

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF FLORIDA

CASE NO. 06-60352-CR-ZLOCH

UNITED STATES OF AMERICA,

Plaintiff,

v.

DAVID NEAL KELLERMAN, and  
SHAWN PATRICK MONAGHAN,  
a/k/a Mr. Monster,

Defendants.

\_\_\_\_\_ /

**DEFENDANT, DAVID NEAL KELLERMAN'S NOTICE OF FILING**

Defendant, DAVID NEAL KELLERMAN, by and through his undersigned counsel, hereby gives notice of filing his NCO Evaluation Reports with the Court this date.

**IT IS HEREBY CERTIFIED** that this filing is necessary for the Court's consideration in determining an appropriate sentence for Defendant, DAVID NEAL KELLERMAN at the Sentencing Hearing scheduled for September 19, 2008.

**CERTIFICATE OF SERVICE**

**WE HEREBY CERTIFY** that a true and correct copy of the foregoing was served this 17 day of September, 2008 to: **Michael Walleisa, Esq.**, Assistant U.S. Attorney, 500 E. Broward Boulevard, Suite 700, Fort Lauderdale, Florida 33394; **Eric M. Cohen, Esq.**, Two Datan Center - Suite 1200, Miami, Florida 33156; and **Dan Hartenstine**, United States Department of Justice, Litigation Security Section, 20

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Page 2

Massachusetts Avenue NW, Room 5300, Washington, DC 20530-0001.

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Attorneys for Defendant,  
**DAVID NEAL KELLERMAN**

By: 

DANIEL J. KOLEOS  
Florida Bar No. 516325

<b>NCO EVALUATION REPORT</b> For use of this form, see AR 623-205; the proponent agency is DCSPER						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E.	
<b>PART I - ADMINISTRATIVE DATA</b>							
a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.				b. SSN		c. RANK SGT	
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Co B, 260th MI Bn (L), 1405 NW 167th St., Miami, FL WYR3BO, 33169				d. DATE OF RANK 920913		e. PMOSC 92Y2L00QB	
g. REASON FOR SUBMISSION 02 ANNUAL							
h. PERIOD COVERED		i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL	
FROM THRU							
YY	MM	YY	MM				
92	12	93	11	12			
				l. RATED NCO COPY (Check one and Date)		m. PSC Initials	
				1. Given to NCO		Date	
				2. Forwarded to NCO			
						n. CMD CODE NG	
						o. PSC CODE	
<b>PART II - AUTHENTICATION</b>							
a. NAME OF RATER (Last, First, Middle Initial) ANDRES, ICILDA D.				SSN		SIGNATURE <i>ICilda D. Andres</i>	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT SSG, 97E3L, Co B, 260th MI Bn (L), Miami, FL 33169-5732, Sr Interrogation SGT						DATE 940410	
b. NAME OF SENIOR RATER (Last, First, Middle Initial) SHIPLEY, GEORGE E.				SSN		SIGNATURE <i>George E. Shipley</i>	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1SG, 97B5M, Co B, 260th MI Bn (L), Miami, FL 33169-5732 First Sergeant						DATE 940410	
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).				SIGNATURE <i>David Kellerman</i>		DATE 940410	
d. NAME OF REVIEWER (Last, First, Middle Initial) HERNANDEZ, ANGEL G.				SSN		SIGNATURE <i>Angel Hernandez</i>	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI/35D, Co B, 260th MI Bn (L), Miami, FL 33169-5732 Commander						DATE 940411	
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)							
<b>PART III - DUTY DESCRIPTION (Rater)</b>							
a. PRINCIPAL DUTY TITLE SUPPLY SERGEANT				b. DUTY MOSC 92Y300000			
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Supervises and performs duties involving request, receipt, storage, issue, accountability and perservation of individual, organizational, installation, and expendable supplies and equipment for unit supply operations.							
d. AREAS OF SPECIAL EMPHASIS							
e. APPOINTED DUTIES							
f. Counseling dates from checklist/record				INITIAL 930112		LATER 931106	
<b>PART IV - VALUES/NCO RESPONSIBILITIES (Rater)</b>							
a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)							YES NO
1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.							1 X
2. Is committed to and shows a sense of pride in the unit - works as a member of the team.							2 X
3. Is disciplined and obedient to the spirit and letter of a lawful order.							3 X
4. Is honest and truthful in word and deed.							4 X
5. Maintains high standards of personal conduct on and off duty.							5 X
6. Has the courage of convictions and the ability to overcome fear - stands up for and does, what's right.							6 X
7. Supports EO/IEO							7 X
Bullet comments							
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;"> <b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b> </div> <div style="width: 70%;"> <b>PERSONAL</b>            Commitment            Competence            Candor            Courage   <b>ARMY ETHIC</b>            Loyalty            Duty            Selfless Service            Integrity         </div> </div>							

