

Exhibit 1

I. RATEE IDENTIFICATION DATA (Read AFR 36-10 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.		2. SSN REDACT	3. GRADE 2d Lt
4. DAFSC A7021		5. PERIOD OF REPORT From: 24 Sep 91 Thru: 24 Dec 92	6. NO. DAYS SUPERVISION 120
7. REASON FOR REPORT Annual		8. ORGANIZATION, COMMAND, LOCATION 366th Operations Support Squadron (ACC), Mountain Home AFB, Idaho	
9. PAS CODE MW1CFF6Z			
II. UNIT MISSION DESCRIPTION Responsible for airfield and weather services, air traffic control, intelligence, weapons/training, operations/maintenance scheduling, and contingency planning for six squadrons in USAF Air Intervention Composite Wing. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintains readiness for worldwide deployment.			
III. JOB DESCRIPTION 1. DUTY TITLE: Squadron Section Commander 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: As section commander for the 366th Operations Support Squadron, provides administrative, disciplinary, morale and welfare support for over 200 personnel, including the Operations Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court martial, and discharge considerations. Counsels airmen with personal/professional problems. Supervises three individuals and directs all orderly room functions. Manages multiple squadron personnel programs, including self-inspection. Reviews, approves, and provides guidance for performance reports, decorations, and correspondence.			
IV. IMPACT ON MISSION ACCOMPLISHMENT <ul style="list-style-type: none"> - Single-handedly created an orderly room for a newly formed 230-person squadron - Developed administrative files, ordered publications, and obtained 160 personnel records; established 11 programs including tax advisor, voting, and self-inspection--top-notch results, all in less than a week - Developed a comprehensive 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 communications - Served as operations group representative on the wing reorganization ceremony committee - Coordinated three static display aircraft; trained wing guidon bearers on proper procedures--his efforts directly contributed to a flawless ceremony for the Air Force's first air intervention composite wing 			
V. PERFORMANCE FACTORS			
		DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve that knowledge.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, and honesty. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Meets suspenses.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.		<input type="checkbox"/>	<input checked="" type="checkbox"/>

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.)

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION JOHN W. ROSA, JR., Lt Col, USAF 366th Operations Support Sqdn (ACC) Mountain Home AFB, Idaho	DUTY TITLE Commander	DATE 26 Dec 92
SSN REDACT	SIGNATURE <i>John W. Rosa</i>	

VII. ADDITIONAL RATER OVERALL ASSESSMENT

Lieutenant Fehrenbach has been instrumental in the Operations Support Squadron's success over the past year. From quickly developing an orderly room to creating an outstanding OPR/EPR tracking system for over 200 people, he continually produced excellent results. In addition to setting up the squadron from scratch, he has also handled the administrative challenges of my entire staff. Outstanding accomplishments for a young officer. Challenge with increased responsibility. Augment into the Regular Air Force.

CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION JERROLD K. CALLEN, Colonel, USAF 366th Operations Group (ACC) Mountain Home AFB, Idaho	DUTY TITLE Commander	DATE 31 Dec 92
SSN REDACT	SIGNATURE <i>Jerrold K. Callen</i>	

VIII. REVIEWER CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION WILLIAM S. HINTON, JR., Brig Gen, USAF 366th Wing (ACC) Mountain Home AFB, Idaho	DUTY TITLE Commander	DATE 14 Jan 93
SSN REDACT	SIGNATURE <i>W. S. Hinton</i>	

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 "NONCONCUR" 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.

Exhibit 2

I. RATEE IDENTIFICATION DATA (Read AFM 36-10 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.		2. SSN REDACT	3. GRADE 2d Lt	4. DAFSC A7024
5. PERIOD OF REPORT From: 25 Dec 92 Thru: 14 Jun 93		6. NO. DAYS SUPERVISION 172	7. REASON FOR REPORT CRO	
8. ORGANIZATION, COMMAND, LOCATION 366th Operations Support Squadron (ACC), Mountain Home AFB, Idaho				9. PAS CODE MW1CFF6Z

II. UNIT MISSION DESCRIPTION
 Responsible for airfield and weather services, air traffic control, intelligence, weapons/training, operations/maintenance scheduling, and contingency planning for six squadrons in USAF air intervention composite wing. Develops flying, airspace, and weapons range schedules for over 20,000 sorties annually. Maintains readiness for worldwide deployment.

III. JOB DESCRIPTION
 1. DUTY TITLE: Squadron Section Commander
 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Provides administrative, disciplinary, morale, and welfare support for over 230 personnel, including the 366th Operations Group Staff. Administers disciplinary action and advises squadron commander on Article 15, court martial, and administrative discharge considerations. Counsels airmen with personal and professional problems. Supervises three individuals and directs all orderly room functions. Reviews, approves, and provides guidance for performance reports, decorations, and correspondence. Manages multiple squadron personnel programs including self-inspection, weight management, and fitness. Writes, edits, and distributes squadron newsletter. Significant Additional Duty: Chief, Wing Battle Staff Information Management (BSIM).

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Superb BSIM chief--during initial local exercises as composite wing, he established and implemented procedures for distributing all battle staff directives; result was outstanding communication throughout operations group and wing
- Took on a fledgling squadron self-inspection program; his identification of multiple program discrepancies and implementation of visionary solutions corrected all procedures prior to an operations group staff assistance visit
- Expert short-notice organizer; with only 40 hours notice, he organized squadron change of command ceremony
 - Contacted dignitaries, wrote script, printed programs, orchestrated practice, ensured required personnel were available, and served as emcee--result was an outstanding ceremony, lauded by 366th Wing Commander
- Designed and ordered all materials for the first squadron emblem, quickly allowed diverse squadron to gain identity
- Superb Air Force Assistance Fund manager; collected 115 percent of monetary goal in just 3 weeks

V. PERFORMANCE FACTORS

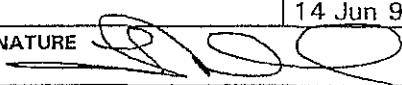
	DOES NOT MEET STANDARDS	MEETS STANDARDS
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1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve that knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, and honesty. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

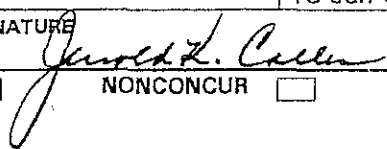
VI. RATER OVERALL ASSESSMENT

Lt Fehrenbach is a young officer ready and willing to meet any challenge. His ability to grasp a complex problem and solve it with ease is superb. Whether handling a short-notice change of command or tutoring a junior enlisted squadron member, he is always the first to volunteer his time and talents for the good of the squadron and Air Force. His dedication and hard work in setting up the squadron's self-inspection program paid immediate dividends when an operations group inspection found it a model program. As editor of the squadron biweekly newsletter, his personal touch ensured an informative and interesting document which improved morale and communications and has been copied by four other squadrons. He built a comprehensive squadron Right Start program which was immediately rated Outstanding by new squadron members and their spouses. His unselfish work in the squadron and on the base has been outstanding. Continue to challenge, augment to Regular Air Force, and send to Squadron Officer School.

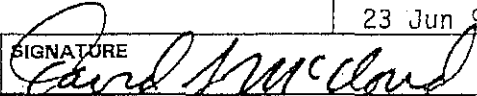
Performance feedback was accomplished consistent with the direction in AFR 36-10. (If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION TIMOTHY F. NALL, Lt Col, USAF 366th Operations Support Squadron (ACC) Mountain Home AFB, Idaho	DUTY TITLE Commander	DATE 14 Jun 93
	SSN REDACT	SIGNATURE 

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR
 Lt Fehrenbach demonstrated his enormous potential on a daily basis. He has represented the Operations Support Squadron and Operations Group with style as an honor guard fight commander, training 45 personnel and serving as commander at four local funerals and retirement ceremonies. He also performed superbly as honor guard commander during a visit to the base by 17 North Atlantic Treaty Organization Air Force Chiefs of Staff. Lt Fehrenbach is an outstanding officer ready for increased responsibility. Augment into the Regular Air Force now.

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION JERROLD K. CALLEN, Colonel, USAF 366th Operations Group (ACC) Mountain Home AFB, Idaho	DUTY TITLE Commander	DATE 18 Jun 93
	SSN REDACT	SIGNATURE 

VIII. REVIEWER CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION DAVID J. McCLOUD, Brig Gen, USAF 366th Wing (ACC) Mountain Home AFB, Idaho	DUTY TITLE Commander	DATE 23 Jun 93
	SSN REDACT	SIGNATURE 

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.

Exhibit 3

I. RATEE IDENTIFICATION DATA (Read AFR 36-10 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE 1st Lt	4. DAFSC 37A3
5. PERIOD OF REPORT From: 15 Jun 93 Thru: 14 Jun 94		6. NO. DAYS SUPERVISION 329	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 8th Operations Group (PACAF), Kunsan Air Base, Republic of Korea			9. PAS CODE KUORFJH4
II. UNIT MISSION DESCRIPTION Responsible for training, flight operations, aircraft maintenance, sortie generation, quality assurance, intelligence, command and control, operational plans, aircraft evaluations, weather support, and airfield management for the 8th Fighter Wing. Ensures combat readiness of two F-16C/D fighter squadrons capable of conducting air operations throughout the Pacific theater.			
III. JOB DESCRIPTION 1. DUTY TITLE: Operations Group Executive Officer 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Administers and enforces command policy. Manages group administrative functions. Delegates mission taskings and assigns/coordinates and suspenses for three squadrons and two staff agencies. Ensures all HHQ suspenses are met on time. Responsible for quality control of all correspondence, performance reports, and decorations. Serves on battle staff mission planning cell as member of the integrated tasking order (ITO) breakout team during exercises/contingencies. Monitors the wing incentive/orientation flight program. Manages a \$200,000 equipment account. Significant Additional Duties: Wing Combined Federal Campaign (CFC) Project Officer, Wing Honor Guard Commander, Group Self-Inspection Monitor.			
IV. IMPACT ON MISSION ACCOMPLISHMENT - Unmatched--8th Fighter Wing Information Manager and Company Grade Officer of the Quarter, Jan-Mar 94 - Established new automated suspense tracking system--zero late/missed suspenses to HHQ since its inception - Authored a comprehensive OPR/EPR policy letter--reduced processing times and vastly improved quality - Single-handedly rewrote the wing's incentive/orientation flight regulation--expertly managed programs -- Set group quotas/suspenses, standardized nomination procedures--provided over 60 flights, raising morale - Outstanding initiative--revamped computer software, replacing outdated programs--increased efficiency - Key member of mission planning cell--developed schedule for 130 simulated combat sorties during exercises - Group Beddown/Retention POC--significantly contributed to "Excellent" mission support rating during ORI - Instituted weekly section CC meetings to distribute information/provide cross-feed--better communication			
V. PERFORMANCE FACTORS		DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve that knowledge.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, and honesty. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Meets suspenses.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.		<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT

