-2374

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.

#### CITATION TO ACCOMPANY THE AWARD OF

#### THE AIR FORCE COMMENDATION MEDAL (SECOND OAK LEAF CLUSTER)

#### TO

#### VICTOR J. FEHRENBACH 299-56-2374

Captain Victor J. Fehrenbach distinguished himself by outstanding achievement as Squadron Scheduler, 494th Expeditionary Fighter Squadron, 31st Expeditionary Operations Group, 31st Air Expeditionary Wing, Aviano Air Base, Italy, from 24 April 1999 to 10 June 1999. During this period, Captain Fehrenbach's professionalism and dedication to duty directly contributed to the success of the squadron's combat operations. He was personally responsible for scheduling all of the squadron's aircrew to meet the flying, mission planning, and supervisory manning requirements for 24-hour combat operations. Due to the dispersed billeting locations of the deployed aircrew, he also determined and scheduled the ground transportation requirements for 91 aircrew. Captain Fehrenbach's efforts allowed the squadron to meet 100 percent of its Air Tasking Order commitments by expertly scheduling 1,118 combat sorties during this period. Although he was deployed to fulfill these duties before becoming mission ready, he quickly tackled the daily scheduling duties during combat operations after minimal on-the-job training. The distinctive accomplishments of Captain Fehrenbach reflect credit upon himself and the United States Air Force.

DPPB

#### CITATION TO ACCOMPANY THE AWARD OF

#### THE AIR MEDAL (FIRST OAKLEAF CLUSTER)

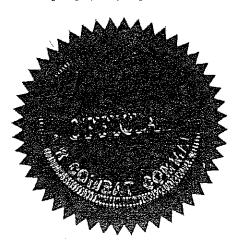
TO

#### VICTOR J. FEHRENBACH

299-56-2374

DPPB

Captain Victor J. Fehrenbach distinguished himself by meritorious achievement while participating in aerial flight as an F-15E Strike Eagle Weapons System Officer, 335th Expeditionary Fighter Squadron, 332rd Air Expeditionary Group, on 13 February 2002. On this date, flying as IGNITE 02, his professional skill and airmanship enabled the flight to successfully complete a time-critical airborne tasking to destroy a downed American MC-130P Combat Shadow aircraft, a valuable and highly classified special operations asset. Exploitation of undamaged equipment on this aircraft by enemy forces could have compromised sensitive Air Force and national security information. The mission was initially planned to work with airborne command and control aircraft to conduct reconnaissance of unknown vehicles and Al Qaeda cave complexes near Ghardez, Afghanistan. While enroute to their assigned area of responsibility, command and control aircraft re-tasked IGNITE flight to proceed with their KC-10 to the site of the downed MC-130P aircraft. Once there, they were to locate the crash site. investigate the surroundings for hostile troops, and report any suspicious activity. The flight detected the presence of the emergency beacon and confirmed that all eight aircrew had been evacuated. IGNITE 01 double-checked with CHEETAH 69 (RQ-1A Predator) that no friendly forces or non-combatants were nearby. IGNITE flight was then tasked to destroy the cockpit and tail sections of the downed aircraft to prevent any exploitation by hostile ground forces. The Combined Air Operations Center stipulated that the attack must occur with simultaneous employment of two laser guided bombs per Desired Mean Point of Impact. Captain Fehrenbach guided the weapons with flawless execution despite steep terrain and challenging weather conditions resulting in the complete destruction of this unplanned target. The mission was even more demanding due to the long distance required to reach the target area, making it a 10.0 hour sortie encompassing both day and nighttime flying with five aerial refuelings per fighter. Captain Fehrenbach's tactical prowess denied Al Qaeda and Taliban forces access to extremely sensitive information, thereby allowing the United States' war on terrorism to continue without compromise. The professional skill and airmanship displayed by Captain Fehrenbach reflect great credit upon himself and the United States Air Force.



#### CITATION TO ACCOMPANY THE AWARD OF

#### THE AIR MEDAL (SECOND OAK LEAF CLUSTER)

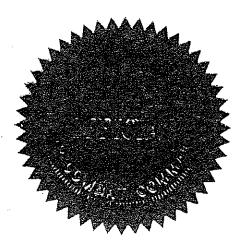
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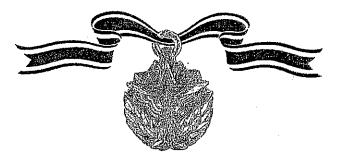
DPPB

