



Due to privacy concerns, The Associated Press has redacted the following information from this document:

Pages 1,2 – Alvin Greene's Social Security number and address; James Greene's address.

Page 3, 6, 8, 11, 15 – Alvin Greene's Social Security number

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle) **GREENE, ALVIN MICHAEL** 2. DEPARTMENT, COMPONENT AND BRANCH **ARMY/RA** 3. SOCIAL SECURITY NUMBER [REDACTED]

4a. GRADE, RATE OR RANK **SPC** b. PAY GRADE **E04** 5. DATE OF BIRTH (YYYYMMDD) **19770831** 6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) **00000000**

7a. PLACE OF ENTRY INTO ACTIVE DUTY **FORT JACKSON, SOUTH CAROLINA** b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) **MANNING SOUTH CAROLINA 29102-0000**

8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND **010005FAHFB FC** b. STATION WHERE SEPARATED **FORT RILEY, KS 66442-6663**

9. COMMAND TO WHICH TRANSFERRED **N/A** 10. SGLI COVERAGE NONE AMOUNT: \$400,000.00

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 92Y10 00 UNIT SUPPLY SPEC - 2 YRS 3 MOS// NOTHING FOLLOWS	12. RECORD OF SERVICE			
	a. DATE ENTERED AD THIS PERIOD	YEAR(S)	MONTH(S)	DAY(S)
	b. SEPARATION DATE THIS PERIOD	2007	02	14
	c. NET ACTIVE SERVICE THIS PERIOD	2009	08	18
	d. TOTAL PRIOR ACTIVE SERVICE	0002	06	05
	e. TOTAL PRIOR INACTIVE SERVICE	0004	00	09
	f. FOREIGN SERVICE	0006	10	03
	g. SEA SERVICE	0000	11	29
h. EFFECTIVE DATE OF PAY GRADE	0000	00	00	
	2009	02	01	

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
AIR FORCE GOOD CONDUCT MEDAL//NATIONAL DEFENSE SERVICE MEDAL//GLOBAL WAR ON TERRORISM SERVICE MEDAL//KOREAN DEFENSE SERVICE MEDAL L//NON COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT RIBBON//ARMY SERVICE RIBBON// OVERSEAS SERVICE RIBBON//AIR FORCE TRAINING RIBBON//NOTHING FOLLOWS

14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)
COMBAT LIFE SAVERS CRS, 1 WEEK, 2007//UNIT SUPPLY SPEC CRS, 8 WEEKS, 2007//WARRIOR LEADER CRS, 2 WEEKS, 2007//NOTHING FOLLOWS

15a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM YES NO
 b. HIGH SCHOOL GRADUATE OR EQUIVALENT YES NO

16. DAYS ACCRUED LEAVE PAID **19.5** 17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION YES NO

18. REMARKS
 SEPARATION PAY -- \$8652.15//MEMBER HAS NOT COMPLETED FIRST FULL TERM OF SERVICE//MEMBER IS ENTITLED TO HALF INVOLUNTARY SEPARATION PAY//NOTHING FOLLOWS

The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code) **MANNING SOUTH CAROLINA 29102-0000** b. NEAREST RELATIVE (Name and address - include ZIP Code) **JAMES GREENE MANNING SOUTH CAROLINA 29102-0000**

20. MEMBER REQUESTS COPY 6 BE SENT TO **SC** DIRECTOR OF VETERANS AFFAIRS YES NO

21. SIGNATURE OF MEMBER BEING SEPARATED **DIGITALLY SIGNED BY: GREENE.ALVIN.MICHAEL.1058641312** 22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature) **DIGITALLY SIGNED BY: STINER.HARRY.FRANCIS.II.1039263790 HARRY F STINER, ASST CH TRANSITION CENTER**

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle) **GREENE, ALVIN MICHAEL** 2. DEPARTMENT, COMPONENT AND BRANCH **ARMY/RA** 3. SOCIAL SECURITY NUMBER [REDACTED]

4a. GRADE, RATE OR RANK **SPC** b. PAY GRADE **E04** 5. DATE OF BIRTH (YYYYMMDD) **19770831** 6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) **00000000**

