

20. PERSONAL CHARACTERISTICS: To what degree does this officer exhibit the following qualities?

MARKING INSTRUCTIONS	NOT OBSERVED	NOT EXHIBITED	ONE OF THE TOP FIVE	ABOUT THE MAJORITY	EQUAL TO THE MAJORITY	BELOW THE MAJORITY	BARELY SATISFACTORY	UNSATISFACTORY (NEVER)
(a) PROFESSIONAL KNOWLEDGE (Comprehension of all aspects of the profession)				X				
(b) MORAL COURAGE (To do what he ought to do regardless of consequences to himself)		X						
(c) LOYALTY (His faithfulness and allegiance to his shipmates, his command, the service and the nation)				X				
(d) FORCE (The positive and enthusiastic manner with which he fulfills his responsibilities)				X				
(e) INITIATIVE (His willingness to seek out and accept responsibilities)		X						
(f) INDUSTRY (The zeal exhibited and energy applied in the performance of his duties)				X				
(g) IMAGINATION (Imaginativeness, creativeness, and capacity to plan constructively)		X						
(h) JUDGMENT (His ability to develop correct and logical conclusions)			X					
(i) ANALYTICAL ABILITY (Logical incisiveness which discriminates between assumption, fact, and hypothesis)				X				
(j) DECISIVENESS (The ability to act rationally and with dispatch within limits of authority assigned or delegated)		X						
(k) RESPONSIBILITY (The dependability and thoroughness exhibited in meeting responsibilities)		X						
(l) COOPERATION (His ability and willingness to work in harmony with others)		X						
(m) PERSONAL BEHAVIOR (His demeanor, disposition, sociability and sobriety)				X				
(n) MILITARY BEARING (His military carriage, correctness of uniform, neatness of appearance and physical fitness)				X				
(o) SELF-EXPRESSION (ORAL) (His ability to express himself orally)				X				
(p) SELF-EXPRESSION (WRITTEN) (His ability to express himself in writing)				X				

21. COMMENTS: Make specific rather than general comments portraying the manner of performance which caused you to mark as you did in other sections. Comment regarding any strengths, special accomplishments, or weaknesses. Emphasis in all comments must be placed on displayed potential for professional development with particular emphasis upon potential for assuming greater responsibilities and promotion. Nominations for accelerated promotion/flag selection must be supported fully by comments in this section. When nominating a captain for flag selection, comment on his potential in terms of specific flag assignments for which he is particularly well suited. Long-term school reports (i.e., three months or more) must contain comments regarding displayed potential in the professional area of the curriculum studied; reports for brief periods of functional training must, at minimum, contain a description of the training received. Comment upon the degree of attainment of objectives for which the subordinate was accountable. When applicable, comment upon his efforts and effectiveness in the possession and remission of quality personnel, and upon economy displayed in the effective use of manpower and material. Comment on his performance and contribution to his subactivity, if appropriate. Comment upon the attainment of specific qualifications (e.g., OOD Underway, plane commander, submarine or destroyer command, etc.).

LTJG KERRY was assigned to this division for only a short time but during that time exhibited all of the traits desired of an officer in a combat environment. He frequently exhibited a high sense of imagination and judgment in planning operations against the enemy in the Mekong Delta. Involved in several enemy initiated fire fights, including an ambush during the Christmas truce, he effectively suppressed enemy fire and is unofficially credited with 20 enemy killed in action. Though relatively new to the PCF he is thoroughly knowledgeable of all aspects of his boat and PCF operations. He was instrumental in planning of highly successful Sea Lords Operations. He was cited for his performance during action against the enemy by Commander Task Force in his message 080607Z JAN 69.

22. ADMINISTRATIVE ACTION: (Each question in this section MUST be answered)	(a) Weaknesses should be discussed with the officer-- Has this been done?	☐ YES ☐ NO (Explain in Section 21)	☒ NO SIGNIFICANT WEAKNESSES NOTED
	(b) What has been the trend of his performance since your last report?	☒ FIRST REPORT ☐ IMPROVING ☐ CONSISTENT ☐ DECLINING (Must discuss with officer)	
	(c) Has the officer seen this report?	☐ YES ☒ NO	In the interest of maintaining effective communications with subordinates, reporting seniors are encouraged to discuss this report with the officer, but not necessarily show it to him.
	(d) Communications which are a direct reflection of this officer's performance should be considered in making comments in Section 21. Such communications may be forwarded separately for file in his Selection Board Jacket. Exception: A copy of a letter of censure (including appeal and denial) must be appended to the first fitness report submitted after it becomes final.		Has this been done?
	(e) Reports containing matter of an adverse nature (in marks or comments) must be referred for statement pursuant to Art. 1701.8, Navy Regulations. Statement of officer must be included and attached to this report.		☒ YES ☐ NO

23. DATE FORWARDED	28 JANUARY 1969	SIGNATURE OF REPORTING SENIOR	<i>[Signature]</i>
24. DATE NOTED AND FORWARDED	17 March 1969	SIGNATURE OF COMMANDING OFFICER	<i>[Signature]</i>
		CONCURRENT OR SPECIAL REPORT	
		G. M. ELIOTT, LTDR, COMCSDIV ELEVEN	

Concurrent and special reports must be forwarded via the officer's regular reporting senior. To avoid possible loss or mistaking of a concurrent or special report, the receipt form must be mailed direct to BuPers as the concurrent or special report is forwarded to the regular reporting senior.

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