#### TO

#### VICTOR J. FEHRENBACH

Captain Victor J. Fehrenbach distinguished himself by meritorious achievement while participating in aerial flight as an F-15E Strike Eagle Aircraft Commander, 335<sup>th</sup> Expeditionary Fighter Squadron, 332<sup>ed</sup> Air Expeditionary Group, on 7 March 2002. On that date flying as SHOCKER 72, his professional skill and airmanship enabled the flight to successfully respond to a time critical aerial retasking and destroy enemy weapons caches. Working with JOINT STARS controller STILETTO, SHOCKER flight was retasked to destroy a weapons and logistics storage area in rugged terrain southeast of the town of Ghardez. STILETTO assigned SHOCKER 71 to work with NAIL flight, an airborne forward air controller. Without the benefit of target imagery or preflight target study, SHOCKER flight initially dropped six Mark 82 500 pound bombs and two laser-guided bombs on their assigned target scoring a direct hit. After refueling, BOSSMAN, the airborne command and control director, extended SHOCKER past their three hour close air support alert period and directed them to contact PACMAN, a Predator controller for follow-on tasking. PACMAN had radio difficulty requiring flexibility and directive actions by SHOCKER 71 to orchestrate a suitable solution. SHOCKER 71 was then immediately tasked to locate and kill Taliban and Al Qaeda forces fleeing in a dry streambed surrounded by steep ridges. PACMAN cleared SHOCKER 71 to release a cluster bomb. The bomb impacted slightly short of the target due to the sharp, vertical terrain, but shrapnel from the detonation literally froze the enemy force in place. SHOCKER 72 located the stationary troops and also dropped one cluster bomb unit. Several attempted to escape the area so SHOCKER 72 dropped three additional Mark 82s. SHOCKER flight extended 2 hours past the normal 3 hour coverage period, logging a 12.6 hour fighter sortie—the longest in 335 Fighter Squadron's history. By destroying the weapons and logistics caches and inflicting direct losses on Taliban and Al Qaeda forces, Captain Victor J. Feh





### **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

TO

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



### DEPARTMENT OF THE NAVY THIS IS TO GERTIFY THAT

### THE SECRETARY OF THE NAVY HAS AWARDED THE

### NAVY AND MARINE CORPS COMMENDATION MEDAL

TO

MAJOR VICTOR J. FEHRENBACH UNITED STATES AIR FORCE

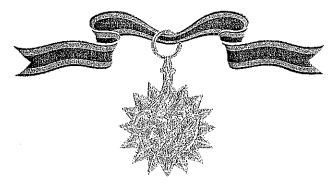
#### FOR

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 MORE 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 11<sup>TH</sup>

NTED 1850/11 (PIEV, 7-84 NO104-LF-982-1800 L1<sup>TH</sup> DAY OF January 2007

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



### 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

**BUCHANAN III** 

Lieutenant General, USAF Commander, USCENTAF

AF FORM 2233B, 20020401

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#### DEPARTMENT OF THE AIR FOLCE 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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6. Within 10 calendar days after you receive this notification memorandum, you must respond by indorsement to me. If I do not receive the indorsement within the allotted time I will proceed with further action under AFI 36-3206. Include in your indorsement:

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

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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)

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

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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

#### RECORD OF BOARD OF INQUIRY

#### Concerning

#### LIEUTENANT COLONEL VICTOR J. FEHRENBACH

#### REDACTED

BY

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

### **RECORD OF BOARD OF INQUIRY**

re

Fehrenbach, Victor J. 299-56-2374 Lt Col

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#### Administrative Discharge Board Convened Under AIR FORCE INSTRUCTION 36-3206

#### Held at

#### Mountain Home AFB, Idaho on January 29-30, 2009

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Abbreviations Used:

PRES	President
MEM	Board Member
LA	Legal Advisor
REC	Recorder
AREC	Assistant Recorder
RES	Respondent
RC	Respondent Counsel
WIT	Witness
REP	Reporter
INT	Interpreter

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# Findings and Recommendation Worksheet Board of Inquiry Instructions

Board Member Question 227

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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?
б	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.
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.

•	
1.	ARC: Agent Derosier.
2	WIT: Yes, ma'am.
3	Q. Can you hear me well?
4.	A. Yes, ma'am
5	Q. Okay.
6	A [indiscernible]
7	ARC: Okay, it's Captain Williams and I'm going to just ask you a few more questions.
8	WIT: Okay.
9	Q. Now, Cameron Shaner, he believed he was an OSI confidential informant, correct?
10	A. He believed that, but he actually wasn't.
11	Q. Okay, so he never was a confidential informant?
12	A. No, ma'am, he wasn't.
13	Q. He was simply providing OSI with information from two other cases?
14	A. Yes, ma'am.
15	Q. Cases that did not involve Lieutenant Colonel Fehrenbach?
16	A. Yes, ma'am.
17	Q. Now, Cameron Shaner, he made allegations against Lieutenant Colonel Fehrenbach
18	to the Boise Police Department, correct?
19	A. Yes, ma'am.
20	Q. And then after he made those allegations he called you?
21	A. No, he called me and then he met with the Boise Police Department.
22	Q. But the allegations were made to Boise?