7a. PLACE OF ENTRY INTO ACTIVE DUTY **FORT JACKSON, SOUTH CAROLINA** b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) **MANNING SOUTH CAROLINA 29102-0000**

8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND **010005FAHBB FC** b. STATION WHERE SEPARATED **FORT RILEY, KS 66442-6663**

9. COMMAND TO WHICH TRANSFERRED **N/A** 10. SGLI COVERAGE NONE AMOUNT: \$400,000.00

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 92Y10 00 UNIT SUPPLY SPEC - 2 YRS 3 MOS// NOTHING FOLLOWS	12. RECORD OF SERVICE			
	a. DATE ENTERED AD THIS PERIOD	YEAR(S)	MONTH(S)	DAY(S)
	b. SEPARATION DATE THIS PERIOD	2007	02	14
	c. NET ACTIVE SERVICE THIS PERIOD	2009	08	18
	d. TOTAL PRIOR ACTIVE SERVICE	0002	06	05
	e. TOTAL PRIOR INACTIVE SERVICE	0004	00	09
	f. FOREIGN SERVICE	0006	10	03
	g. SEA SERVICE	0000	11	29
	h. EFFECTIVE DATE OF PAY GRADE	0000	00	00
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13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
AIR FORCE GOOD CONDUCT MEDAL//NATIONAL DEFENSE SERVICE MEDAL//GLOBAL WAR ON TERRORISM SERVICE MEDAL//KOREAN DEFENSE SERVICE MEDAL L//NON COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT RIBBON//ARMY SERVICE RIBBON// OVERSEAS SERVICE RIBBON//AIR FORCE TRAINING RIBBON//NOTHING FOLLOWS

14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)
COMBAT LIFE SAVERS CRS, 1 WEEK, 2007//UNIT SUPPLY SPEC CRS, 8 WEEKS, 2007//WARRIOR LEADER CRS, 2 WEEKS, 2007//NOTHING FOLLOWS

15a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM YES NO
 b. HIGH SCHOOL GRADUATE OR EQUIVALENT YES NO

16. DAYS ACCRUED LEAVE PAID **19.5** 17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION YES NO

18. REMARKS
 SEPARATION PAY -- \$8652.15//MEMBER HAS NOT COMPLETED FIRST FULL TERM OF SERVICE//MEMBER IS ENTITLED TO HALF INVOLUNTARY SEPARATION PAY//NOTHING FOLLOWS

The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code) **MANNING SOUTH CAROLINA 29102-0000** b. NEAREST RELATIVE (Name and address - include ZIP Code) **JAMES GREENE MANNING SOUTH CAROLINA 29102-0000**

20. MEMBER REQUESTS COPY 6 BE SENT TO **SC** DIRECTOR OF VETERANS AFFAIRS YES NO

21. SIGNATURE OF MEMBER BEING SEPARATED
 DIGITALLY SIGNED BY: **GREENE.ALVIN.MICHAEL.1058641312** 22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature)
 DIGITALLY SIGNED BY: **STINER.HARRY.FRANCIS.II.1039263790**
HARRY F STINER, ASST CH TRANSITION CENTER

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION **DISCHARGE** 24. CHARACTER OF SERVICE (Include upgrades) **HONORABLE**

25. SEPARATION AUTHORITY **AR 635-200, PARA 5-17** 26. SEPARATION CODE **JFV** 27. REENTRY CODE **3**

28. NARRATIVE REASON FOR SEPARATION **CONDITION, NOT A DISABILITY**

29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) **NONE** 30. MEMBER REQUESTS COPY 4 (Initials) **AMG**

ENLISTED PERFORMANCE REPORT (AF Form 910)

IMTS Updated

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

1. NAME (Last, First, Middle Initial) GREENE, ALVIN M.		2. SSN [REDACTED]	3. GRADE A1C	4. DAFSC 1N031
5. ORGANIZATION, COMMAND, AND LOCATION 609th Air Intelligence Squadron (ACC), Shaw Air Force Base, South Carolina			6a. PAS CODE SP1CFW9R	6b. SRID 1C440
7. PERIOD OF REPORT From: 25 Mar 2004 Thru: 24 Mar 2005		8. NO. DAYS SUPERVISION 187		9. REASON FOR REPORT Annual