- Lt Fehrenbach is a model executive officer, intelligent, motivated, versatile, and a natural leader
- Improved all areas of administration: suspense tracking, computers/software, correspondence quality
- Established correspondence and OPR/EPR policy that standardized paperwork and streamlined processing
- Key member of group's unit self-assessment team, recommended valuable improvements to admin practices
- Developed daily schedule for over 130 sorties during local exercises and 180 sorties during HQ PACAF ORI
- Authored wing's incentive/orientation flight regulation; significantly enhanced program, raising morale
- Elected Secretary of Company Grade Officers Council; organized trips to teach English to Korean students
- The best--Company Grade Officer of the Quarter, Information Manager of the Quarter, Honor Guard CC
- Multitalented with unlimited potential--augment to Regular Air Force and send to SOS in-residence

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

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION RONALD S. WILLKE, Colonel, USAF 8th Operations Group (PACAF) Kunsan Air Base, Republic of Korea	DUTY TITLE Commander	DATE 27 JUN 94
	SSN REDACT	SIGNATURE <i>Ronald S. Willke</i>

VII. ADDITIONAL RATER OVERALL ASSESSMENT

CONCUR NONCONCUR

- Lt Fehrenbach can do it all--true leader, exceptional officer--made a positive impact on the 8 FW at all levels
- Expertly managed a flawless wing Combined Federal Campaign--ensured wing collected over \$65,000
- Superb Honor Guard Commander--handpicked to plan POW/MIA Retreat--lauded by PACAF/CV
- Outpaced his peers--8 FW Information Manager and Company Grade Officer of the Quarter, Jan - Mar 94
- Give this outstanding officer any challenge, he will excel--send to SOS and make him a Regular officer now

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION STEPHEN E. TRENT, Colonel, USAF 8th Fighter Wing (PACAF) Kunsan Air Base, Republic of Korea	DUTY TITLE Commander	DATE 29 JUN 94
	SSN REDACT	SIGNATURE <i>Stephen E. Trent</i>

VIII. REVIEWER

CONCUR NONCONCUR

Additional Rater is also Reviewer.

NAME, GRADE, BR OF SVC, ORGN, COMD, LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

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Exhibit 4

CO! NY GRADE OFFICER PERFORMANCE! DRT

I. RATEE IDENTIFICATION DATA (Read AFI 36-2402 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.		2. SSN REDACT	3. GRADE Capt	4. DAFSC 12F3K
5. PERIOD OF REPORT From: 1 May 97 Thru: 30 Apr 98		6. NO. DAYS SUPERVISION 365	7. REASON FOR REPORT Annual	
8. ORGANIZATION, COMMAND, LOCATION 429th Electronic Combat Squadron (ACC), Cannon Air Force Base, New Mexico				9. PAS CODE CD1CFKC4

II. UNIT MISSION DESCRIPTION

Maintains combat readiness for deployment with a squadron assigned 31 EF-111A aircraft. Provides global electronic combat (EC) capability to degrade enemy defense systems. Only deployable Air Force unit capable of suppressing ground control intercept, early warning and acquisition radars with complex, directional jamming. Conducts all formal EF-111A qualification and instructor training.

III. JOB DESCRIPTION

1. DUTY TITLE:

PROGRAMMING OFFICER

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Combat mission-ready Electronic Warfare Officer (EWO) skilled in all facets of employing the EF-111A. Deploys worldwide to execute electronic attack missions against enemy air defense systems in support of national security interests. Continually trains for combat and participates in exercises to improve wartime employment skills and develop tactics for deployed operations. As squadron scheduler, coordinates all unit flying, simulator, and ground training for over 60 aircrew. Deployed squadron scheduler for Operation SOUTHERN WATCH (OSW). Responsible for coordinating EF-111A participation in joint multinational force supporting/enforcing United Nations no-fly resolutions.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Outstanding job as Chief, EF-111A Mission Planning Cell (MPC) CORONET ROADRUNNER Phase II
- Planned and coordinated 50 demanding combat training missions--combat performance exemplary
- Rated "Excellent" by 27 FW evaluation team members; planning lauded as "Superior" by aircrews
- Scheduled 2,260 sorties and 5,885 combat training hours--coordinated airspace, tanker, and EC support
- Single-handedly planned a 4-ship exercise mission to NAS Fallon NV--outstanding training for aircrews
- Keenly managed chaff/flare account exceeding ACC standard by using ninety percent of stock on hand
- Planned 48 missions for Jun 97 wing surge exercise--developed planning packets and new low-level route
- Overwhelming success--28 successful sorties flown per day with only 24 scheduled--an EF-111A record
- Combat proven aviator--24 demanding sorties over Southern Iraq--valuable multinational joint experience

V. PERFORMANCE FACTORS

DOES NOT
MEET STANDARDS MEETS
STANDARDS

1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgement and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT

- Capt Fehrenbach is an outstanding officer and highly talented EWO--sets the standard for others to follow
- Meticulous MPC performance--directly contributed to 27 FW overall "Excellent" rating in Phase I ORI
- Squadron scheduler in an undermanned shop; expertly programed ACC's heaviest tasked fighter squadron
- Deployed programming officer; scheduled over 90 combat missions--100 percent combat effectiveness
- Authored new smart packs ensuring smooth transition for incoming aircrews--combat readiness improved
- Handpicked inquiry official for local security incident--results lauded by 4404 OG/CC as "best ever seen"
- Superb planner; my obvious choice to spearhead our flight's force extension exercise--excellent results
- Superior performance during two missions in ROVING SANDS 97--world's largest multinational exercise
- Capt Fehrenbach is a proven performer; continue to challenge and upgrade to instructor--ISS a must!

Last performance feedback was accomplished on: 28 Oct 97 (consistent with the direction in AFI 36-2402.)
 (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION WILLIAM W. MELLING, Capt, USAF 429th Electronic Combat Squadron (ACC) Cannon AFB NM	DUTY TITLE Flight Commander	DATE 1 May 98
	SSN REDACT	SIGNATURE <i>William W. Melling</i>

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR

- Capt Fehrenbach is a stellar performer with excellent officership and aviation skills--potential unlimited
- Demonstrated maturity and competence--MPC flight chief, squadron scheduler, and squadron surge POC
- Experienced aviator proven by 24 flawless combat missions and participation in ROVING SANDS 97
- Very versatile and effective officer--investigated security incident; active in CGOC; reliable volunteer
- A rising star in our squadron; I expect Vic to excel in the Strike Eagle--challenge and ISS ASAP!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ALLEN E. WICKMAN, Lt Col, USAF 429th Electronic Combat Squadron (ACC) Cannon AFB NM	DUTY TITLE Commander	DATE 1 May 98
	SSN REDACT	SIGNATURE <i>Allen E. Wickman</i>

VIII. REVIEWER CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID E. CLARY, Colonel, USAF 27th Fighter Wing (ACC) Cannon AFB NM	DUTY TITLE Commander	DATE 13 May 98
	SSN REDACT	SIGNATURE <i>David E. Clary</i>

Instructions

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IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box(es).)		ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE		DATE

Exhibit 5

COMPANY GRADE OFFICER PERFORMANCE REPORT

I. RATEE IDENTIFICATION DATA (Read AFI 36-2402 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE CAPT	4. DAFSC 12F3F
5. PERIOD OF REPORT From: 4 Mar 1999 Thru: 3 Mar 2000		6. NO. DAYS SUPERVISION 315	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 494th Fighter Squadron (USAFE), RAF Lakenheath, England			9. PAS CODE LDODFB01

II. UNIT MISSION DESCRIPTION

One of USAFE's two lead F-15E Expeditionary Fighter Squadrons. Capable of executing strategic attack, interdiction and counterair missions in support of USAFE, USEUCOM and NATO war plans. Employs the full array of air superiority and surface attack munitions to include the most advanced precision-guided weapons in the USAF inventory. Ready to deploy to any theater of operations in the world.

III. JOB DESCRIPTION

1. DUTY TITLE:

F-15E Weapons System Officer (WSO)/Squadron Electronic Warfare Officer

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: **Combat-ready WSO in the USAF's premier tactical precision-guided munitions platform, the F-15E multirole fighter. Provides pinpoint destruction of high value targets for US and allied forces in support of national security objectives. Plans, briefs, and leads complex strike, surface attack, and air combat missions. Maintains expert knowledge of F-15E systems, tactics, threat capabilities, and the full arsenal of strike, conventional, laser-guided, and electro-optical munitions. As Squadron Electronic Warfare Officer, responsible for training aircrew on all aspects of F-15E Tactical Electronic Warfare Systems. Ensures all aircraft defensive countermeasure operate at the highest level.**

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Deployed scheduler at Operation ALLIED FORCE (OAF)--scheduled 750 combat sorties for 70 aircrew
- Flawless daily coordination with Combined Air Operations Center maximized F-15E combat capability
- Restored currencies for 20 people while still deployed--cut redeployment training program by 3 weeks
- Outstanding aviator--1999 squadron Top Gun for loft events despite being in mission qualification status
- Prepared 6 aircrew for initial and recurring strike certification board--ensured perfect 100 percent pass rate
- Superior work earned highest rating of "Excellent" for Operations during 1999 NATO TAC EVAL
- Superior Electronic Warfare Officer--maximized aircrew training by doubling daily electronic range usage
- Developed aircraft electronic warning deficiency log--identified trends to aid maintenance repair efforts
- Increased combat capability--optimized countermeasure dispenser programs against a myriad of threats

V. PERFORMANCE FACTORS

DOES NOT MEET STANDARDS MEETS STANDARDS

1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgement and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT

- Outstanding aviator and officer--top electronic warfare officer in my flight--tremendous leadership skills
- Superb communicator--prepared RED FLAG predeployment briefings on surface threats and countertactics
- Excellent writer--prepared 40 medal packages for OAF personnel--ensured right people were rewarded
- Excellent organizational skills--created an aircrew transportation plan during 2-day OAF redeployment
- Coordinated aircrew manning to support OAF combat operations from two bases--NATO taskings met
- Outstanding initiative--planned a multinational Electronic Warfare exercise with over 50 NATO aircraft
- Improved Electronic Warfare training by researching and briefing squadron on local range procedures
- Increased F-15E combat capability--developed airborne electronic countermeasures suite test procedures
- Outstanding contributor, superb leader--ready for instructor upgrade--send to in-residence ISS first chance

Last performance feedback was accomplished on: 2 Dec 1999 (consistent with the direction in AFI 36-2402.)
 (If not accomplished, state the reason)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION KYLE W. ROBINSON, Capt, USAF 494th Fighter Squadron (USAFE) RAF Lakenheath, England	DUTY TITLE F-15E Instructor Pilot/Flight Commander	DATE 6 Mar 00
	SSN REDACT	SIGNATURE <i>[Signature]</i>

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR

- Stalwart performer--key member of Squadron Certification boards--#1 in 1999 for loft bombing deliveries
- Member of mission planning cell for 1999 NATO TAC EVAL--Operations Performance rated "Excellent"
- Outstanding USAF ambassador--planned three allied large force employment exercises--superior training
- Ensured combat capability of squadron aircraft--developed electronic warfare testing and tracking program
- Gifted officer and aviator with natural leadership skills--my next shop chief--a must for in-residence ISS!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION WARREN L. HENDERSON, Lt Col, USAF 494th Fighter Squadron (USAFE) RAF Lakenheath, England	DUTY TITLE Commander	DATE 6 Mar 00
	SSN REDACT	SIGNATURE <i>[Signature]</i>

VIII. REVIEWER CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION IRVING L. HALTER, JR., Colonel, USAF 48th Fighter Wing (USAFE) RAF Lakenheath, England	DUTY TITLE Commander	DATE 10 Mar 00
	SSN REDACT	SIGNATURE <i>[Signature]</i>

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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.

IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR: (Indicate applicable review by marking the appropriate box(es).)	ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE
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Exhibit 6

COMPANY GRADE OFFICER PERFORMANCE REPORT (2) thru CAPT)

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

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE CAPT	4. DAFSC 12F3F
5. PERIOD OF REPORT From: 4 Mar 2000 Thru: 6 Jan 2001	6. NO. DAYS SUPERVISION 308	7. REASON FOR REPORT CRO	
8. ORGANIZATION, COMMAND, LOCATION 494th Fighter Squadron (USAFB), RAF Lakenheath, England			9. PAS CODE LD0DFB01

II. UNIT MISSION DESCRIPTION

A combat-ready F-15E squadron capable of executing strategic attack, interdiction, and counterair missions in support of USAFE, USEUCOM and NATO war plans. Employs the full array of air superiority and surface attack munitions to include the most advanced precision-guided weapons in the USAF inventory. Capable of deploying to any theater of operations in the world.

III. JOB DESCRIPTION

1. DUTY TITLE:
F-15E Weapon Systems Officer (WSO)/Chief, Squadron Life Support

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: **Combat-ready weapon systems officer in the USAF's premier tactical precision-guided munitions platform, the F-15E multi-role fighter. Provides pinpoint destruction of high-value targets for US and allied forces in support of worldwide national security objectives. Plans, briefs, and leads complex strike, surface attack, and air combat missions. Maintains expert knowledge of F-15E systems, tactics, threat capabilities, and the full arsenal of strike, laser-guided, electro-optical, and conventional munitions. Supervises two NCOs and three airmen responsible for inspection and maintenance of life support equipment.**

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Outstanding life support officer--introduced new program to track aircrew training; 100% on-time delivery
- Instituted new process to notify aircrew of equipment modifications--reduced late issues by over 25%
- Evaluated 16 aircrew for wing strike certification; provided crucial training for aircrew--100% pass rate
- Authored F-15E capabilities brief and five squadron weapons letters--provided valuable tactics information
- Selected as squadron project officer for GREEN FLAG exercise--increased overall combat capabilities
- Coordinated all munitions, billeting, and transportation requirements for 12 aircraft and 170 personnel
- Developed comprehensive deployment packages for all personnel and compiled tactical lessons-learned
- Combat-proven--flew nine sorties in Operation JOINT GUARDIAN--enforced UN sanctions in Balkans
- Selected above others as mission aircrew for Nuclear Surety Inspection (NSI)--commended by inspectors

V. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS
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1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT		RATEE NAME: FEHRENBACH, VICTOR J.	
<ul style="list-style-type: none"> - First-rate officer and aviator--perfect mix of talent and dedication--invaluable asset to flight and squadron - Expert squadron life support officer; initiative and foresight ensured zero aircrew overdue for training - Proactive coordination maintained 100% aircrew currency for back-to-back overseas deployments - Hand-picked as GREEN FLAG 00-02 deployment project officer due to tremendous organizational skills - Facilitated first employment of Guided Bomb Unit-15 at a Flag Exercise providing valuable training - Outstanding with the pen--developed extensive F-15E capabilities brief--adopted as the squadron standard - Superior aviation skills; number 2 of 25 squadron WSOs in challenging annual tactical competition - Tenacious and thorough--squadron representative in three 48 FW "War Days"; increased wing capabilities - Top-notch performer with the motivation to succeed at any task--send to Intermediate Service School (ISS) 			
Last performance feedback was accomplished on: <u>5 Aug 2000</u> (Consistent with the direction in AFI 36-2405.) (If not accomplished, state the reason.)			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION KENT A. BODILY, Capt, USAF 494th Fighter Squadron (USAFE) RAF Lakenheath, England		DUTY TITLE Flight Commander	DATE 6 Jun 01
		SSN REDACT	SIGNATURE <i>Kent A. Bodily</i>
VII. ADDITIONAL RATER OVERALL ASSESSMENT		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - Superior officer--energetic, committed to mission accomplishment--consistently produces superb results - Selected to lead life support shop--resolved problem areas, established new processes--put us back on track - Perfect execution as mission WSO during crucial wing NSI--aircrew performance rated "Excellent" by IG - Instrumental in squadron receiving the USAF Commander's 1999 "Fighter Squadron of the Year" award - Highly dedicated performer--continue to challenge with increased responsibility--send to ISS in residence 			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION STEVEN J. DEPALMER, Lt Col, USAF 494th Fighter Squadron (USAFE) RAF Lakenheath, England		DUTY TITLE Commander	DATE 6 Jun 01
		SSN REDACT	SIGNATURE <i>Steve J. Depalmer</i>
VIII. REVIEWER		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<p>NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION IRVING L. HALTER, JR., Colonel, USAF 48th Fighter Wing (USAFE) RAF Lakenheath, England</p> <p>DUTY TITLE Commander</p> <p>DATE 8 Mar 01</p> <p>SSN REDACT</p> <p>SIGNATURE <i>Irving L. Halter, Jr.</i></p>			
<p>Instructions</p> <p>All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only the last four numbers of SSN.</p> <p>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 assignment.</p> <p>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 assignment.</p> <p>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.</p>			
IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box(es).)		ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATURE	DATE

Exhibit 7

COMPANY GRADE OFFICER PERFORMANCE REPORT (2LT thru CAPT)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2408 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.		2. SSN REDACT. 4	3. GRADE CAPT	4. DAFSC 12F3F
5. PERIOD OF REPORT From: 7 Jan 2001 Thru: 6 Jan 2002		6. NO. DAYS SUPERVISION 208		7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 335th Fighter Squadron (ACC), Seymour Johnson AFB NC				9. PAS CODE SM1CFFBM

II. UNIT MISSION DESCRIPTION

Conducts combat operations in the F-15E aircraft. Responds to wartime commitments to secure and defend national interests. Executes dual-capable aircraft fighter missions in support of contingency operations worldwide. Employs conventional and special weapons against targets in strategic attack, interdiction, counter air, and offensive air support roles. Provides defensive counterair for national assets.

III. JOB DESCRIPTION

1. DUTY TITLE:
ASSISTANT CHIEF OF WEAPONS/WEAPON SYSTEMS OFFICER (WSO), F-15E

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: **Manages aircrew training for 70 aircrew on weapon delivery systems, electronic warfare, current intelligence, space assets, aerial combat maneuvering, and air weapons control procedures required for joint combat operations. Coordinates with outside agencies for dissimilar assets providing realistic training scenarios. Develops Air-to-Air (A/A) and Air-to-Ground (A/G) Special Instructions. Maintains mission-ready status and conducts combat operations as a WSO in complex multirole F-15E. Specially trained to employ precision-guided weapons for pinpoint destruction of high value targets. Assistant Flight Commander: Assists in training and professional development of 21 rated personnel.**

IV. IMPACT ON MISSION ACCOMPLISHMENT

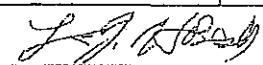
- Weapons expert--1 of 9 chosen as initial cadre for Fighter Data Link (FDL); key to training 84 aircrew
- First squadron Suite 4 ground instructor; trained 22 experienced instructors on checklist procedures
- Multitalented; authored Weapons and Tactics Training Plan--incorporated seven documents into one book
- Innovative--combined Time Sensitive Targeting with Close Air Support doctrine; benchmark FDL tactics
- USAF ambassador; deployed to support German AF WIC; fostered improved USAF/GAF interoperability
- Invaluable weapons officer; flew 20 A/A sorties for F-15C WIC--provided unmatched threat replication
- Handpicked ground controller for professional baseball four-ship flyby; 4 FW/CC: "perfect timing"
- Meticulous--updated target list for National Command Authority (NCA); unit ready for AEW taskings
- Superstar; 1/12 select alert aircrew supporting Operation NOBLE EAGLE in defense of nation's capitol

V. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT RATER NAME: FEHRENBACH, VICTOR J.

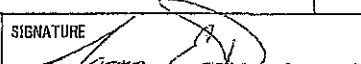
- #1 of 11 WSOs in my flight--quintessential leader and superb aviator--setting the standard in C Flight
- Dazzling F-15E WSO; #2 of 36 for A/G Top Gun Award; tactical role model for young aviators to match
- Chosen as Lead WSO for Operation NOBLE EAGLE--provided homeland defense for nation's capitol
- Flawless--planned and briefed a Nuclear Certification; lauded by 4 OG/CC as "best seen in his career!"
- Squadron expert; handpicked FDL cadre trained at Boeing Headquarters; returned to educate 4 FW crews
- Solid airmanship; expertly handled complex in-flight emergency; safely recovered a \$44 million asset
- Hard charger; early into coveted Air-to-Ground Missile (AGM)-130 upgrade; cornerstone asset of AEW
- Indispensable; project officer spearheaded squadron change of command ceremony--Chiefs standard!
- Absolutely superior aviator/problem solver; excels at every task; instructor next; ISS in residence a must!

Last performance feedback was accomplished on: 26 Sep 2001 (Consistent with the direction in AF 36-2406.)
 (If not accomplished, state the reason.)

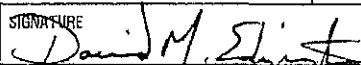
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LOUIS J. HALLENBECK, Capt, USAF 335th Fighter Squadron (ACC) Seymour Johnson AFB NC	DUTY TITLE Flight Commander/WSO F-15E	DATE 7 Jan 2002
	SSN REDACT	SIGNATURE 

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR

- #1 of 36 WSOs in system delivery competition; best weapons score of 21.6 meters--superior 94% hit rate
- Dynamic leader; informal leadership is crucial to squadron's success; sets and enforces highest standards
- Showcase officer; crafted Weapons Training Plan; focused daily training sorties on go-to-war taskings
- Flawless management of Suite 4/FDL training plan; met my objective of 70 aircrew trained in 30 days
- Highest caliber officer and aviator; instructor upgrade/Assistant Ops Officer next; ISS in residence now!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION JAMES E. DENNIS, Lt Col, USAF 335th Fighter Squadron (ACC) Seymour Johnson AFB NC	DUTY TITLE Commander	DATE 26 Jan 2002
	SSN REDACT	SIGNATURE 

VIII. REVIEWER CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DAVID M. EDGINGTON, Brig Gen (S), USAF 4th Fighter Wing (ACC) Seymour Johnson AFB NC	DUTY TITLE Commander	DATE 28 Jan 2002
	SSN REDACT	SIGNATURE 

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only the last four numbers of SSN.

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 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 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.

IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box(es).)	ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE

Exhibit 8

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ *bru COL*)

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

1. NAME <i>(Last, First, Middle Initial)</i> FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE MAJ	4. DAFSC 12F3F
5. PERIOD OF REPORT From: 7 Jan 2002 Thru: 6 Feb 2003		6. NO. DAYS SUPERVISION 120	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 4th Operations Support Squadron (ACC), Seymour Johnson AFB NC			9. PAS CODE SMICFCLY

II. UNIT MISSION DESCRIPTION

Provides operations support, air traffic control, airfield and weather services, intelligence, weapons, tactics, training, maintenance coordination, and mission planning capabilities for four F-15E squadrons, a KC-135 squadron, and multiple staff functions. Coordinates worldwide contingency operations involving fighter and tanker requirements. Steward of \$40 million, 46,000 acre, joint bombing and electronic combat range.