RATED NCO'S NAME (Last, First, Middle In)  
**KELLERMAN, DAVID N.**

N

THRU DATE  
 9311

**PART IV (Rater) - VALUES/NCO RESPONSIBILITIES**

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
 Specific Bullet examples of "SUCCESS" are optional.

**b. COMPETENCE**

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Gives full effort and is committed to excellence.

**c. PHYSICAL FITNESS & MILITARY BEARING**

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

APFT PASS 9310

HEIGHT/WEIGHT 68/184 YES

- o Fit to Fight.
- o Exhibits exemplary military bearing.

**d. LEADERSHIP**

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Soldier is mission oriented.

**e. TRAINING**

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

- o Received commendations for his superior performance and support during "JTX Ocean Venture 93".

**f. RESPONSIBILITY & ACCOUNTABILITY**

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Anticipates future taskings and with prior planning doesn't need to push a deadline.

**PART V - OVERALL PERFORMANCE AND POTENTIAL**

**a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.**

AMONG THE BEST      FULLY CAPABLE      MARGINAL

☐ ☒ ☐

**b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.**

Battalion Supply Sergeant

Interrogator

IPW Platoon Sergeant

**a. SENIOR RATER BULLET COMMENTS :**

- o Very attentive to details.
- o Readily accepts responsibility for supply activities.
- o Highly recommended for Bn Supply Sergeant.

**c. SENIOR RATER. Overall performance**

☒ ☐ ☐ ☐ ☐  
 1 2 3 4 5  
 Successful Fair Poor

**d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.**

☒ ☐ ☐ ☐ ☐  
 1 2 3 4 5  
 Superior Fair Poor

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.				b. SSN		c. RANK SGT		d. DATE OF RANK 920913		e. PMOSC 92Y2L00QB	
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND CO B, 260TH MI BN (L) 1405 NW 167TH ST., MIAMI, FL 33169-5732								g. REASON FOR SUBMISSION 02 ANNUAL			
h. PERIOD COVERED				i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL		l. RATED NCO COPY (Check one and Date)	
FROM THRU				12						<input checked="" type="checkbox"/> 1. Given to NCO <input type="checkbox"/> 2. Forwarded to NCO	
93 12 94 11										m. PSC Initials n. CMD CODE NG	

**PART II - AUTHENTICATION**

a. NAME OF RATER (Last, First, Middle Initial) MCCALL, MICHAEL A.		SSN	SIGNATURE <i>Michael A. McCall</i>	DATE 950120
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1SG, 97B, CO B, 260TH MI BN (L), FIRST SERGEANT				
b. NAME OF SENIOR RATER (Last, First, Middle Initial) MUSKETT, STEPHEN A.		SSN	SIGNATURE <i>Stephen A. Musket</i>	DATE 950121
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, 18A, CO B, 260TH MI BN (L), EXECUTIVE OFFICER				
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).			SIGNATURE <i>David Kellerman</i>	DATE 950122
d. NAME OF REVIEWER (Last, First, Middle Initial) HERNANDEZ, ANGEL G.		SSN	SIGNATURE <i>Angel G. Hernandez</i>	DATE 950122
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, 35D, CO B, 260TH MI BN (L), COMPANY COMMANDER				
<input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)				

**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE Supply Sergeant		b. DUTY MOSC 92Y2L00QB	
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Request, receives, issues and maintains accountability for individual, organizational, installational and expendable supplies and equipment, also coordinates supply activities and provides technical guidance for the unit.			
d. AREA OF SPECIAL EMPHASIS			
e. APPOINTED DUTIES			
f. Counseling dates from checklist/record		INITIAL 940319	LATER 940813