II. JOB DESCRIPTION

1. DUTY TITLE
ANALYST, WEAPONS OF MASS DESTRUCTION TARGETS SECTION

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
Performs targeting support for contingency and deliberate planning in the Ninth Air Force/United States Central Command Air Forces (9 AF/USCENTAF) area of responsibility (AOR). Uses all-source information and fused analysis to identify potential targets within the weapons of mass destruction (WMD), power production, industry, transportation and manufacturing target sets. Prepares and presents analytical studies and briefings for USCENTAF commander and staff. Assists in contingency and wartime targeting by conducting target development, weaponeering and combat assessment and managing targeting data in the Combined Aerospace Operations Center. Deploys in support of Operation ENDURING FREEDOM and Operation IRAQI FREEDOM.

III. EVALUATION OF PERFORMANCE

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

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

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

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

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

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

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

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

V. RATER'S COMMENTS

- Inefficient performer; consistently failed to accomplish tasks and training projects within prescribed timelines
- Can not comprehend core job or basic military concepts; a threat to others if skills required operationally
- Can not adhere to standing guidance; required daily to-do list and mandated time management in every aspect
- Job task qualifications quickly surpassed by multiple three skill-levels who arrived in flight after him
- Loaded 49 DVDs of imagery to server; increased imagery available for precision weapon coordinates
- Maintained currency on squadron security training requirements; contributed to squadron training rates
- Shredded approximately 500 target folders; helped ensure only the most current target intelligence available
- Kept watch over contractors during eight escorting details; helped prevent any security violations
- Professional in addressing co-workers and senior ranking personnel; always used sir and ma'am
- Consistent inability to follow instructions or maintain basic job knowledge; not recommended for promotion

Last performance feedback was accomplished on: 12 Jan 2005 *(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
LEILA R. VANBELKUM, TSgt, USAF 609th Air Intelligence Squadron (ACC) Shaw Air Force Base, South Carolina	NCOIC, WMD Targets Section	08 MAR 05
	SSN 4667	SIGNATURE <i>Leila R. VanBelkum</i>

VI. ADDITIONAL RATER'S COMMENTS CONCUR NONCONCUR

- I have carefully considered A1C Greene's comments of the referral memo of 4 Apr 05
- Maintained currency on mobility requirements; contributed to overall high squadron mission readiness rates
- Attended multiple squadron and flight functions; contributed to fundraising efforts for annual holiday party
- Consistently attended squadron, flight and personal physical training sessions; scored an 82.25 on annual PFT
- Attended two Rising Four monthly meetings; organization addressed quality of life issues for Airmen
- Donated three and a half hours to Red Cross Sumter Community Bazaar fund raiser; enhanced local relations

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
STEVEN W. HILLARD, Capt, USAF 609th Air Intelligence Squadron (ACC) Shaw Air Force Base, South Carolina	Flight Commander, Targets	12 Apr 05
	SSN 1996	SIGNATURE <i>Steven W. Hillard</i>

INSTRUCTIONS

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

VII. COMMANDER'S REVIEW

<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR <i>(Attach AF Form 77)</i>	SIGNATURE <i>Philip D.</i>
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DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON
SHAW AIR FORCE BASE, SOUTH CAROLINA

28 March 2005

MEMORANDUM FOR A1C Alvin M. Greene (609 AIS/INT)

FROM: TSgt VanBelkum (609 AIS/INT)