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1	Does either side wish this witness subject to recall?
2	REC: We do, Sir.
3	LA: Agent Derosier, this is Colonel Jackson, the Legal Advisor in this case. Thank you
4	for your testimony. You are temporarily excused. I caution you, so long as this case continues,
5	please don't discuss your testimony with anyone other than counsel for either side, or with
6	Lieutenant Colonel Fehrenbach. Okay?
7	WIT: Yes, Sir.
8	LA: All right. Thank you for your time. And Government, you may proceed.
9	REC: Sir, the Government next calls Detective Mark Vucinich.
10	LA: Okay.
11	Mark Vucinich, a civilian, was called as a witness for the Government, was sworn, and
12	testified as follows:
13	DIRECT EXAMINATION
14	Questions by the Recorder:
15	Q. Sir, I'll ask if you could please state your name for the record?
16	A. It's Mark Vucinich.
17	Q. And if you could please spell your last name for the record?
18	A. V, like Victor, U-C-I-N-I-C-H.
19	Q. And, Sir, by whom are you currently employed.
.20	A. With the Boise Police Department.
21	Q. What is your position with the Boise Police Department?
22	A. I'm a detective in the Special Victims Unit.

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1	Q. In that position, Sir, are there particular crimes you investigate, or you just investigate
2	general any thing that comes through the door?
3	A. There are particular crimes. We specialize in child abuse crimes; sexual, mental, and
4	physical, as well as sexual abuse, or sex sex related crimes for adults.
• 5	Q. Sir, approximately how long have your duties focused on these particular crimes?
.6	A. Approximately six years.
7	Q. And, Sir, how long have you been employed by the Boise Police Department?
8	A. Approximately 13.
. 9	Q. And prior to your employment with the Boise Police Department, do you have did
10	you have any other law enforcement experience?
11	A. Yes, I did.
12	Q. Could you describe that to the members?
13	A. It's with the Los Angeles Police Department. Spent nearly eight years with them.
14	Q. With the Los Angeles Police Department as a police officer or a detective?
15	A. Patrol police officer; special enforcement with gang enforcement.
16	Q. Sir, have you ever met Lieutenant Colonel Victor Fehrenbach, the Respondent in this
17	case?
18	A. Yes, I have.
19	Q. Do you recognize him here in the courtroom today?
20	A. Yes, I do. I believe it's the person sitting here in the center table to my right.
21	[The witness pointed to the Respondent.]
22	REC: Proper identification of the Respondent for the record.

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1	Q. And, Sir, how is it that you met the Respondent?
2	A. I conducted an interview with him back on May 16th 2008.
3	Q. And why was it that you conducted an interview with him at that time?
4	A. I was conducting an investigation of rape allegations stemming out of Boise.
5	Q. And who had made that allegation?
6	A. Person by the name of Cameron Shaner.
7	Q. Following the complaint made by Mr. Shaner, had your office opened an
. 8	investigation into this matter?
.9	A. Yes.
10	Q. Were you the investigator working that investigation?
11	A. Yes.
12	Q. Do you know if criminal charges were ultimately filed in the civilian community prior
13	to this?
14	A. Criminal charges were declined.
15	Q. And who declined those?
16	A. Ada County Prosecutor's Office.
17	Q. For the record, Ada County is the county where Boise, Idaho is located?
18	A. Correct.
19	Q. And how is it in particular that the Respondent came to be the person that you chose
20	to interview?
21	WIT: Can you repeat that questions?

1	Q. How is it that you came across the Respondent as the person as a person to
2	interview with regard to this investigation?
3	A. He was identified during my investigation.
4	Q. Do you recall who identified him?
5	A. I do. OSI members as well the person of the calling party in general.
6	Q. Do you recall where it was that you interviewed the Respondent?
7	A. Here on Mountain Home Air Force Base.
8	Q. Sir, you may have said this a moment ago, when exactly was it that you interviewed
9	him?
10	A. May 16, 2008.
11	Q. Is there a particular reason why you chose to interview him here at the OSI office as
12	opposed to say you office in Boise?
13	A. The accessibility to met with Mr. Fehrenbach with more easily accessible for me to
14	come out here. I was advised by members of the Office of Special Investigations that they could
15	have him in his office at a certain time. Not only that, they were going to be conducting an
16	interview with him and invited me down, so I took the opportunity.
17	Q. Okay. The time that you had your interview with the Respondent, did anyone
18	accompany you in the interview?
19	A. No, Sir.
20	Q. Did you record the interview?
21	A. Yes, I did.
22	Q. And how was it that you recorded the interview?