III. JOB DESCRIPTION

1. DUTY TITLE:
CHIEF, WING TRAINING/F-15E WEAPON SYSTEMS OFFICER (WSO)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for the training management of two operational and two formal training unit F-15E fighter squadrons. Ensures the quality and standardization of local syllabi. Oversees the Ready Aircrew Program. Produces quarterly and semiannual reports for HHQ. Coordinates Crew Resource Management training for four squadrons. Leads the local Realistic Training Review Board (RTRB) process, coordinates squadron inputs with HHQ, and represents the 4 FW at the ACC RTRB. Mission-ready F-15E WSO qualified in all phases of air-to-air and air-to-ground employment, including specialized precision-guided munitions. **ADDITIONAL DUTY: 4 FW Supervisor of Flying.**

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Combat warrior; Operation ENDURING FREEDOM/ANACONDA/SOUTHERN WATCH hero
- 21 combat sorties including longest combat sortie in squadron history--multiple kills, two Air Medals
- Incorporated lessons learned in combat into squadron training program--increased combat capability
- Improved 4 OG Training--instituted electronic processing; standardized products, improved efficiency
- Ensured accurate/timely execution of all training programs--OG's vision immediately conveyed to units
- RTRB coordinator--ensured OG's training guidance focused toward the highest and most credible threat
- Command impact; produced 10 background papers detailing OG issues; 4/6 positions adopted by ACC
- Solicited/consolidated input, drafted comprehensive change to F-15E training AFI--more user friendly
- Fighter leader; selected as Operation NOBLE EAGLE Lead WSO--prevented future attacks on capital

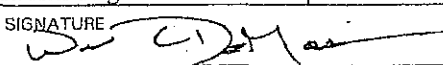
V. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS
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1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT RATEE NAME: FEHRENBACH, VICTOR J.

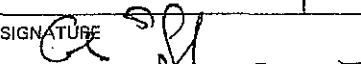
- My #1 officer/aviator; combat veteran and staff officer--gets the job done on time and right the first time
- Air-to-ground expert and "Top Gun"; #2 of 36 WSOs for FY02; destroyed multiple al-Qaida targets
- Skillfully managed wing training; added Close Air Support, Airborne Forward Air Control, and Time Sensitive Targeting with minimal increase in requirements--balanced needed training with flights available
 - Led year-end training closeout of 6 squadrons, 15.4K sorties, 237.2K events--a record-breaking year
 - Innovator; authored F-15E capabilities brief and produced video of cockpit displays, improved training
 - Simplified Night Vision Goggles upgrade--OG owns waivers; currency now a more realistic 2 months
 - Obtained \$200K to fund dissimilar air combat for F-15E Basic Course students--more realistic training
- Combat leader and outstanding professional officer on the ground or airborne! ISS now, then joint staff

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 WILLIAM C. DeMASO, Lt Col, USAF 4th Operations Support Squadron (ACC) Seymour Johnson AFB NC	DUTY TITLE Commander, Current Operations Flight	DATE 7 Jan 2003
	SSN REDACT	SIGNATURE 

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR

- Multitalented FGO--total success in combat, as 4 OG Chief of Training, and on the joint exercise staff
 - Stellar combat/combat support for ENDURING FREEDOM/SOUTHERN WATCH/NOBLE EAGLE
 - Represented 4 FW at ACC Training Boards--coordinated 4 OG inputs; focused ACC on 4 FW concerns
 - Joint impact; AF representative to Joint Fleet Exercise--ensured proper targeting priority and allocation
- Outstanding officer, leader, and decorated warrior--send to ISS first chance, then broaden with joint staff

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION GLENN C. SAMUELSON, Lt Col, USAF 4th Operations Support Squadron (ACC) Seymour Johnson AFB NC	DUTY TITLE Commander	DATE 7 Jan 2003
	SSN REDACT	SIGNATURE 

VIII. REVIEWER CONCUR NONCONCUR

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	DATE 3 Mar 03
	SSN REDACT	SIGNATURE 

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only last four numbers of SSN.

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 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 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.

IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box(es).)	ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE

Exhibit 9

FIELD GRADE OFFICER PERFORMANCE REPORT (AFJ thru COL)

I. RATEE IDENTIFICATION DATA (Read AFJ 36-2406 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC
FEHRENBACH, VICTOR J.	REDACT	MAJ	12F3F
5. PERIOD OF REPORT		6. NO. DAYS SUPERVISION	7. REASON FOR REPORT
From: 07 Feb 2003	Thru: 29 Dec 2003	326	CRO
8. ORGANIZATION, COMMAND, LOCATION			9. PAS CODE
335th Fighter Squadron (ACC), Seymour Johnson AFB NC			SM1CFFBM

II. UNIT MISSION DESCRIPTION
 Conducts combat operations in the F-15E aircraft. Responds to wartime commitments to secure and defend national interests. Executes dual-capable aircraft fighter missions in support of contingency operations worldwide. Employs conventional and special weapons against targets in strategic attack, interdiction, counterair, and offensive air support roles. Provides defensive counterair for national assets.

III. JOB DESCRIPTION
 1. DUTY TITLE:
 FLIGHT COMMANDER/WEAPON SYSTEMS OFFICER (WSO), F-15E
 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:
 Supervises 22 rated officers. Responsible for their professional development and maintaining their ability to fight in combat. Manages training requirements and matches qualifications to maximize combat capability and safety. Mission-ready F-15E WSO flying complex air-to-air and air-to-ground training and combat missions. Worldwide deployable to support JCS/Allied War Plans and contingency operations. Employs conventional, nuclear, and precision-guided munitions to include the Guided Bomb Unit (GBU)-28 "Bunker Buster" in normal and time-sensitive targeting operations. ADDITIONAL DUTY: 4 FW Supervisor of Flying (SOF).

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Combat centurion; legacy of success continued in Operations SOUTHERN WATCH/IRAQI FREEDOM (OIF)
- 34 combat sorties/98.4% hit rate; one of the tops in the squadron; awarded 2 Air Medals, 1 for heroism
- Joint/Special Operations Forces employment expert, defining the blueprint for the next generation of warfare
- Planned/flew multiple sorties against high-value targets; the jackhammer that brought down the Iraqi regime
- Perfect accountability of flight members/families through Hurricane Isabel; flawless evac/recovery--all secure
- Planned, led, executed 4-ship, 24-sortie cross country; diversified training opportunities for young aircrew
- Handpicked for critical patrols in support of Operation NOBLE EAGLE; protected nation's capital from attack
- Consummate professional; planned/led mission escorting CJCS across Iraq during OIF; troop morale boosted
- Expert on Joint Scud hunting doctrine, developed new attack card, benchmarked by all six deployed squadrons

V. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT		RATEE NAME: FEHRENBACH, VICTOR J.	
<ul style="list-style-type: none"> - Energetic Flight/CC; maximized training for assigned personnel; his mentoring laid cornerstone of sq's future -- Superb mentor; prepares officers for leadership positions; I've selected multiple shop chiefs from his flight -- Devoted to recognizing top performers; authored over 80 awards packages for his flight members from OIF - Epitome of leadership, both on and off the job; prime driver for social and off-duty events--morale champion - Aviation prowess a direct contributor to sq winning Air Force Association's 2003 David C. Schilling Award - Primary aircover for Special Ops advance on key Iraqi airfield prior to full scale combat; objective secured - Superb flight discipline contributed to 335 FS 110,000-plus accident free hours; a first ever for any F-15E unit - Oversaw requalification program after return from combat, 100% requalified in < 30 days--ensured sq C-1 - All-aspect leadership; continue to challenge with greater responsibilities; send to IDE now then return to fly 			
Last performance feedback was accomplished on: <u>04 Aug 2003</u> (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
MARK W. MOUW, Lt Col, USAF 335th Fighter Squadron (ACC) Seymour Johnson AFB NC		Commander	2 Feb 04
		SSN REDACT	SIGNATURE <i>[Signature]</i>
VII. ADDITIONAL RATER OVERALL ASSESSMENT		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - Superstar in all endeavors, shapes flight personnel into impeccable professionals, outstanding flight mentor - Elite Task Force 20 crew; integrated F-15E/Special Operations Force combat employment--maximized effect - Most lethal at the business end of an F-15E; destroyed countless targets across Iraq in OIF; vanquished enemy - Exemplary judgment; SOF for combat ops, six aircraft types, live weapons, austere conditions--zero incidents - Two-time combat proven warrior/leader; send to IDE then back to fly; challenge with increased responsibility 			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
DARRYL L. ROBERSON, Colonel, USAF 4th Operations Group (ACC) Seymour Johnson AFB NC		Commander	6 FEB 04
		SSN REDACT	SIGNATURE <i>[Signature]</i>
VIII. REVIEWER		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<p>NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION</p> <p>ERIC J. ROSBORG, Brig Gen, USAF 4th Fighter Wing (ACC) Seymour Johnson AFB NC</p> <p>DUTY TITLE</p> <p>Commander</p> <p>DATE</p> <p>12 Feb 04</p> <p>SSN REDACT</p> <p>SIGNATURE <i>[Signature]</i></p>			
<p>Instructions</p> <p>All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only last four numbers of SSN.</p> <p>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 assignment.</p> <p>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 assignment.</p> <p>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.</p>			
IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.)		ACQUISITION EXAMINER	FUNCTIONAL EXAMINER
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATURE	AIR FORCE ADVISOR
			DATE

Exhibit 10

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)

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

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE MAJ	4. DAFSC T12K3C
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5. PERIOD OF REPORT		6. NO. DAYS SUPERVISION	7. REASON FOR REPORT
From: 30 Dec 2003	Thru: 29 Dec 2004	265	Annual

8. ORGANIZATION, COMMAND, LOCATION AFELM Joint Flying Training, Training Squadron EIGHTY SIX (VT-86), (AETC), Naval Air Station Pensacola, Florida	9. PAS CODE TX0JFM15
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II. UNIT MISSION DESCRIPTION

Provides joint advanced undergraduate flying, simulator, academic, and officership training to student Naval Flight Officers (NFO), USAF Navigators, and international officers leading to rated duty as: Weapon System Officers (WSO), Tactical Coordinators (TACCO), Radar Intercept Officers (RIO), Electronic Countermeasures Officers (ECMO), and Combat Systems Officers (CSO) in support of Chief of Naval Air Training (CNATRA).