SUBJECT: Referral Enlisted Performance Report

1. I am referring the attached Enlisted Performance Report to you according to AFI 36-2406, *Military Performance Evaluations*, paragraph 3.9. It contains comments and ratings that make the report a referral as defined in AFI 36-2406, paragraph 3.9. Specifically, my ratings of Inefficient. An Unprofessional Performer, Does Not Have the Basic Knowledge Necessary to Perform Duties, Ineffective and Does Not Comply With Minimum Training Requirements in section III, items 1, 2, 5 and 6 and my comments in section V pertaining to your failure to accomplish tasks and training within prescribed timelines, comprehension of core job and military concepts, inability to follow standing guidance and failure to accomplish upgrade and qualification training cause this report to be referred.
2. Acknowledge receipt of this correspondence by signing and dating in reproducible ink. Your signature on this memo merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit comments to rebut the report. Send your comments to reach Capt. Steven Hillard, 609 AIS/INT, not later than 10 calendar days from the date you receive this memo. If you need additional time, you may request an extension from the individual named above. You may submit attachments (limited to 10 pages), but they must directly relate to the reason the report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc., submitted as attachments, will be removed from your rebuttal package prior to filing the referral report since these documents are already filed in your records. Your rebuttal comments and any attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you fully substantiate and document them. Contact the MPF career enhancement section if you require any assistance in preparing your reply to the referral report.
3. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (i.e. assignments, promotion, etc.). Recommend you consult your first sergeant, commander and/or MPF if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2401, *Correction of Officer and Enlisted Evaluation Reports*, once the report becomes a matter of record as defined in AFI 36-2406.

LEILA R. VANBELKUM, TSgt, USAF
NCOIC, WMD Targets Branch



DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON
SHAW AIR FORCE BASE, SOUTH CAROLINA

Attachment:

AF Form 910 24 March 2005

cc: Capt Steven Hillard

1st Ind, A1C Alvin M. Greene

MEMORANDUM FOR Capt Steven Hillard (609 AIS/INT)

Receipt acknowledged at ⁷⁹²⁵ on 28 Mar 05.

A handwritten signature in cursive script, appearing to read "Alvin M. Green".

ALVIN M. GREEN, A1C, USAF

A solid black rectangular redaction mark covering a portion of the signature block.



DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON (ACC)

SHAW AIR FORCE BASE, SOUTH CAROLINA

4 Apr 05

MEMORANDUM FOR CAPT STEVEN HILLARD

FROM: A1C ALVIN M. GREENE

SUBJECT: EPR Response

1. The constant corruption to my computer system profiles and other adverse conditions can often make it impossible for me to accomplish tasks in a timely fashion. For example, TSgt Byers cursed me out and told me I am wanted out.
2. There is no mention of my volunteer community involvement, PME completed, nor my participation in base organizations and activities that I made aware to my supervisor.

Alvin M. Greene
ALVIN M. GREENE, A1C, USAF

Mil PDS Updated

ENLISTED PERFORMANCE REPORT (AB thru TS)

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

1. NAME (Last, First, Middle Initial) GREENE, ALVIN M.		2. SSN [REDACTED]	3. GRADE A1C	4. DAFSC 1N031
5. ORGANIZATION, COMMAND, AND LOCATION 609th Air Intelligence Squadron (ACC), Shaw Air Force Base, South Carolina			6a. PAS CODE SP1CFW9R	6b. SRID 1C440
7. PERIOD OF REPORT From: 25 Jul 2002 Thru: 24 Mar 2004		8. NO. DAYS SUPERVISION 268	9. REASON FOR REPORT Initial	

II. JOB DESCRIPTION

1. DUTY TITLE
Intelligence Librarian

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES
Researches, analyzes and produces all-source intelligence studies and briefings on United States Central Command's (USCENTCOM) AOR in support of Commander, Ninth Air Force/United States Central Command Air Forces (9 AF/USCENTAF), command staff, 9 AF units and deployed Joint Task Forces. Disseminates intelligence via briefings and reports as required to support customer requests. Maintains up-to-date accessible USCENTCOM AOR country folders on significant political and military developments. Prepares the 609th Air Intelligence Group and 609th Air Intelligence Squadron Commanders' read files. Interfaces with USCENTAF's Combined Air Operations Center (CAOC) on analytical issues supporting Operations IRAQI FREEDOM (OIF) and ENDURING FREEDOM (OEF). Maintains central source paper and electronic intelligence documents in accordance with all applicable regulations and publications.