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A. On my department issued digital Recorder; discretely.
Q. What does "discretely" mean?
A. It was unbeknownst to Mr. Fehrenbach that I was recording the conversation.
Q. To your knowledge, is there anything in your regulations that would require you to
notify someone that they're been recorded at the time of interview?
A. No, Sir, there is not.
Q. What did you do with this recording after the interview?
A. Downloaded it into our audio archives at the Boise Police Department.
Q. And at a certain point in time, did you ever give those to law enforcement officials
here with the Air Force?
A. Yes, I did.
Q. And exactly how did you do that?
A. I would make a request through our personnel at the audio archives. They would
burn me a couple, or however many CDs that it needed to download that onto the CDs, and then
I relayed or I gave them to OSI.
Q. Sir, did you have an opportunity to listen to this recording as some point in time after
the interview?
A. Yes.
Q. And was this recording made at or near the time that this interview occurred? Was it
done during the conversation was the recording being made simultaneously?
A. Yes.
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. 1	Q. Now you were at the building prior to Colonel Fehrenbach arriving, isn't that correct?
2	A. Correct.
3	Q. And when he came in you were introduced to him by a Special Agent Brom?
4	A. Yes.
5	Q. And did you also see that he was also with his commander at that time?
6	A. I did not see that person; did not meet that person. No, Sir.
7.	Q. But it was your understanding that his commander brought him to the OSI?
8	A. Correct.
9	Q. Now, when you brought him in there was some discussion as we heard the tape about
10 ·	whether or not he wanted a lawyer or not, is that correct?
11	A. Correct.
12	Q. And at some point you read him his rights; his Fifth Amendment rights; Miranda
13	Rights, isn't that correct?
14	A. Correct.
15	Q. Prior to that, to your knowledge nobody else had ever read him his rights, is that
16	correct?
1 <b>7</b>	A. Correct.
18	Q. Because if they had, knowing that law enforcement had read his rights prior to that,
19	you would have had to do something of a cleansing statement, isn't that correct? I don't know if
20	you use that terminology, so —

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1 A. I'm not sure if I follow you. It was my interpretation at the time that this was not a 2 custody arrest, which Miranda applies to civilians obviously, and so I was conducting the 3 interview on that concept. 4 Q. So it wasn't until there was a discussion of an attorney that you really even wanted --5 or felt the need to read him his rights at all, isn't that correct? 6 A. Correct. 7 Q. And at that time you were under the assumption that nobody in his chain of command 8 or from OSI had ever read him his rights before, isn't that correct? 9 A. Correct. 10 Q. Now during the course of this interview he was quite concerned about what the Air 11 Force was going to find out, isn't that correct? 12 A. Yes. 13 Q. In addition, he was really concerned about what his neighbors might think, isn't that 14 correct? 15 A. Towards the end of the interview he made that point clear. 16 Q. And also when you went to his house, isn't that correct? He was very concerned 17 about police officers being -- police cars being parked in front of the house, isn't that correct? 18 A. Yes. 19 Q. Because he's very tight with his neighbors, isn't that correct? 20 A. Yes. 21 Q. In fact, he even described them as nosey neighbors, isn't that correct? 22 A. I'd have to refresh my memory on that, but I'll take your word for that.

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Q. Now this allegation came from this Cameron Shaner, isn't that correct? 1 2 A. Yes. Q. And you were familiar with this Cameron Shaner from prior dealing with him, isn't 3 that correct? 4 A. Yes. 5 Q. Would you agree with me that he is not a credible witness? 6 A. Yes. 7 RC: Sir, that's all I have. 8 LA: All right. Any redirect? 9 **REDIRECT EXAMINATION** 10 Questions by the Recorder: 11 Q. Detective, if you thought Cameron Shaner was not a credible witness why did you 12 13 interview the Respondent? A. That's my job, Sir. 14 Q. Sir, does your office make preliminary credibility determinations on complaining 15 witnesses before proceeding further in investigations? 16 17 A. No, Sir. Q. Why is that? 18 A. Our job is to investigate all allegations thoroughly and let the Ada County Prosecutors 19 Office make the determination on where the case is going to go. 20 REC: Thank you. Nothing further, Sir. 21 22 LA: All right. Any ----

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	1	A. Absolutely not. I think he I think it's a crime on the Air Force that we are even
•	2	going through this especially with a war hero. He's been in for 18 years and is two years shy of
	3	retirement, and is loved by the people in his squadron.
	4	RC: Thank you.
	5	LA: Any re-cross?
	6	REC: No.
• •	7	LA: Okay. Does any member have any questions of this witness?
	8	Apparently not.
	9	All right, and does either side wish this witness subject to recall? Respondent's Counsel?
	10	RC: Yes, Sir.
	11	LA: Okay. Major Casey, this is Colonel Jackson, the Legal Advisor. Thank you for
	12	your testimony. You are temporarily excused. I caution you, so long as this case continues,
	13	please don't discuss your testimony with anyone other than counsel for either side or Lieutenant
	14	Colonel Fehrenbach.
	15	WIT: Yes, Sir.
	16	LA: All right, have a good night.
	17	WIT: Thank you, Sir.
	18	LA: All right. And did you want to go ahead and press forward, or did you want to just
	19	break for the night?
	20	RC: Yes, Sir.