III. JOB DESCRIPTION

1. DUTY TITLE:

Chief, Production and Planning/Strike Fighter Instructor, Joint Undergraduate Navigator Training (JUNT)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:

Directly supervises two Naval officers. Responsible for the long-range planning and production of DoD's only NFO/Navigator Training Wing. Controls Training Air Wing SIX's annual production of up to 300 students from 3 services and 4 allied nations. Coordinates with eight gaining Formal Training Units (FTU). Supervises all special projects including Undergraduate Military Flight Officer (UMFO) Conference, training systems upgrades, and CNATRA Quality Management Boards. Strike Fighter Instructor, T-39N Mission Commander. PREVIOUS DUTY: USAF Operations Flight Commander, annually produced 84 USAF WSOs.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Outstanding organizational skills--guided squadron long-term planning and training requirements from three services, four nations, eight FTUs--produced 254 navigators/NFOs; zero deficiencies, met 100% FTU goals
- Stellar leader--Detachment Lead for 152 VT-86 personnel and 15 aircraft for challenging offsite training Det
- Perfect flexibility--planned and executed 10-day Detachment in less than 4 weeks; increased production 69%
 - Coordinated airspace with 3 USAF units; secured lodging/transportation for 152 personnel--flawless results
- Innovative manager; after major hurricane halted training for 5 weeks, developed a long-term production plan
 - Coordinated with USN and USMC FTUs to backfill FTU requirements--meeting 100% annual requirements
- Top 5% of all instructors--despite heavy leadership load, instructed 112 simulator and 88 flight training events
- Awarded VT-86 Strike Fighter Instructor of the Quarter (Sep-Dec 04); rose to #1 after just 6 months on-station

V. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
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1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT RATEE NAME: FEHRENBACH, VICTOR J.

- Top 5% of field grade officers; peerless leader, manager, instructor--made major improvements to operations
- Exemplary organizational skills; my #1 choice to run two of VT-86's most demanding department head jobs
- Detachment Commander--led Myrtle Beach deployment; outstanding training/production plan; flawless results
 - Selected for his superb leadership; one of the best deployments I've seen--increased sortie production 69%
- Superb Flight Commander--balanced squadron mission and administrative needs for all AF students and staff
- Extraordinary HUREVAC response in wake of 3-week emergency, maintained 100% contact with over 35 students--coordinated TDY orders/pay and additional leave for over 55 students and instructors upon return
- Perfect Instructor Under Training (IUT) checkout in min time; finished 3 checkrides in 1 week, 0 downgrades
- My #1 USAF Strike Fighter Instructor; ready for the toughest jobs--next pick for Operations Officer, IDE now!

Last performance feedback was accomplished on: 01 Aug 2004 (Consistent with the direction in AFI 36-2406. If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION PETER HALL, CDR, USN Training Squadron EIGHTY SIX NAS Pensacola, Florida	DUTY TITLE Commanding Officer	DATE 4 Feb '05
	SSN REDACT	SIGNATURE <i>Peter Hall</i>

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR

- The best--consistently lauded on student critiques as the squadron's #1 Most Effective Strike Fighter Instructor
- Added combat-proven experience; applied real-world expertise, made valuable changes to training curriculum
- Leader and mentor--personal advisor to 10 USAF student WSOs; provided expert guidance for future careers
- Brilliant officership--yielded 100% time-to-train goal for 254 students through 4 phases of training syllabus
- Top 5% of all officers/instructors in CTW-6--ready for Operations Officer, then command; IDE a must now!

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LEE H. C. LITTLE, CAPT, USN Training Air Wing SIX NAS Pensacola, Florida	DUTY TITLE Commodore	DATE 7 FEB 05
	SSN REDACT	SIGNATURE <i>Lee H. C. Little</i>

VIII. REVIEWER CONCUR NONCONCUR

Additional Rater is also the Reviewer.

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only last four numbers of SSN.

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 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 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.

IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.)

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	AIR FORCE ADVISOR
ACQUISITION EXAMINER	FUNCTIONAL EXAMINER		

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DONALD G. SEILER, Colonel, USAF Naval Education and Training Command (NETC) NAS Pensacola, Florida	SIGNATURE <i>Donald G. Seiler</i>	DATE 9 Feb 05
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Exhibit 11

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)

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

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE MAJ	4. DAFSC Q12K3C
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5. PERIOD OF REPORT From: 30 Dec 2004 Thru: 29 Dec 2005	6. NO. DAYS SUPERVISION 137	7. REASON FOR REPORT Annual
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8. ORGANIZATION, COMMAND, LOCATION AFBLM Joint Flying Training, Training Air Wing SIX (CTW-6), (AETC), Naval Air Station, Pensacola, Florida	9. PAS CODE TX0JFG0K
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II. UNIT MISSION DESCRIPTION

Plans, supervises, and supports Primary, Intermediate, and Advanced Joint Undergraduate Navigator Training (JUNT). Conducts academic, simulator, and flight training of student Naval Flight Officers (NFO), Combat Systems Officers (CSO), and international military officers to satisfy service requirements of the United States Navy, United States Air Force, United States Marine Corps, and allied military services.

III. JOB DESCRIPTION

1. DUTY TITLE:

Wing Senior Air Force Liaison, JUNT

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:

Reports directly to the Wing Commander. Manages all AF implementation of and participation in JUNT. Coordinates with Naval Education and Training Command Senior Air Force Advisor. Provides expertise on AF and joint issues to Chief, Naval Air Training (CNATRA), wing, and squadron staffs. Plans, supervises, creates, and directs all AF specific programs and functions for over 300 AF personnel assigned to TW-6, including manning, personnel and administrative support, indoctrination, student production, physical readiness, and professional military training. T-39N/G Instructor/SEFE/Mission Commander. Prev Duty: VT-86 Chief, Plans/Production.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Selected ahead of 15 majors--all senior to him to lead my AF command section; deftly coordinated manning, decorations, OPRs, PRFs, MLR preparation, and officer assignments--mentor for 69 instructors/240 students
- First choice for inclusion on the curriculum development team for the future integration with Randolph SUNT
- Pursued/obtained TDY funding for over 300 USAF personnel after massive, area-wide hurricane evacuations
- Handpicked to choose future fighter and bomber students competing for Pensacola from OTS selection board
- Key player in development and implementation of improved Strike Fighter advanced syllabus and curriculum -- Updated 2vX academics, authored new flight training instruction (FTI) chapter, added A-A to strike portion
- Ensured 100% FY05 student production goal met, despite hurricane delays; 224 students to 10 FTUs on-time
- Vastly improved post-winging flow of all AF grads--eradicated inefficiencies that existed for over seven years

V. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
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1. Job Knowledge

Has knowledge required to perform duties effectively.
Strives to improve knowledge.
Applies knowledge to handle nonroutine situations.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
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2. Leadership Skills

Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork.
Displays initiative. Self-confident. Has respect and confidence of subordinates.
Fair and consistent in evaluation of subordinates.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
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3. Professional Qualities

Exhibits loyalty, discipline, dedication, integrity, honesty, and officership.
Adheres to Air Force standards. Accepts personal responsibility.
Is fair and objective.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
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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.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
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5. Judgment and Decisions

Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
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6. Communication Skills

Listens, speaks, and writes effectively.

<input type="checkbox"/>	<input checked="" type="checkbox"/>
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VI. RATER OVERALL ASSESSMENT

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: 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 LEE H. C. LITTLE, CAPT, USN Training Air Wing SIX NAS Pensacola, Florida	DUTY TITLE Commodore	DATE 19 DEC 05
SSN REDACT	SIGNATURE <i>Lee H. C. Little</i>	

VII. ADDITIONAL RATER OVERALL ASSESSMENT

CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
SSN	SIGNATURE	

VIII. REVIEWER

CONCUR NONCONCUR

Rater is also the Reviewer.

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
SSN	SIGNATURE	

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only last four numbers of SSN.

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 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 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.

IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate review by marking the appropriate box(es) if applicable.)

ACQUISITION EXAMINER FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DONALD G. SEILER, Colonel, USAF Naval Education and Training Command (NETC) NAS Pensacola, Florida	SIGNATURE <i>Donald G. Seiler</i>	DATE 29 DEC 05
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Exhibit 12

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)

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

1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J. 2. SSN **REDACT** 3. GRADE J 4. DAFSC Q12K3C

5. PERIOD OF REPORT
From: 30 Dec 2005 Thru: 29 Aug 2006 6. NO. DAYS SUPERVISION 243 7. REASON FOR REPORT CRO

8. ORGANIZATION, COMMAND, LOCATION AFELM Joint Flying Training, Training Air Wing SIX (TW-6), (AETC), Naval Air Station Pensacola, Florida 9. PAS CODE TX0JFG0K

II. UNIT MISSION DESCRIPTION

Plans, supervises, and supports Primary, Intermediate, and Advanced Joint Undergraduate Navigator Training (JUNT). Conducts academic, simulator, and flight training of student Naval Flight Officers (NFO), Combat Systems Officers (CSO), and international military officers to satisfy service requirements of the United States Navy, United States Air Force, United States Marine Corps, and Allied military services.

III. JOB DESCRIPTION

1. DUTY TITLE:
Wing Senior Air Force Liaison Officer (SAFLO), JUNT

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:
Reports directly to the Wing Commander. Manages all USAF implementation of and participation in JUNT. Coordinates with Naval Education and Training Command Senior Air Force Advisor. Provides expertise on USAF/Joint issues to Chief, Naval Air Training (CNATRA), wing, and squadron staffs. Plans, supervises, creates, and directs all USAF specific programs and functions for over 300 personnel currently assigned to TW-6, including personnel and administrative support, manning, indoctrination, student production, physical readiness, professional military training, promotions, and assignments. Serves as T-39 Mission Commander.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- Exceptional leader of Wing's AF command section--expertly coordinated manning, decorations, OPRs, PRFs, MLR preparation, PME selection, student production, and officer assignments for 70 instructors/112 students
- Corrected B-1 student overproduction and F-15E EWO shortfall--expert integration with AFPC and Air Staff
- Brilliant foresight--spearheaded comprehensive changes to HUREVAC reporting procedures, coordinated with local MPF and wing/squadron reporting agencies, assuring TDY funding and accountability for 300 personnel
- Prodigious ambassador--singlehandedly organized three flawless USAF flag officer visits to NAS Pensacola
- Visionary problem-solver--planned informational trip to Holloman AFB after several WSO centrifuge failures
- Cross-talk yielded changes to WSO profiles--increased graduation rates, potentially saved \$5M in training
- Integral link to the future curriculum development and move/integration of Randolph SUNT to Pensacola JUNT

V. PERFORMANCE FACTORS

	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in declsion making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Milpds Processed

VI. RATER OVERALL ASSESSMENT RATEE NAME: FEHRENBACH, VICTOR J.

- Hard-charging SAFLO! Deftly handled myriad personnel issues for over 180 students and staff--awesome task
- Developed innovative, long-term strategy to fix student production overages/shortfalls; met 3 FTU goals 100%
- My "go-to" host for DV visits--planned and executed all aspects for AETC/CC, 19AF/CC trips--lauded by all!
- Model mentor--as personal advisor to 11 USAF/USMC/USN student WSOs, ensured 100% graduation success
- Even with demanding Wing staff duty, remained in the top 5% of instructors in student critiques and production
- Arranged first-ever, 5-day, 12-sortie, cross-country composite mission--provided best, most realistic training!
- Above and beyond--coordinated informative F-15E, T-38 visits; spearheaded trip to F-15E FTU for cross-talk
- Skilled communicator; edited/authored 38 PRFs for 3 O-4/O-5 CSBs; earned 4 additional DPs at AETC MLRs
- Peerless leader--top 5% of over 400 officers in my Wing! Ready for OpsO, Command, and SDE in-residence!