III. EVALUATION OF PERFORMANCE

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

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

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

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

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

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

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

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

V. RATER'S COMMENTS

- Usually capable of handling mundane tasks with supervision--not able to adapt to any changes to daily routine
- Contributed to the creation of 150+ daily read books and briefings presented to the Commander, USCENTAF and his staff; provided situational awareness of events and intelligence in AOR
- Received a letter of counseling within his first week assigned to the unit for lack of professionalism in dealing with both officers and NCOs; received multiple subsequent disciplinary actions for failure to perform duties
- Committed two security violations; posted sensitive compartmented information on the secure internet protocol network; resulted in a 3-day work stoppage while servers were reformatted
- Deficient in his ability to properly communicate and understand simple instructions at any level of supervision; refused all suggested self-improvement options--deficiencies continued
 - Failed to satisfactorily perform basic squadron details, despite direct, explicit instructions
- Leadership recognized his inability to contribute to the wartime mission in a forward deployed location
 - Intentionally retained in garrison while the majority of the unit deployed in support of OIF
- While Alvin is a decent person, he lacks the basic skills necessary for promotion--do not consider at this time

Last performance feedback was accomplished on: 27 Feb 2004 *(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
STEVEN L. BEWLEY, TSgt, USAF 609th Air Intelligence Squadron (ACC) Shaw Air Force Base, South Carolina	NCOIC, Unit Support Team	26 MARCH
SSN 8513	SIGNATURE	

VI. ADDITIONAL RATER'S COMMENTS CONCUR NONCONCUR

- I have carefully considered A1C Greene's comments to the referral memo of 26 Mar 04
- Ranks significantly behind peers in terms of social awareness, initiative and overall self-confidence
- Deficiencies in communicating with superiors and peers severely detracted from mission accomplishment
- Received verbal and written counseling for failure to properly maintain his government living quarters
- Relegated to manage squadron intelligence library; catalogued and sorted through thousands of documents
- A1C Greene is not ready for the increased responsibility that a promotion would currently warrant at this time

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
KRISTEN D. VANDEUSEN, 1Lt, USAF 609th Air Intelligence Squadron (ACC) Shaw Air Force Base, South Carolina	Chief, Unit Support Team	9 APR 04
SSN 0769	SIGNATURE	

INSTRUCTIONS

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

VII. COMMANDER'S REVIEW

<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR <i>(Attach AF Form 77)</i>	SIGNATURE
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DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON (ACC)
SHAW AIR FORCE BASE, SOUTH CAROLINA

26 Mar 04

MEMORANDUM FOR A1C ALVIN M. GREENE

FROM: INA

SUBJECT: Referral of Enlisted Performance Report

1. I am referring the attached enlisted performance report to you according to AFI 36-2406, Military Performance Evaluations, paragraph 3.9. It contains comments/ratings that make the report a referral as defined in AFI 36-2406, paragraph 3.9. Specifically, my ratings in section III; items 5 and 7, and my comments in section V highlighting your failure to perform assigned duties and with your difficulty in communicating with others.
2. Acknowledge receipt of this correspondence by signing and dating in reproducible ink. Your signature on this memo merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit comments to rebut the report. Send your comments to reach 1Lt Kristen VanDeusen, 609 AIS/INA, not later than 10 calendar days from the date you receive this memo. If you need additional time, you may request an extension from the individual named above. You may submit attachments (limited to 10 pages), but they must directly relate to the reason the report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Your rebuttal comments and any attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you fully substantiate and document them. Contact the MPF career enhancement section if you require any assistance in preparing your reply to the referral report.
3. It is important for you to be aware the receiving a referral report may effect your eligibility for other personnel related actions (i.e. assignment, promotion, etc.). Recommend you consult your first sergeant, commander and/or MPF if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2401, Correction of Officer and Enlisted Evaluation Reports, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.

A handwritten signature in black ink, appearing to read "S. Bewley".

STEVEN L. BEWLEY, TSgt, USAF
NCOIC, Unit Support

Attachment:

AF Form 910, closing 24 Mar 04

cc: 1Lt Kristen Vanduesen

1st Ind, A1C ALVIN M. GREENE

MEMORANDUM FOR TSGT STEVEN L. BEWLEY (609 AIS/INA)

Receipt acknowledged at 1325 on 26 Mar 04.