Q. Sir, I'd like to switch gears a little bit here and talk a little bit about manning in the 1 WSO community, or in the rated community. Sir, is it true that for rated individuals they're 2 actually -- the manning is quite low? 3 A. Again, I am not a personnel expert. What I can tell you is that for more senior rated 4 5 individuals the Air Force is offering bonuses to keep people around. Primarily to fill staff 6 orientated type of jobs. O. Now switching back to the allegations in this case, to your knowledge did a lot of 7 people know about the allegation? 8 A. To my knowledge the answer is, no. I could think of four, maybe five people outside 9 of the OSI that knew. And most of those folks were either told by the OSI or aware based on my 10 decision to suspend security clearances; basically, my bosses. 11 Q. Would you agree that there was somewhat of a conserved effort to keep a tight lid on 12 this? 13 14 A. Yes, absolutely. Q. And therefore, did you notice in the time -- between the time the allegation first came 15 out and the time you left, did you notice any affect on good order and discipline in your unit 16 17 because of these allegations? A. No, I was not aware of any -- anything that -- any impact that this allegation had. 18 Q. Now when this first came to light your first knowledge of this came from OSI coming 19 20 to your office to see you, is that correct? 21 A. That's correct.

1. Q. And could you please describe for the board members what it is that happened on that 2 first occasion? 3 A. Sure. Senior -- Special Agent Patrick Brom from the OSI there at Mountain Home 4 came into my office. He had a picture and it was actually a photo copied picture from an internet 5 website. He basically alluded to the fact that the picture was of Colonel Fehrenbach. I would 6 say it bore a resemblance, but I wouldn't positively identify him from that picture. They said it 7 was from a gay website and there were starting an investigation into a homosexual rape from a 8 case -- for allegations being made in Boise. 9 Q. Now at some point you actually drove Colonel Fehrenbach to the OSI office, isn't that 10 correct? 11 A. That's correct. Q. And do you recall that during that car ride you did not tell Colonel Fehrenbach what it 12 13 was that he was going to be talking to OSI about? 14 A. That's correct. Keeping in mind that at this point this was a criminal investigation 15 based on the rape allegation. OSI had briefed me to maintain the integrity of the investigation. 16 Not to tell him what the situation was, but basically just drive him over to the -- to the OSI 17 office. So we had a discussion about -- about that piece of it and -- and somewhere in there I had 18 also talked to the legal office about the investigative process and my role as a commander to 19 make sure that was the proper thing to do. 20 Q. So, do you recall that during that car ride he specifically stated to you that if he was 21 going to be accused of something that he would like to speak with an attorney?

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A. Yes, I am.

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O. To your knowledge, what are those allegations?

A. I believe a -- that he committed a consensual homosexual act.

Q. Now I want to kind of take your attention to a different area and talk a little bit about F-15E manning. What are you by trade?

A. I'm an F-15E pilot.

Q. And what is the manning like for -- for F-15E pilots and WSOs?

8 A. Across the Air Force our manning is critically low. I believe -- the numbers I've 9 heard tossed about are about two thousand cockpit short. Usually that is pilot units that they are 10 talking about. So, the manning that I have seen in the F-15E is low at the units. What I mean by 11 that is there are lots of F-15E pilots and WSOs in the Air Force. There are not necessarily 12 always a lot of F-15E pilots and WSOs at each unit and therefore, a lot of guys get a lot of flying 13 time.

14 Q. What is -- what is -- when you say -- just because most of us in here aren't pilots or WSOs, when you say a lot of guys get flying time, what do you mean by that?

-16 A. What I mean by that is, when a squadron, for example, the 389th tries to fly a ten turn 17 eight schedule where they're flying 18 lines a day, there's a strong possibility that either WSOs or 18 pilots, typically WSOs these days, will fly twice that day. And that's a lot of -- one sortie takes about ten hours, so to do that twice you're cutting down on a lot of training. 19

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Q. Now, where are F-15E WSOs trained?

21 A. Currently I believe all navigators start their training at San Antonio. From there they go to Pensacola. I believe I'm not exactly positive on that San Antonio part. And then from 22

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Pensacola -- following that they will go to IFF, Introduction Fighter Fundamentals, which I believe now, is at Randolph, and then -- or some of the UPT bases. And then they would go to Seymour Johnson Air Force Base.

4 Q. Are you aware of the costs, in particular, how much I would cost to train a WSO at
5 either one of these trainings?

A. I'm not aware at the undergraduate navigator training. I do not know how much that is. I have some rough numbers that I got from the Deputy Ops Group Commander at Seymour Johnson, but roughly it costs about \$13,500 an hour to operate an F-15E. And based on all these sorties that are flown, the direct support sorties, the training, the simulators, and the academics, it's about -- we estimate it around two and a half million dollars to go through undergraduate navigator training -- or excuse me, FTU and the B course in the F-15E.