Last performance feedback was accomplished on: 20 Jun 2006 (Consistent with the direction in AF1 36-2406. If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LEE H. C. LITTLE, CAPT, USN Training Air Wing SIX NAS Pensacola, Florida	DUTY TITLE Commodore		DATE 13 Sep 06
	SSN REDACT	SIGNATURE <i>Lee H C Little</i>	

VII. ADDITIONAL RATER OVERALL ASSESSMENT

<input type="checkbox"/>	CONCUR	<input type="checkbox"/>	NONCONCUR
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
SSN	SIGNATURE	

VIII. REVIEWER

<input type="checkbox"/>	CONCUR	<input type="checkbox"/>	NONCONCUR
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Rater is also the Reviewer.

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
SSN	SIGNATURE	

Instructions

All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only last four numbers of SSN.

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 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 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.

IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.)

<input type="checkbox"/>	ACQUISITION EXAMINER	<input type="checkbox"/>	FUNCTIONAL EXAMINER	<input checked="" type="checkbox"/>	AIR FORCE ADVISOR
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DONALD G. SEILER, Col, USAF Naval Education and Training Command (NETC) NAS Pensacola, Florida	SIGNATURE <i>Donald G Seiler</i>	DATE 14 Sep '06
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Exhibit 13

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)

I. RATEE IDENTIFICATION DATA (Read AFI 96-2406 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE MAJ	4. DAFSC C12K3C
5. PERIOD OF REPORT From: 30 Aug 2006 Thru: 31 Jan 2007		6. NO. DAYS SUPERVISION 155	7. REASON FOR REPORT CRO
8. ORGANIZATION, COMMAND, LOCATION Detachment 1, 325th Fighter Wing (AETC), Corry Station, Pensacola, Florida			9. PAS CODE TX0JFPGV
II. UNIT MISSION DESCRIPTION			
Detachment 1, 325th Fighter Wing supports aviation and technical training in a multi-service environment for over 850 Air Force members assigned to 9 units at 3 Naval installations in the greater Pensacola, Florida area. The only Air Education and Training Command organization to combine finance, flight management, military personnel, personnel systems management, and information management functions in a single unit.			
III. JOB DESCRIPTION			
1. DUTY TITLE: Commander, Detachment 1			
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Commands geographically separated unit of 30 company grade officers and 18 enlisted personnel supporting over 850 aviation and technical training staff and students. Ensures quality administrative, personnel, finance, and aviation management support to area Air Force personnel. Responsible for morale, welfare, discipline, and training. Initiates administrative and nonjudicial punishment actions. Advises Navy senior raters on officer and enlisted evaluations and promotion recommendation processes. Manages \$80K budget and \$250K computer resources. Maintains mission-ready status as T-39 Instructor Weapons System Officer (WSO).			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
<ul style="list-style-type: none"> - Rock-solid leader; awesome credentials! No-notice pick as Det 1/CC; immediate results...turned unit around - Drastically improved communication, enforced discipline & enhanced morale...lauded by customers and CCs - Contingency guru; created hurricane evac (HUREVAC) plan for region; streamlined notification & reporting - Efficiency expert; instituted new security in-processing procedures...93 student sec clearances 100% accurate - Repaired damaged customer relations; expanded work hrs, hosted CC meetings...resolved tough support issues - Fit to fight! Turned PT program upside-down; created aggressive, structured program...fitness levels soared - Assigned casual lieutenants to military personnel flight; augmented staff...ensured productive use of personnel - Solved manning shortfall...improved NAS Pensacola 3S/3A manning 20% to 60%, region-wide 62% to 85% - Key to Joint Undergraduate Navigator Training (JUNT) success; instructed 52 sorties/103 hrs...total package 			
V. PERFORMANCE FACTORS		DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.		<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.		<input type="checkbox"/>	<input checked="" type="checkbox"/>

AF IMT 707A, 20000601, V3

PREVIOUS EDITION IS OBSOLETE.

FOR OFFICIAL USE ONLY (When filled in)

PBSE-3

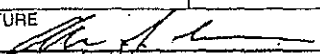
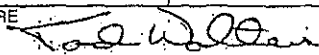
VI. RATER OVERALL ASSESSMENT		RATEE NAME: FEHRENBACH, VICTOR J.	
<ul style="list-style-type: none"> - Unbelievable leadership! Huge msn impact from day 1; incredible navigator, phenomenal CC...stellar results! - Team builder! Literally grabbed Det 1 from clutches of failure, transformed ops into msn, customer showcase! - Process genius; sharpened aviation mgmt for 300 troops...100% compliant; rocketed O/EPR on-time to 100% - Hosted 19 AF/CC & AETC/A3; gave vital insight on future JUNT msn restructuring...senior leaders informed - Relentless! Fixed long-standing computer network probs...five units now fully tied to parent wing...vital to C2 - Solved HUREVAC, plan access problem; put it online...gave nine units/two NAFs easy access to critical info - Keen foresight; consolidated recall rosters for nine units from five different wings/bases...100% accountability - Expert multitasker; easily managed CC and flying duties..."Most Effective" JUNT instructor on 5 of 6 critiques - Electrifying impact; wish all my CCs had half his fire; rocket-propelled leader...definitely Sq/CC after SDE! 			
Last performance feedback was accomplished on: <u>08 Dec 2006</u> (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
ALAN T. LAKE, Lt Col, USAF 325th Mission Support Group (AETC) Tyndall Air Force Base, Florida		Commander	2 Feb 2007
		SSN REDACT	SIGNATURE 
VII. ADDITIONAL RATER OVERALL ASSESSMENT		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - #1 pick of 11 more sr as Det 1 CC; eye-watering, Mach 2 ldrship...excellence drove spectacular msn success! - Dynamite enabler; engaged CCs one-on-one, resolved issues, shaped their perspective...locked in top feedback - Policy wiz; led complex flying eval board case; built pkg/brfgs for HHQ...19 AF/CC & AETC/CC concurred - Brilliant JUNT WSO instructor...#1 pick to brief 19 AF/CC & AETC/A3 on joint ops transition/cmd structure - Top 5% of 477 officers; impressive leadership across the bd; make this superstar a CAF Sq/CC; SDE ASAP! 			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
TOD D. WOLTERS, Brig Gen, USAF 325th Fighter Wing (AETC) Tyndall Air Force Base, Florida		Commander	10 Feb 07
		SSN REDACT	SIGNATURE 
VIII. REVIEWER		<input type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
Additional Rater is also the Reviewer.			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
		SSN	SIGNATURE
<p>Instructions</p> <p>All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not 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. All evaluators enter only last four numbers of SSN.</p> <p>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 assignment.</p> <p>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 assignment.</p> <p>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.</p>			
IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.)		ACQUISITION EXAMINER	FUNCTIONAL EXAMINER
			AIR FORCE ADVISOR
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATURE	DATE

Exhibit 14

OFFICER PERFORMANCE REPORT (Lt thru Col)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)					
1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE Lt Col	4. DAFSC 12F3F	5. REASON FOR REPORT Annual	6. PAS CODE MWICFF6Z
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 366th Operations Support Squadron (ACC), Mountain Home AFB ID (AD)			8. PERIOD OF REPORT 1 Feb 2009 THRU 31 Jan 2010	9. NO. DAYS SUPV. 365	
11. JOB DESCRIPTION (Limit text to 4 lines) DUTY TITLE ASSISTANT DIRECTOR OF OPERATIONS/F-15E WEAPON SYSTEMS OFFICER					10. SRID 1C660
<ul style="list-style-type: none"> - Directs 6 flts/190 Airmen; provides airfield ops, intel, current ops, range/airspace, tactics, life support, wx support - Oversees CC special projects/programs, including budget, readiness, awards/decs, OPR/EPR, APT, equip/facilities - MD for ORE/ORI; responsible for 110+ fighter sorties daily; acts directly for FW, OG/CC to direct msn execution - Mission qualified F-15E WSO; capable in all air-to-air & air-to-ground missions, including CAS/IST/DCA/OCA 					
III. PERFORMANCE FACTORS					
Job Knowledge, Leadership Skills, Professional Qualities, Organizational Skills, Judgment and Decisions, Communication Skills, and Physical Fitness (see reverse if marked Does Not Meet Standards)					
			DOES NOT MEET STANDARDS	MEETS STANDARDS	FITNESS EXEMPTION
				X	
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)					
<ul style="list-style-type: none"> - Dynamic ofcr; maintained infallible professionalism/attitude despite huge personal challenges--FW msn multiplier - Skilled writer; authored 17 OPRs/EPRs, reviewed/edited 102 OPRs/EPRs--streamlined SQ process, on-time 95% - Spearheaded \$37K effort to refurbish OG bldg floors; doubled use-life--saved \$50K+ in potential replacement cost - Developed ofcr data sheet; consolidated personnel info from multiple sources--cut research time 75%, new FW std - Spearheaded SQ awards prgm; chaired 4 review boards; edited 48 noms--won 10 OG/4 FW awards, raised morale - Steady workhorse; poised and professional under pressure--perfect choice for Wg Staff deputy chief/NAF staff next 					
Last performance feedback was accomplished on: <u>28 Jun 2009</u> (IAW AFI 36-2406) (If not accomplished state the reason)					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION MARK E. THOMPSON, Lt Col, USAF 366th Operations Support Squadron (ACC) Mountain Home AFB ID			DUTY TITLE Commander		DATE 16 Feb 2010
			SSN REDACT	SIGNATURE THOMPSON.MARK.E.1046744209	
V. ADDITIONAL RATER OVERALL ASSESSMENT (Limit text to 4 lines)					
			X	CONCUR	NON-CONCUR
<ul style="list-style-type: none"> - Stalwart ADO; assisted in development of new OSS/OG OCR IAW ACC plan--IN seamlessly realigned under OG - PRF guru; authored/edited 12 PRFs/bullet reference sheets; 100% on-time/error-free--ensured 100% IPZ promoted - Reorg'd bldg offices to accommodate new OSS conf rm and AFE staff offices--AFE shop construction back on track - Proven leader/warrior; handles every task w/steady, professional focus--Wg agency deputy chief/NAF A3 staff next 					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION JAMES J. MCGOVERN, Col, USAF 366th Operations Group (ACC) Mountain Home AFB ID			DUTY TITLE Commander		DATE 17 Feb 2010
			SSN REDACT	SIGNATURE MCGOVERN.JAMES.J.1176957537	
VI. REVIEWER (If required, limit text to 4 lines)					
			X	CONCUR	NON-CONCUR
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION GLENN F. SPEARS, Lt Gen, USAF Twelfth Air Force (Air Forces Southern) (ACC) Davis-Monthan AFB AZ			DUTY TITLE Commander		DATE 1 Mar 2010
			SSN REDACT	SIGNATURE SPEARS.GLENN.F.1092096137	
VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box)					
			FUNCTIONAL EXAMINER	AIR FORCE ADVISOR	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION			DUTY TITLE		DATE
			SSN	SIGNATURE	
VIII. RATEE'S ACKNOWLEDGMENT					
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report			Yes No X	SIGNATURE FEHRENBACH.VICTOR.J.1080253490	DATE 2 Mar 2010