ALVIN M. GREENE, A1C, USAF




DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON (ACG)
SHAW AIR FORCE BASE, SOUTH CAROLINA

26 Mar 04

MEMORANDUM FOR 1LT KRISTEN D. VANDEUSEN

FROM: A1C ALVIN M. GREENE

SUBJECT: Request for extention for EPR rebuttal comments

Due to the important nature of this EPR rebuttal process, I would like to request more time, an additional five days, to coordinate my assistance for responding to this matter.

Alvin M. Greene
ALVIN M. GREENE, A1C, USAF
609 AIS/ACF

*I, Lt. Kristen VandeuSen, grant until
April 9, 2004 to submit your rebuttal.*

A handwritten signature in black ink, appearing to read "Lt. Kristen VandeuSen".

1LT KRISTEN VANDEUSEN



DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON (ACC)
SHAW AIR FORCE BASE, SOUTH CAROLINA

9 Apr 04

MEMORANDUM FOR 1LT KRISTEN D. VANDEUSEN

FROM: A1C ALVIN M. GREENE

SUBJECT: EPR Rebuttal

1. Based on my conversations with the Area Defense Counsel and MPF, I believe my EPR is invalid.
2. TSgt Bewley prepared my EPR, however he was not and is not my rater according to the EPR RIP. TSgt Bewley only concentrates on presenting a negative perception of me by making false statements of my character. TSgt Bewley is hardly ever here at work with me and when he is he arrives to work late, takes extended lunch periods, and leaves work early. TSgt Bewley and others create a hostile work environment that can often be difficult for me and fellow Airmen to communicate and be productive.
3. TSgt Bewley marked me down on supervision, I am just an A1C, I do not supervise anybody.
4. Capt Kline did not provide a quality control process for posting briefing on the web. An adequate quality control process would consist of an NCO or Officer checking and reviewing all briefings before they were posted on the web. In addition, Capt Kline failed to provide necessary training required to perform my assigned duties.
5. It is not right for TSgt Bewley nor others in supervision to neglect, lose hope and give up on our new inexperienced Airmen. I ask that this EPR be upgraded and proper consideration be given to my evaluation. Thank you.

Alvin M. Greene
ALVIN M. GREENE, A1C, USAF
609 AIS/ACF



DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON (ACC)
SHAW AIR FORCE BASE, SOUTH CAROLINA

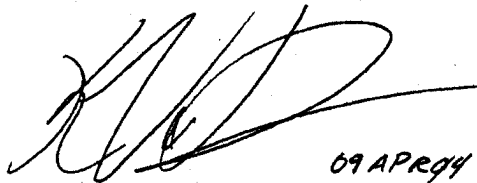
09 APR 04

MEMORANDUM FOR A1C ALVIN M. GREENE
428 Lance Ave
Shaw AFB SC 29152

FROM: 609 AIS/INA

SUBJECT: Referral Enlisted Performance Report

1. I am referring the attached Enlisted Performance Report to you according to AFI 36-2406, *Military Performance Evaluations*, paragraph 3.9, "Referral Report Procedures." It contains comments and rating that make the report a referral as defined in AFI 36-2406, paragraph 3.9. Specifically, ratings in Section III, items 5 and 7, Section IV, my concurrence with comments by TSgt Bewley in Section V and my comments in Section VI that highlight your failure to perform assigned duties and difficulty in communicating with others.
2. Acknowledge receipt of this correspondence by signing and dating in reproducible ink. Your signature on this memo merely acknowledges that a referral report has been rendered; it does not imply acceptance of or agreement with the ratings or comments on the report. Once signed, you are entitled to a copy of this memo. You may submit comments to rebut the report. Send your comments to reach LtCol Courtney Ducharme not later than 10 calendar days from the date you receive this memo. If you need additional time, you may request an extension from the individual named above. You may submit attachments (limited to 10 pages), but they must directly relate to the reason the report was referred. Pertinent attachments not maintained elsewhere will remain attached to the report for file in your personnel record. Copies of previous reports, etc., submitted as attachments, will be removed from your rebuttal package prior to filing the referral report since these documents are already filed in your records. Your rebuttal comments and any attachments may not contain any reflection on the character, conduct, integrity, or motives of the evaluator unless you fully substantiate and document them. Contact the MPF career enhancement section if you require any assistance in preparing your reply to the referral report. It is important for you to be aware that receiving a referral report may affect your eligibility for other personnel related actions (i.e. assignments, promotion, etc.). Recommend you consult your first sergeant, commander and/or MPF if you desire more information on this subject. If you believe this report is inaccurate, unjust, or unfairly prejudicial to your career, you may apply for a review of the report under AFI 36-2401, *Correction of Officer and Enlisted Evaluation Reports*, once the report becomes a matter of record as defined in AFI 36-2406, Attachment 1.