Q. And that's at Seymour Johnson?

A. That's correct.

Q. Sir, approximately how much is an F-15E operational flying hour worth?

A. I believe that is the \$13,500 number as well.

Q. Now could you - could you explain, because I know this from talking to you, but could you explain what is an operational flying hour?

A. Well, each -- the bottom line is the Air Force uses hours as dollars, if you would. That's kind of our unit of measure for how we -- how everything is associated for money and everything for your squadron, from spare tires, to spare motors, to flight suits. It's all based on how many hours a squadron gets. The F-15E, when you start taking into -- the reason why the costs go to \$13,500 approximately is because of the maintenance required on it. It's a fairly

3	fuel alone as well.
4	Q. Now, Sir, I'm going to shift gears again and talk more about the allegations that
5	Lieutenant Colonel Fehrenbach is facing today. When you heard the allegation that he engaged
б	in a homosexual act were you surprised at all?
7	A. Yes, I was.
8	Q. Why?
9	A. I've known him. I've known I've known Victor for a while and, as I told you, this
10	did not fit my stereotype, which is incorrect to prejudge people I realize, but this did not fit my
11	stereotype of that of Victor or what I would think who would do that.
12	Q. Now when you when you say didn't fit your stereotype of Lieutenant Colonel
13	Fehrenbach, how did you view Lieutenant Colonel Fehrenbach?
14	A. I view Victor as one of the guys; as one of the guys; my friends.
15	Q. Now to your knowledge, how many people know about this this allegation?
16	A. I believe very few.
17	Q. Do you know who specifically?
18	A. I do know that Colonel McGovern, myself, Colonel Thompson. As far as I know for
19	leadership that is about it. We were all involved when right when it happened, as far as on this
20 ·	base. As far as anybody else that knows I'm not sure.
21	Q. Now you mentioned Colonel McGovern's name. That's a new name here. Could you

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22 tell us who that is?

5.24.2

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intensive -- maintenance intensive aircraft. So, all those -- when you start doling in people's

salaries and everything like that, that's kind of where you come down with the cost, and just the

A. No, mostly because we kept it very quiet. It should remain private until the report of 1 2 investigation was complete. And then allow the leadership to take the appropriate actions based 3 on policy. 4 Q. To your knowledge, how many people are in the loop on this? 5 A. To my knowledge -- unknowing how many folks in the OSL I know for a -- at least Agent Brom, myself, Colonel Thompson, my Deputy, Lieutenant Colonel Acker, and that is the 6  $\mathcal{T}$ extent of my knowledge in the operations group of folks that know about it. 8 Q. I'd like to shift gears a little bit and talk a little bit about manning and costs. In the --9 are you familiar with the manning levels in the WSO community? 10 A. I am. 11 Q. And in this group what is the current state? 12 A. We are at -- in one fighter squadron we are 87 percent manned in Weapon Systems 13 Officers and in the other we are around about 93 to 95 percent manned. 14 O, And because of those numbers, does that make the Ops tempo higher? A. No, I wouldn't say that. We haven't had any trouble achieving our ready aircrew 15 16 program numbers. We are really limited here at Mountain Home Air Force Base more by 17 aircraft sortie generation on the maintenance side then we are by manning; like body manning, 18 Q. How about in other places; specifically, Lakenheath? I believe you told me you were 19 familiar with those ----20 A. Yeah, Lakenheath at one time, when I was the squadron commander there leaving, we 21 had much lower numbers than that, but that was really a function of some mistakes made by 22 AFPC; the way they were counting our rated manning. And as a result we ended up in a little bit

1	of a trough that recovered shortly shortly before I left as the commander. But worldwide there
2	is a known rated manning crisis. I think that you can say that generally across the board,
3	whether you're talking about weapons systems officers, pilots, or Air Battle Managers.
4	Q. And, Sir, I'd like to ask you a little bit about costs. What does it basically cost to fly
5	these airplanes?
6	A. I think the last estimate I had is you go anywhere from depending on the sorties
7	type, anywhere from \$12,000 to about \$18,000 an hour.
8	Q. How about training a WSO? How much money does it cost to get somebody into
9	A. I believe you're looking at around about two and a half to three million dollars total to
10	include the the initial flight training, you know, the navigator training, and then also the, you
11	know, RTU; getting replacement training through the F-15. So anywhere from three to four
12	millionish [sic].
13	RC: May I have a moment, Sir?
14	LA: You may.
15	[The Respondent's Counsel consulted with his co-counsel.]
16	Q. Sir, when it comes to your rated folks how are you in the experienced, and
17	particularly, combat experienced WSOs in the rated folks?
18	A. Well, now we're doing a lot better. This is a difficult question for an operations group
19	commander because to me combat experience needs to be more than just the current conflict.
20	And there are very few that have major theater conflict or larger than low intensity conflict
21	experience. I think that's just a common common threat. The current community is doing well
22 -	because our Ops tempo is pretty high as far as deployments. If you're in an F-15 cockpit you