Exhibit 15

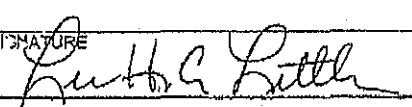
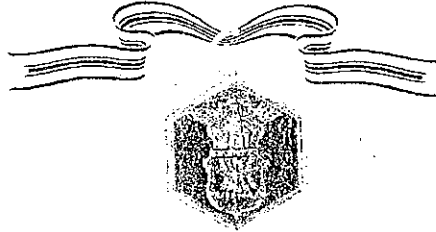
PROMOTION RECOMMENDATION			
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406, Officer and Enlisted Evaluation Systems, carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) FEHRENBACH, VICTOR J.	2. SSN REDACT	3. GRADE Maj	4. DAFSC Q12K3C
5. ORGANIZATION, COMMAND, LOCATION AFELM Joint Flying Training, Training Air Wing SIX (TW-6), (AETC), Naval Air Station Pensacola, Florida			6. PAS CODE TX0JFGOK
II. UNIT MISSION DESCRIPTION			
Plans, supervises, and supports Primary, Intermediate, and Advanced Joint Undergraduate Navigator Training (JUNT). Conducts academic, simulator, and flight training of student Naval Flight Officers (NFO), Combat Systems Officers (CSO), and international military officers to satisfy service requirements of the United States Navy, United States Air Force, United States Marine Corps, and allied military services.			
III. JOB DESCRIPTION			
1. DUTY TITLE Wing Senior Air Force Liaison, JUNT			
2. KEY DUTIES, TASKS, RESPONSIBILITIES: Reports directly to the Wing Commander. Manages all USAF implementation of and participation in JUNT. Coordinates with Naval Education and Training Command (NETC) USAF Advisor. Provides expertise on USAF joint issues to Chief, Naval Air Training (CNATRA), wing, and squadron staffs. Plans, creates, directs, and supervises all USAF specific programs and functions for over 300 Air Force personnel assigned to TW-6, including personnel and administrative support, manning, indoctrination, student production, physical readiness, and professional military training. T-39N/G Strike Fighter (S/F) Instructor, WSO/SEFE/Mission Commander.			
IV. PROMOTION RECOMMENDATION			
- Superstar! Top 2%/400+ officers; "#1/11 WSOs"; "#1 USAF Strike Fighter Instructor"; "Top 5% of all FGOs" - #1/36 WSOs "Top Gun" in bomb comp; CTW-6 "Top 5% of all officers..."; "#1 Most Effective S/F Instructor" - 9 Air Medals, 1 for heroism! Multiple kills vs Al Qaeda, high-value Iraqi targets; 1/12 select 9-11 alert crew - Tactical pioneer--picked for elite TF 20--integrated F-15E/SOF employment; chosen 1 of 9 initial FDL cadre - Leadership results--494 FS "USAF/CC Fighter Sq of Year Award" and 335 FS "David C. Schilling Award" - Proven Sqdn ProjO and Det CC for 2 deployments--27 jets/322 personnel--"flawless results"--"best I've seen" - Top-tier officer--S/F Instructor of the Quarter; 8 FW CGOQ, Info Mgr/Qt; OG/Exec; "My #1 officer/aviator" - "Lethal at the business end of an F-15E"--98.4% hit/88 msn/414 hrs, OEF/ANACONDA/OIF/OSW/ONE/OJG - War hero, leader, 11 on a scale of 10! #1/86 O-4s--Best on my staff! Definitely Promote! DO, CC then SDE!			
V. PROMOTION ZONE		VI. GROUP SIZE	VII. BOARD
BPZ <input type="checkbox"/> I/APZ <input checked="" type="checkbox"/>		N/A	P0506A
VIII. SENIOR RATER ID 0JN06			
IX. OVERALL RECOMMENDATION		X. SENIOR RATER	
DEFINITELY PROMOTE <input checked="" type="checkbox"/>		NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION LEE H. C. LITTLE, CAPT, USN Training Air Wing SIX NAS Pensacola, Florida	
PROMOTE <input type="checkbox"/>		DUTY TITLE Commodore	
DO NOT PROMOTE THIS BOARD <input type="checkbox"/>		SSN REDACT	SIGNATURE 
<p>Senior Rater: Review previous DERs, OPRs, Education/Training Reports, and Supplemental Evaluation Sheets. May consider other reliable information that is not contained in the record of performance when completing the PRF. Evaluate the officer's performance and assess his or her potential. Write Promotion Recommendation (Section IV) in concise "bullet" format. Enter only the last four numbers of senior rater's SSN. Provide an accurate unbiased assessment free from consideration of race, sex, ethnic origin, age, religion, or marital status. Provide the officer a copy of this report approximately 30 days prior to the board for which this report is prepared.</p> <p>Officer: Review record of performance, Officer Pre-Selection Brief, and PRF for accuracy. Prior to your board convening date, you must contact your senior rater to discuss if your PRF is not accurate, omits pertinent information or has an error. If your senior rater concurs, there are procedures to correct prior to the board (reference 36-2406, chapter B). Per DOD Directive 1320.11, Special Selection Boards, paragraph 4.3., a supplemental promotion board shall not consider any officer who might, by maintaining reasonably careful records, have discovered and taken steps to correct that error or omission on which the original board based its decision against promotion."</p>			

Exhibit 16



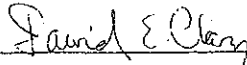
DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT
THE AIR FORCE COMMENDATION MEDAL
(FIRST OAK LEAF CLUSTER)

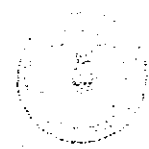
HAS BEEN AWARDED TO
CAPTAIN VICTOR J. FEHRENBACH

FOR
MERITORIOUS SERVICE
21 AUGUST 1996 TO 20 MAY 1998
GIVEN UNDER MY HAND

THIS 13TH DAY OF MAY 19 98



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



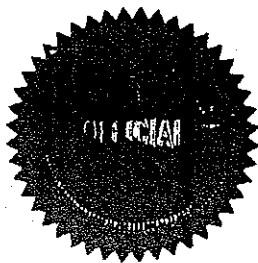
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CITATION TO ACCOMPANY THE AWARD OF
THE AIR FORCE COMMENDATION MEDAL
(FIRST OAK LEAF CLUSTER)

TO

VICTOR J. FEHRENBACH

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



REPRODUCTION
PROHIBITED
ADM. HELD

Exhibit 17

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.

Exhibit 18

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.

MAY 26 1998

DPPB

Exhibit 19

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.

MAY 31 2000

DPPB

Exhibit 20

CITATION TO ACCOMPANY THE AWARD OF

THE AIR MEDAL
(FIRST OAKLEAF CLUSTER)

TO

VICTOR J. FEHRENBACH

299-56-2374

SEP 13 2002
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, 332nd 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.

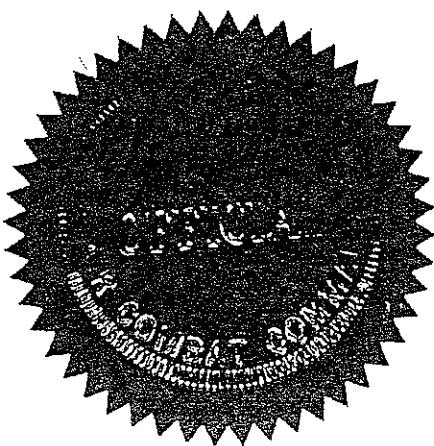


Exhibit 21

CITATION TO ACCOMPANY THE AWARD OF

THE AIR MEDAL
(SECOND OAK LEAF CLUSTER)

TO

VICTOR J. FEHRENBACH

FR 299-56-2374

SEP 18 2002

DPPB

Captain Victor J. Fehrenbach distinguished himself by meritorious achievement while participating in aerial flight as an F-15E Strike Eagle Aircraft Commander, 335th Expeditionary Fighter Squadron, 332nd 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. Fehrenbach saved coalition lives and advanced the United States' goals in the war on global terrorism. The professional skill and airmanship displayed by Captain Fehrenbach reflect great credit upon himself and the United States Air Force.

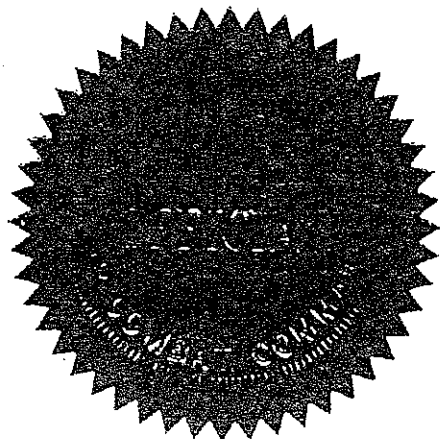
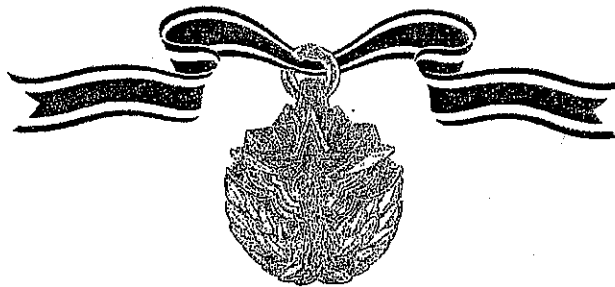


Exhibit 22



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.

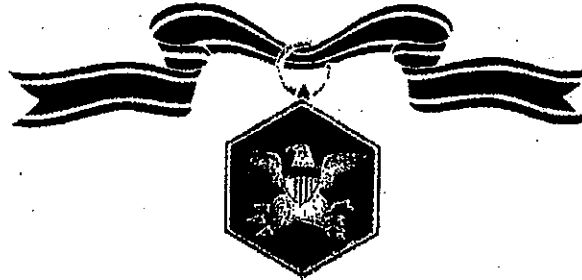
GIVEN UNDER MY HAND

1 FEBRUARY 2007

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



Exhibit 23



DEPARTMENT OF THE NAVY

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

NAVY AND MARINE CORPS COMMENDATION MEDAL

TO
MAJOR VICTOR J. FEHRENBACH
UNITED STATES AIR FORCE

FOR

MERITORIOUS SERVICE AS PLANNING AND PRODUCTION DEPARTMENT HEAD AND AIR FORCE OPERATIONS FLIGHT COMMANDER AT TRAINING SQUADRON EIGHT SIX FROM JANUARY 2004 TO AUGUST 2005. AS AIR FORCE OPERATIONS FLIGHT COMMANDER, HE DIRECTLY SUPERVISED ONE SENIOR NONCOMMISSIONED OFFICER AND THREE COMPANY GRADE OFFICERS, WHILE MENTORING THE PROFESSIONAL DEVELOPMENT OF OVER 30 AIR FORCE STAFF AND 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.