09 APR 04
KRISTEN D. VANDEUSEN, 1Lt, USAF
Chief, Unit Support

Attachment:
AF Form 910 closing 24 Mar 04

cc:

LtCol Courtney Ducharme

1st Ind A1C ALVIN M. GREENE

MEMORANDUM FOR 1LT KRISTEN VANDEUSEN

Receipt acknowledged at 0921 on 9 Apr 04.



ALVIN M. GREENE, A1C, USAF




DEPARTMENT OF THE AIR FORCE

809TH AIR INTELLIGENCE SQUADRON (ACC)
SHAW AIR FORCE BASE, SOUTH CAROLINA

9 Apr 04

MEMORANDUM FOR LT COL COURTNEY A. DUCHARME, 609 AIS/CC

FROM: A1C ALVIN M. GREENE, 609 AIS/ACF

SUBJECT: Request for extension for EPR rebuttal comments

Due to the important nature of the EPR rebuttal process, I would like to request that my EPR rebuttal period be extended through the 23rd of April 04.

Alvin M. Greene
ALVIN M. GREENE, A1C, USAF
609 AIS/ACF

1st IND

Approved.

Courtney A Ducharme
COURTNEY A DUCHARME



DEPARTMENT OF THE AIR FORCE

609TH AIR INTELLIGENCE SQUADRON (ACC)
SHAW AIR FORCE BASE, SOUTH CAROLINA

23 Apr 04

MEMORANDUM FOR LT COL COURTNEY A. DUCHARME, 609 AIS/CC

FROM: A1C ALVIN M. GREENE, 609 AIS/ACF

SUBJECT: EPR Rebuttal

1. My position remains the same as the EPR Rebuttal dated 9 Apr 04. Based on my conversations with the Area Defense Counsel and MPF staff, I believe my EPR is invalid.
2. TSgt Bewley prepared my EPR, however he was not and is not my rater according to the EPR RIP. TSgt Bewley and others only concentrate on presenting a negative perception of me by making false statements of my character. TSgt Bewley is hardly ever here at work with me and when he is he arrives to work late, takes extended lunch periods, and leaves work early. TSgt Bewley and others create a hostile work environment that can often be difficult for me and fellow Airmen to communicate and be productive.
3. TSgt Bewley marked me down on supervision, I am just an A1C, I do not supervise anybody.
4. Capt Kline did not provide a quality control process for posting briefing on the web. An adequate quality control process would consist of an NCO or Officer checking and reviewing all briefings before they were posted on the web. In addition, Capt Kline failed to provide necessary training required to perform my assigned duties.
5. 1Lt Vandeusen took less than an hour and a half to consider my EPR Rebuttal, which I feel is not enough time to seriously consider my remarks. TSgt Bewley and 1Lt Vandeusen's comments mirror those comments that Capt Kline and Capt Browning made on two previous faulty EPR attempts, which include repeating false statements.
6. It is not right for TSgt Bewley nor others in supervision to neglect, lose hope and give up on our new inexperienced Airmen. I ask that this EPR be upgraded and proper consideration be given to my evaluation. Thank you.

Alvin M. Greene
ALVIN M. GREENE, A1C, USAF
609 AIS/ACF