#### DEPARTMENT OF THE AIR FORCE Air Force Court of Criminal Appeals Bolling Air Force Base, District of Columbia

#### UNITED STATES

) Ruling on Motion for ) Declaratory Judgment

9 February 2009

Lieutenant Colonel Victor J. Fehrenbach ) 366<sup>TH</sup> Operational Support Squadron (ACC) ) Mountain Home Air Force Base, Idaho

#### 1. BACKGROUND:

a. On 12 September 2008, Lieutenant General Norman Seip, Commander, Twelfth Air Force, hereinafter the Show Cause Authority (SCA), initiated administrative discharge action against Lieutenant Colonel Victor J. Fehrenbach, hereinafter the Respondent, requiring the Respondent to show cause why he should be retained on active duty;

b. The administrative discharge action stems from allegations that on 12 May 2008 in Boise City, Idaho, the Respondent engaged in anal sodomy with Mr. CS. After the alleged incident, Mr. CS informed agents with the Air Force Office of Special Investigations (AFOSI) and investigators with the Boise Police Department that the Respondent had raped him. On 14 May 2008, Mr. CS provided a signed, written statement alleging the anal sodomy with the Respondent was non-consensual;

c. On 16 May 2008, Detective Mark Vucinich, an investigator with the Boise Police Department, interviewed the Respondent at the Mountain Home Air Force Base AFOSI office. Only the Respondent and Detective Vucinich were present at this interview. While no one else was present, Detective Vucinich did secretly audio record the interview;

d. At the beginning of the interview, Detective Vucinich: (1) introduced himself; (2) advised the Respondent that he was not under arrest nor would be under arrest at the conclusion of the interview; (3) advised the Respondent that he was not required to answer any questions and that he could leave the interview at anytime; and (4) advised the Respondent that he, Detective Vucinich, was investigating a sexual assault/rape allegation made by Mr. CS;

e. The Respondent asked Detective Vucinich questions about his investigation. Prior to answering the Respondent's questions, Detective Vucinich advised the Respondent of his Miranda rights. After being advised of his Miranda rights, the Respondent waived his rights and agreed to answer Detective Vucinich's questions. During the course of the interview, the Respondent admitted he: (1) reviewed Mr. CS's profile on two Internet websites—Manhunt.com and Gay.com and (2) on the night in question, had caressed, kissed, masturbated, and anally sodomized Mr. CS;

f. On 8 December 2008, the SCA convened a Board of Inquiry (BOI) to make recommendations on whether the Respondent should be retained on active duty;

g. On 28 January 2009, Respondent's counsel filed a motion for declaratory judgment with the legal advisor: (1) asserting that the current administrative discharge action is violative of the Respondent's Fifth Amendment substantive due process rights because

**Board Exhibit** Page

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the discharge action is being initiated in violation of *Witt v. Department of the Air Force*, 527 F.3d 806 (9<sup>th</sup> Cir.2008) and (2) asking the legal advisor dismiss the administrative discharge proceedings and enjoin the Air Force from discharging the Respondent on the grounds that he engaged in homosexual conduct; and

h. On 4 February 2009, the Government, by written response, opposed the granting of the defense motion for declaratory judgment, averring the legal advisor is without authority to dismiss the Respondent's allegation or terminate the Respondent's administrative discharge proceedings.

### 2. LAW:

a. Homosexual conduct is grounds for separation from the military services. AFI 36-3206, paragraph 3.3.2;

b. A member will be separated if the member has engaged in, attempted to engage in, or solicited another to engage in a homosexual act or acts unless there are approved further findings that the member has demonstrated that all of the following are true: (1) Such acts are a departure from the member's usual and customary behavior; (2) Such acts under all the circumstances are unlikely to recur; (3) Such acts were not accomplished by use of force, coercion, or intimidation; (4) Under the particular circumstances of the case, the member's continued presence in the Air Force is consistent with the interest of the Air Force in proper discipline, good order, and morale; and (5) The member does not have a propensity or intent to engage in homosexual acts. 10 U.S.C. 654 (b) and AFI 36-3206, paragraph 3.3.3.1;

c. The legal advisor has no authority to dismiss an allegation or to terminate the [administrative discharge] proceedings. AFI 36-3206, paragraph 7.14.8 and AFI 51-602, paragraph 1.2;

d. The irreducible constitutional minimum of standing [for federal judicial review] contains three elements: (1) First, the plaintiff must have suffered an injury in fact—an invasion of a legally protected interest which is (a) concrete and particularized, and (b) actual or imminent, not conjectural or hypothetical; (2) Second, the plaintiff must present a causal connection between the injury and the conduct complained of—the injury has to be fairly traceable to the challenged action of the defendant, and not the result of the independent action of some third party not before the court; and (3) Finally, it must be likely, as opposed to merely speculative, that the injury will be redressed by a favorable decision. *Witt v. Dep't of the Air Force*, 527 F.3d 806, 811-812, 2008 U.S. App. LEXIS 10794, 103 Fair Empl. Prac. Cas. (BNA) 585 (9th Cir. Wash. 2008) citing *Lujan v. Defenders of Wildlife*, 504 U.S. 555, 560, 112 S. Ct. 2130, 119 L. Ed. 2d 351 (1992);