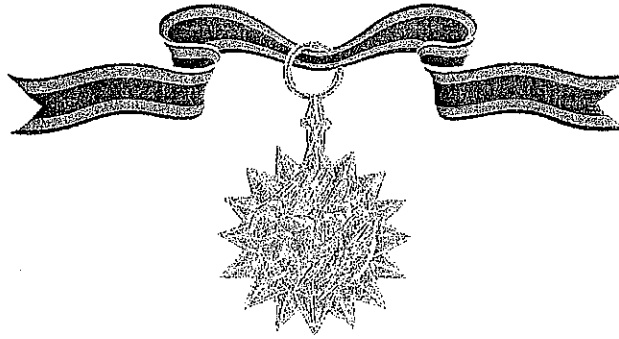
GIVEN THIS 11TH DAY OF January 2007




SECRETARY OF THE NAVY

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

Exhibit 24



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

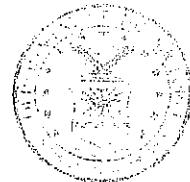
HEROISM

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





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

Exhibit 25



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

MEMORANDUM FOR LT COL VICTOR J. FEHRENBACH, 366 OSS SEP 12 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 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

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.

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.

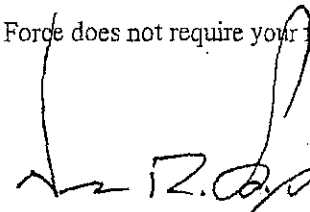
e. A statement that the area defense counsel or the Chief, Military Personnel Flight, explained separation pay to you and that you understand the eligibility criteria to receive separation pay.

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, Lieutenant General, USAF
Commander

4 Attachments:

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

14. Education/Training Report, 3 Sep 97 - 17 Oct 97 (1 page)
15. Education/Training Report, 30 Mar 96 - 30 Apr 97 (1 page)
16. Education/Training Report, 8 Apr 96 - 3 Jul 96 (1 page)
17. Education/Training Report, 15 Jun 94 - 29 Mar 96 (1 page)
18. Officer Performance Report, 15 Jun 93 - 14 Jun 94 (2 pages)
19. Officer Performance Report, 25 Dec 92 - 14 Jun 93 (2 pages)
20. Officer Performance Report, 24 Sep 91 - 24 Dec 92 (2 pages)
2. Officer's Receipt of Notification Memorandum (two originals)
3. AFI 36-3206 - not included, available at Area Defense Counsel Office
4. AFI 36-3207 - not included, available at Area Defense Counsel Office

Exhibit 26

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

by

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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Findings.....	266
Recommendations.....	266

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

TESTIMONY

Name of Witness	Pages Direct and Redirect	Pages Cross and Re-cross
FOR THE GOVERNMENT		
Karolyn Derosier	108	114
Mark Vucinich	118, 146	142
FOR THE RESPONDENT		
N/A		
Michael Casey	149, 160	153
Mark Thompson	165	
Jeffrey Marker	169	
William Acker	174	179
James McGovern	181, 190	187

EXHIBITS ADMITTED INTO EVIDENCE

For the Government	Description	Page Offered	Admitted
1	Convening order A-4, dated 8 Dec 08	1	1
1A	Convening order A-9, dated 18 Feb 09	32	32
2	Notification of Show Cause Action	8	20
3	Response to the Notification of Discharge	44	45
4	Report of Investigation	45	45
5	Interview Audio CDs, Two Discs	45	46

6	Photo of Comforter	46	46
7	Evidence Tag for Olive Green Comforter	46	46
8	Photo of Wet Original Gel Body Glide	46	47
9	Evidence Tag for Wet Original Gel Body Glide	47	47
10	Photo of Brown and Green Duvet Cover	47	47
11	Evidence Tag for Brown and Green Duvet Cover	47	48
12	PDS, dated 9 April 2009	48	49

For the Respondent	Description	Page Offered	Admitted
A	Index	52	53
B	Achievement Medal, 15 Nov 93	52	53
C	Achievement Medal, 29 Jun 94	52	53
D	Commendation Medal, 28 Jun 94	52	53
E	Citation, Commendation Medal, 28 Jun 94	52	53
F	Air Medal, 1 May 98	52	53

G	Citation, Air Medal, 1 May 98	52	53
H	Commendation Medal, 13 May 98	52	53
I	Citation, Commendation Medal, 13 May 98	52	53
J	Commendation Medal, 19 Nov 99	52	53
K	Citation, Commendation Medal, 19 Nov 99	52	53
L	Commendation Medal, 14 Feb 01	52	53
M	Air Medal, 16 Aug 02	52	53
N	Citation, Air Medal, 16 Aug 02	52	53
O	Air Medal, 21 Aug 02	52	53
P	Citation, Air Medal, 21 Aug 02	52	53
Q	Aerial Achievement Medal, 16 Oct 02	52	53
R	Air Medal, 4 Sep 03	52	53
S	Air Medal, 24 Dec 03	52	53
T	Commendation Medal, 9 Feb 04	52	53
U	Air Medal, 26 Feb 04	52	53

V	Air Medal, 26 Feb 04	52	53
W	Air Medal, 26 Feb 04	52	53
X	Air Medal, 12 Mar 04	52	53
Y	Navy and Marine Corps Commendation Medal, 11 Jan 07	52	53
Z	Meritorious Service Medal, 1 Feb 07	52	53
AA	OPR, 1 Feb 08 – 31 Jan 09	53	55

EXHIBITS NOT RECEIVED INTO EVIDENCE

(Exhibit)	Description	Page Offered	Rejected
N/A			

BOARD EXHIBITS

(Exhibit)	Description	Page Admitted
I	Email, 20 Jan 09	3
IA	Email, 13 Mar 09	35
II	Motion for Declaratory Judgment	49
III	Request to Exclude any Hearsay Statements by	49

IV	Request the no Witness Refer to as "Victim"	49
V	Government Response to Respondent's Motion for Declaratory Judgment	51
VI	Government's Response to Respondent's Request for Exclusion of "Victim" References to	51
VII	Government's Response to Respondent's Request for Exclusion of any Hearsay Statements by	51
VIII	Report of Investigation	51
IX	Ruling of Motion for Declaratory Judgment	51
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1 Has any member ever heard of a member being recommended for retention by a Board of
2 Inquiry or administrative discharge before?

3 MEM[Col Yuill]: Say that again?

4 RC: Has any member ever heard of a member, a service member, being recommended
5 for retention by a Board of Inquiry or an administrative discharge board before?

6 That is a negative response by all members.

7 Does any member have any strong opinions about homosexuality in general?

8 That is a negative response by all members.

9 Does any member have any moral or religious convictions that make you believe
10 homosexual conduct is wrong?

11 That is an affirmative response by Colonel Mouw, Colonel Pollan, Colonel Difonzo,
12 Colonel Haines, and Colonel Yuill, and a negative response by Colonel Murray.

13 Does any member believe that homosexuality is an abomination?

14 That is a negative response by all members.

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?

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.

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.

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?

1 A. On my department issued digital Recorder; discretely.

2 Q. What does "discretely" mean?

3 A. It was unbeknownst to Mr. Fehrenbach that I was recording the conversation.

4 Q. To your knowledge, is there anything in your regulations that would require you to
5 notify someone that they're been recorded at the time of interview?

6 A. No, Sir, there is not.

7 Q. What did you do with this recording after the interview?

8 A. Downloaded it into our audio archives at the Boise Police Department.

9 Q. And at a certain point in time, did you ever give those to law enforcement officials
10 here with the Air Force?

11 A. Yes, I did.

12 Q. And exactly how did you do that?

13 A. I would make a request through our personnel at the audio archives. They would
14 burn me a couple, or however many CDs that it needed to download that onto the CDs, and then
15 I relayed -- or I gave them to OSI.

16 Q. Sir, did you have an opportunity to listen to this recording as some point in time after
17 the interview?

18 A. Yes.

19 Q. And was this recording made at or near the time that this interview occurred? Was it
20 done -- during the conversation was the recording being made simultaneously?

21 A. Yes.

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?
17 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 —

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.

1 Q. Now this allegation came from this Cameron Shaner, isn't that correct?

2 A. Yes.

3 Q. And you were familiar with this Cameron Shaner from prior dealing with him, isn't
4 that correct?

5 A. Yes.

6 Q. Would you agree with me that he is not a credible witness?

7 A. Yes.

8 RC: Sir, that's all I have.

9 LA: All right. Any redirect?

10 **REDIRECT EXAMINATION**

11 **Questions by the Recorder:**

12 Q. Detective, if you thought Cameron Shaner was not a credible witness why did you
13 interview the Respondent?

14 A. That's my job, Sir.

15 Q. Sir, does your office make preliminary credibility determinations on complaining
16 witnesses before proceeding further in investigations?

17 A. No, Sir.

18 Q. Why is that?

19 A. Our job is to investigate all allegations thoroughly and let the Ada County Prosecutors
20 Office make the determination on where the case is going to go.

21 REC: Thank you. Nothing further, Sir.

22 LA: All right. Any ---

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.

1 Q. Sir, I'd like to switch gears a little bit here and talk a little bit about manning in the
2 WSO community, or in the rated community. Sir, is it true that for rated individuals they're
3 actually -- the manning is quite low?

4 A. Again, I am not a personnel expert. What I can tell you is that for more senior rated
5 individuals the Air Force is offering bonuses to keep people around. Primarily to fill staff
6 orientated type of jobs.

7 Q. Now switching back to the allegations in this case, to your knowledge did a lot of
8 people know about the allegation?

9 A. To my knowledge the answer is, no. I could think of four, maybe five people outside
10 of the OSI that knew. And most of those folks were either told by the OSI or aware based on my
11 decision to suspend security clearances; basically, my bosses.

12 Q. Would you agree that there was somewhat of a conserved effort to keep a tight lid on
13 this?

14 A. Yes, absolutely.

15 Q. And therefore, did you notice in the time -- between the time the allegation first came
16 out and the time you left, did you notice any affect on good order and discipline in your unit
17 because of these allegations?

18 A. No, I was not aware of any -- anything that -- any impact that this allegation had.

19 Q. Now when this first came to light your first knowledge of this came from OSI coming
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.

12 Q. And do you recall that during that car ride you did not tell Colonel Fehrenbach what it
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?

1 A. Yes, I am.

2 Q. To your knowledge, what are those allegations?

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

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

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

7 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
15 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
19 about ten hours, so to do that twice you're cutting down on a lot of training.

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

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

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

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

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

12 Q. And that's at Seymour Johnson?

13 A. That's correct.

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

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

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

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

1 intensive -- maintenance intensive aircraft. So, all those -- when you start doling in people's
2 salaries and everything like that, that's kind of where you come down with the cost, and just the
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
6 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
22 tell us who that is?

1 A. No, mostly because we kept it very quiet. It should remain private until the report of
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 OSI, I know for a -- at least
6 Agent Brom, myself, Colonel Thompson, my Deputy, Lieutenant Colonel Acker, and that is the
7 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 Q. And because of those numbers, does that make the Ops tempo higher?

15 A. No, I wouldn't say that. We haven't had any trouble achieving our ready aircrew
16 program numbers. We are really limited here at Mountain Home Air Force Base more by
17 aircraft sortie generation on the maintenance side than 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

v.)

) 9 February 2009

Lieutenant Colonel Victor J. Fehrenbach)
366TH 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

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the discharge action is being initiated in violation of *Witt v. Department of the Air Force*, 527 F.3d 806 (9th 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 military capability. 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

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

8 May 09
(Date)