e. When the government attempts to intrude upon the personal and private lives of homosexuals, in a manner that implicates the rights identified in *Lawrence v. Texas*, the government must advance an important governmental interest, the intrusion must significantly further that interest, and the intrusion must be necessary to further that interest. This heightened scrutiny analysis is as-applied rather than facial. *Witt v. Dep't of the Air Force*, 527 F.3d at 819;

f. Where no protected liberty interest is implicated, substantive due process challenges are reviewed under the rational basis standard. *Cook v. Gates*, 528 F.3d 42, 49, 2008 U.S. App. LEXIS 12357, 103 Fair Empl. Prac. Cas. (BNA) 826 (1st Cir. Mass. 2008);

g. "The present [Lawrence] case does not involve [inter alia]...persons who might be injured or coerced... The case does involve two adults who, with full and mutual consent from each other, engaged in sexual practices common to a homosexual lifestyle. The petitioners are entitled

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to respect for their private lives. The State cannot demean their existence or control their destiny by making their private sexual conduct a crime. Their right to liberty under the Due Process Clause gives them the full right to engage in their conduct without intervention of the government. *Lawrence v. Texas*, 539 U.S. 558, 578, 123 S. Ct. 2472, 2484, 156 L. Ed. 2d 508, 525-526 (2003) (Emphasis Added); and

h. Congress makes the following findings...There is no constitutional right to serve in the armed forces... The prohibition against homosexual conduct is a longstanding element of military law that continues to be necessary in the unique circumstances of military service... The armed forces must maintain personnel policies that exclude persons whose presence in the armed forces would create an unacceptable risk to the armed forces' high standards of morale, good order and discipline, and unit cohesion that are the essence of military capability...[and]... The presence in the armed forces of persons who demonstrate a propensity or intent to engage in homosexual acts would create an unacceptable risk to the high standards of morale, good order and discipline, and unit cohesion that are the essence of morale, good order and discipline, and unit cohesion that are the essence of morale, good order and discipline, and unit cohesion that are the essence of morale, good order and discipline, and unit cohesion that are the essence of morale. 10 U.S.C. §654(a)(2)(13-15).

#### 3. FINDINGS OF FACT/DISCUSSION:

a. As the legal advisor, I do not have the authority to dismiss the allegation against the Respondent or to terminate the administrative discharge proceedings against the Respondent. That authority lies with the SCA, the Secretary of the Air Force, and higher authorities;

b. Witt clearly holds that federal district and appellate courts have the authority to grant redress for violations of the Respondent's substantive due process rights. If redress is to be granted however it is for these courts to grant. However, to be entitled to redress the Respondent must first have standing. While it is for these courts to decide whether the Respondent has standing to seek redress, it would appear that any claims the Respondent has about a substantive due process violation would be unripe. Unlike the appellant in *Witt*, the Respondent has not had his pay suspended and has not been discharged. In fact, he continues to serve on active duty and continues to receive pay and service credit towards promotion and retirement. Thus, unlike the appellant in *Witt*, he has suffered no injury and would appear to lack standing; and

c. Assuming I have the authority to review the Respondent's substantive due process claims and, upon finding a violation, enter a declaratory judgment, redress is not warranted. First, this case does not implicate the *Lawrence* rights. Notwithstanding the Respondent's version of events, the proffered government evidence, namely Mr. CS's statement, indicates the alleged sexual act was non-consensual, e.g. coerced or forced. Coerced sexual acts do not fall within the penumbra of the *Lawrence* rights. Second, since this case does not implicate the *Lawrence* rights, this case would not be subjected to *Witt's* "as-applied heightened scrutiny analysis" but would rather be subjected to a rational basis analysis. See *Cook v. Gates* holding that where no protected liberty interest is implicated, substantive due process challenges are reviewed under the rational basis standard. *Cook v. Gates*, 528 F.3d 42, 49, 2008 U.S. App. LEXIS 12357, 103 Fair Empl. Prac. Cas. (BNA) 826 (1st Cir. Mass. 2008). On this point, Congress has articulated a substantial government interest for its homosexuality policy, namely maintaining the morale and unit cohesion the military deems essential to an effective fighting force, and this policy is rationally related to achieving this interest.

4. RULING: For the aforementioned reasons, the Respondent's motion for a declaratory judgment is hereby DENIED.

GARY M. JACKSON, Colonel, USAF Legal Advisor

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## 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.

GARY M. JACKSON, COL, USAF

Legal Advisor

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81 (Date)

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