**PART IV - VALUES/NCO RESPONSIBILITIES (Rater)**

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
<b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>	1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.	<input checked="" type="checkbox"/>	
	2. Is committed to and shows a sense of pride in the unit - works as a member of the team.	<input checked="" type="checkbox"/>	
	3. Is disciplined and obedient to the spirit and letter of a lawful order.	<input checked="" type="checkbox"/>	
	4. Is honest and truthful in word and deed.	<input checked="" type="checkbox"/>	
	5. Maintains high standards of personal conduct on and off duty.	<input checked="" type="checkbox"/>	
	6. Has the courage of convictions and the ability to overcome fear - stands up for and does, what's right.	<input checked="" type="checkbox"/>	
	7. Supports EO/EEO	<input checked="" type="checkbox"/>	
<b>PERSONAL</b> Commitment Competence Candor Courage  <b>ARMY ETHIC</b> Loyalty Duty Selfless Service Integrity		Bullet comments o Places unit need and goals first o Displays absolute loyalty to superiors	

**PART IV (Rater) - VALUES/NCO RESPONSIBILITIES**

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
Specific Bullet examples of "SUCCESS" are optional.

**b. COMPETENCE**

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Demonstrates a high level of expertise
- o Makes decisions with confidence

**c. PHYSICAL FITNESS & MILITARY BEARING**

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

APFT

HEIGHT/WEIGHT 69"/177 YES

- o Soldier was not administered the APFT this rating period

**d. LEADERSHIP**

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Projects self confidence
- o Committed to excellence

**e. TRAINING**

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Unlimited teaching capacity
- o Relentless drive and dedication

**f. RESPONSIBILITY & ACCOUNTABILITY**

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Devotes attention to responsibility
- o Meets all schedules and deadlines

**PART V - OVERALL PERFORMANCE AND POTENTIAL**

**a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.**

AMONG THE BEST      FULLY CAPABLE      MARGINAL

☐ ☒ ☐

**e. SENIOR RATER BULLET COMMENTS**

- o Overcomes all obstacles
- o Exceed highest professional standards
- o Considers no job too difficult

**b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.**

Platoon Sergeant  
Battalion supply Sergeant  
Warrant Officer

**c. SENIOR RATER. Overall performance**

☒ ☐ ☐ ☐ ☐  
1 2 3 4 5  
Successful Fair Poor

**d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.**

☒ ☐ ☐ ☐ ☐  
1 2 3 4 5  
Superior Fair Poor



## NCO EVALUATION REPORT

For use of this form, see AR 623-205; the proponent agency is DCSPER

SEE PRIVACY ACT STATEMENT  
IN AR 623-205, APPENDIX E.

## PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.		b. SSN [REDACTED]	c. RANK SGT	d. DATE OF RANK 920913	e. PMOSC 92Y2L00QB
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND CO B, 260TH MI BN (L) 1405 NW 167TH ST., MIAMI, FL 33169-5732				g. REASON FOR SUBMISSION 02 ANNUAL	
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)
FROM THRU					1. Given to NCO 2. Forwarded to NCO
YY MM	YY MM				Date
94 12	95 11				28 Aug 96
		m. PSC Initials	n. CMD CODE	o. PSC CODE	
		PSH	NG		

## PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) MCCALL, MICHAEL A.	SSN [REDACTED]	SIGNATURE <i>Michael A. McCall</i>	DATE 17 AUG 96
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1SG, 97B, CO B, 260TH MI BN (L), FIRST SERGEANT			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) DASILVA, FRANK J.	SSN [REDACTED]	SIGNATURE <i>Frank J. Dasilva</i>	DATE 17 AUG 96
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, MI, CO B, 260TH MI BN (L), EXECUTIVE OFFICER			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).		SIGNATURE SOLDIER NOT AVAILABLE FOR SIGNATURE	DATE 17 Aug 96
d. NAME OF REVIEWER (Last, First, Middle Initial) HERNANDEZ, ANGEL G.	SSN [REDACTED]	SIGNATURE <i>Angel G. Hernandez</i>	DATE 17 Aug 96
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, CO B, 260TH MI BN (L), COMPANY COMMANDER			
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)			

## PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Supply Sergeant	b. DUTY MOSC 92Y2L00QB
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Request, receives, issues and maintains accountability for individual, organizational, installational and expendable supplies and equipment, also coordinates supply activities and provides technical guidance for the unit.	
d. AREA OF SPECIAL EMPHASIS	
e. APPOINTED DUTIES	
f. Counseling dates from checklist/record	INITIAL 950401
	LATER 951028
	LATER
	LATER

## PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
<b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>	1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.	1	X
	2. Is committed to and shows a sense of pride in the unit - works as a member of the team.	2	X
	3. Is disciplined and obedient to the spirit and letter of a lawful order.	3	X
	4. Is honest and truthful in word and deed.	4	X
	5. Maintains high standards of personal conduct on and off duty.	5	X
	6. Has the courage of convictions and the ability to overcome fear - stands up for and does, what's right.	6	X
	7. Supports EO/EEO	7	X
<b>PERSONAL</b> Commitment Competence Candor Courage  <b>ARMY ETHIC</b> Loyalty Duty Selfless Service Integrity		Bullet comments o Displays absolute loyalty to unit o Places unit's needs above his own	

RATED NCO'S NAME (Last, First, Middle Initial)

KELLERMAN, DAVID N.

THRU DATE

95 11

## PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
Specific Bullet examples of "SUCCESS" are optional.

## b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☒      ☐      ☐ ☐

- o Honor Graduate from 97E MOS producing course

## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐      ☒      ☐ ☐

APFT PASS 9503.

HEIGHT/WEIGHT 70"/182 YES

## d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐      ☒      ☐ ☐

- o Places soldiers need above his own

- o Committed to accomplishing all assigned tasks, with the attitude of "Mission First"

## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐      ☒      ☐ ☐

- o Organized company rifle and pistol team

- o Shares knowledge, and experiences with other soldiers

## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐      ☒      ☐ ☐

- o Maintains the highest standard of accountability of unit equipment

- o Safety conscious

## PART V - OVERALL PERFORMANCE AND POTENTIAL

- a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST      FULLY CAPABLE      MARGINAL

☐      ☒      ☐

- b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Platoon Sergeant

Battalion Supply Sergeant

Warrant Officer

## e. SENIOR RATER BULLET COMMENTS

- o No mission too difficult
- o Devotes countless hours of personal time to the unit
- o Displays intelligence, and leadership in motivating subordinates

- c. SENIOR RATER. Overall performance

☒ ☐ ☐ ☐ ☐  
1 2 3 4 5  
Successful Fair Poor

- d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

☒ ☐ ☐ ☐ ☐  
1 2 3 4 5  
Superior Fair Poor



For use of this form, see AR 6. 2. the proponent agency is DCSPER

## PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.				b. SSN [REDACTED]		c. RANK SSG		d. DATE OF RANK 96-03-03		e. PMOSC 18B300	
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HQS, DET 1 83RD TROOP COMMAND CO C-/3/20TH SFG (A), (uc:616), FORT LAUDERDALE, FL 33315-2641								g. REASON FOR SUBMISSION 02 ANNUAL			
h. PERIOD COVERED				i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL		l. RATED NCO COPY (Check one and Date)	
FROM		THRU								m. PSC Initials	
YY	MM	YY	MM							n. CMD CODE	
96	10	97	09							o. PSC CODE	
1. Given to NCO											
2. Forwarded to NCO											

## PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) TINTORRI, DARRYL FE				SSN [REDACTED]		SIGNATURE Daryl Fe Tintorri		DATE 980202	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MSG, 18Z50 C-/3/20 SFG (A) OPERATIONS NCO									
b. NAME OF SENIOR RATER (Last, First, Middle Initial) SIMMONS, JAMES				SSN [REDACTED]		SIGNATURE James Simmons, CPT		DATE 980202	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, SF, C-/3/20 SFG (A) DETACHMENT COMMANDER									
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).						SIGNATURE [Signature]		DATE 980202	
d. NAME OF REVIEWER (Last, First, Middle Initial) DURDEN, GEORGE F				SSN [REDACTED]		SIGNATURE George F Durden		DATE 980202	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, SF, C-/3/20 SFG (A) COMPANY COMMANDER									

e. ☒ CONCUR WITH RATER AND SENIOR RATER EVALUATIONS ☐ NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)

## PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE SPECIAL OPERATIONS WEAPONS SERGEANT				b. DUTY MOSC 18B300			
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Serves as a detachment member in Strike operations, FID, unconventional warfare and counterterrorist operations; Recruits, organizes, trains, advises, and supervises indigenous, allied, and non-indigenous personnel and their organizations up to battalion level; Serves as Senior Enlisted member for special operations activities from operational through special operation headquarters staff positions.							
d. AREA OF SPECIAL EMPHASIS Attend ANCOC							
e. APPOINTED DUTIES ODA classified materials manager							
f. Counseling dates from checklist/record				INITIAL		LATER	
				96-10-05		97-01-25	
						97-04-19	
						97-07-27	

## PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)								YES	NO
1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.								1	<input checked="" type="checkbox"/>
2. Is committed to and shows a sense of pride in the unit - works as a member of the team.								2	<input checked="" type="checkbox"/>
3. Is disciplined and obedient to the spirit and letter of a lawful order.								3	<input checked="" type="checkbox"/>
4. Is honest and truthful in word and deed.								4	<input checked="" type="checkbox"/>
5. Maintains high standards of personal conduct on and off duty.								5	<input checked="" type="checkbox"/>
6. Has the courage of convictions and the ability to overcome fear - stands up for and does, what's right.								6	<input checked="" type="checkbox"/>
7. Supports EO/EO								7	<input checked="" type="checkbox"/>
Bullet comments Volunteers for numerous additional duties									

V  
A  
L  
U  
E  
S

PERSONAL  
Commitment  
Competence  
Candor  
Courage

ARMY ETHIC  
Loyalty  
Duty  
Selfless Service  
Integrity

## PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
Specific Bullet examples of "SUCCESS" are optional.

## b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

- o Provided valuable S-2 information during JTF/x96
- o Completed 6 college credit hours
- o Integrated civilian skills into military operations

## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

APFT pass 96-12 HEIGHT/WEIGHT 70 178 yes

- o Has excellent military bearing

## d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Sets the example for all SF soldiers by his work ethics

## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

- o Active in RIAT training at Co and Bn level
- o Completed validation and certification
- o Conducted superior weapons training at team level

## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

- o Maintains 100% of teams weapon systems

## PART V - OVERALL PERFORMANCE AND POTENTIAL

## a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST FULLY CAPABLE MARGINAL

☐ ☒ ☐

## b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

SF Intel SGT

Platoon SGT

First SGT

## e. SENIOR RATER BULLET COMMENTS

- o Possesses M.I. interrogation skills
- o Totally committed to mission success

## c. SENIOR RATER. Overall performance

☒ ☐ ☐ ☐ ☐  
1 2 3 4 5  
Successful Fair Poor

## d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

☒ ☐ ☐ ☐ ☐  
1 2 3 4 5  
Superior Fair Poor

<b>Case 0:06-cr-60352-WJZ Document 160 Entered on FLSD Docket 09/17/2008 Page 11 of 24</b>												
<b>a. NAME (Last, First, Middle Initial)</b> KELLERMAN, DAVID N.				<b>b. SSN</b> SSG		<b>c. DATE OF RANK</b> 960303		<b>d. PMOSC</b> 18B300000				
<b>f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND</b> HQS, DET 1, 83RD TROOP COMMAND CO C-/3/20TH SFG(A), (UIC:616), FORT LAUDERDALE, FL 33315-2641						<b>g. REASON FOR SUBMISSION</b> 02 ANNUAL						
<b>h. PERIOD COVERED</b> FROM THRU YY MM YY MM 97 11 98 10		<b>i. RATED MONTHS</b> 12	<b>j. NON-RATED CODES</b>	<b>k. NO. OF ENCL</b> 0	<b>l. RATED NCO COPY (Check one and Date)</b> 1. Given to NCO 2. Forwarded to NCO		<b>m. PSC Initials</b> EPR		<b>n. CMD CODE</b> NG			
<b>PART II - AUTHENTICATION</b>												
<b>a. NAME OF RATER (Last, First, Middle Initial)</b> FINLEY, ARNOLD A.				<b>SSN</b> L		<b>SIGNATURE</b> Arnold A. Finley						
<b>RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT</b> MSG, 18Z50, CO C(-) 3/20TH SFG(A), SPECIAL OPERATIONS SENIOR SERGEANT				<b>DATE</b> 981206								
<b>b. NAME OF SENIOR RATER (Last, First, Middle Initial)</b> AYOOB, MARK F.				<b>SSN</b> L		<b>SIGNATURE</b> M. Ayoob						
<b>RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT</b> 1LT, IN, CO C(-) 3/20TH SFG(A), DETACHMENT COMMANDER				<b>DATE</b> 981206								
<b>c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).</b>						<b>SIGNATURE</b> D. Finley		<b>DATE</b> 981206				
<b>d. NAME OF REVIEWER (Last, First, Middle Initial)</b> DURDEN, GEORGE F.				<b>SSN</b> L		<b>SIGNATURE</b> George F. Durden						
<b>RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT</b> MAJ, SF, CO C(-) 3/20TH SFG(A), COMPANY COMMANDER				<b>DATE</b> 981206								
<b>e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS</b> <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)												
<b>PART III - DUTY DESCRIPTION (Rater)</b>												
<b>a. PRINCIPAL DUTY TITLE</b> SPECIAL FORCES WEAPONS SERGEANT						<b>b. DUTY MOSC</b> 18B30						
<b>c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)</b> Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs conventional and unconventional warfare tactics in the use of individual small arms, light crew served weapons, anti-aircraft and anti-armor weapons; has the expertise to lead and train indigenous personnel in light infantry tactics up to battalion level.												
<b>d. AREAS OF SPECIAL EMPHASIS</b> Attended JRTC rotation for AT and volunteered for two Rapid Initial Assessment Team deployments												
<b>e. APPOINTED DUTIES</b> Company NBC NCO												
<b>f. Counseling dates from checklist/record</b>				<b>INITIAL</b> 971120		<b>LATER</b> 980212		<b>LATER</b> 980629		<b>LATER</b> 981016		
<b>PART IV - VALUES/NCO RESPONSIBILITIES (Rater)</b>												
<b>a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)</b>										<b>YES</b>	<b>NO</b>	
<div style="display: flex; align-items: center;"> <div style="margin-right: 20px;"> <b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>  <b>+</b> </div> <div> <b>PERSONAL</b>            Commitment            Competence            Candor            Courage         </div> </div>										1	<input checked="" type="checkbox"/>	
										2	<input checked="" type="checkbox"/>	
										3	<input checked="" type="checkbox"/>	
										4	<input checked="" type="checkbox"/>	
										5	<input checked="" type="checkbox"/>	
										6	<input checked="" type="checkbox"/>	
										7	<input checked="" type="checkbox"/>	
<b>Bullet comments</b> o can always be counted on to assist in the training and requirements of the team o volunteers for numerous additional duties												

## PART IV (Rater) - VALUES/INCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
Specific Bullet examples of "SUCCESS" are optional.

## d. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)



## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)



## d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)



## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)



## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)



o his exemplary hard work and expertise as NCOIC of S-2 during JRTC earned him the Army Achievement Medal

APFT PASS/9712

HEIGHT/WEIGHT

70/186

YES

o possesses a wide variety of experience and range of experience makes him a very astute soldier

o at great personal expense, he volunteered for two RIAT missions developed disaster data collection within the AO for evacuations

o assisted in superior weapons qualifications make-up for deficient Battalion soldiers

o readily shares knowledge and experience with other soldiers

o his supervision of the security within the Isolation Facility was key to his unit's success at JRTC

o maintained accountability and serviceability of all of his detachment's weapons.

## PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE  
BESTFULLY  
CAPABLE

MARGINAL



b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Special Forces Warrant Officer

Special Forces Operations/Intel NCO

Special Forces Detachment NCO

## e. SENIOR RATER BULLET COMMENTS

o devotes countless hours of personal time to the unit

o attend Special Forces Weapons Sergeant ANCOC/O&I

o has the potential to become an outstanding SF Warrant Officer

o promote ahead of peers

c. SENIOR RATER. Overall performance

1 2 3  
Successful

Fair

Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1 2 3  
Superior

Fair

Poor



## NCO EVALUATION REPORT

SEE PRIVACY ACT STATEMENT  
IN AR 623-205, APPENDIX E

## PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.				b. SSN		c. RANK SSG		d. DATE OF RANK 960303		e. PMOSC 92Y3L00QB	
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND CO C-3/20TH SFG(A), FORT LAUDERDALE, FL 33315-2641 83rd TROOP COMMAND								g. REASON FOR SUBMISSION 02 ANNUAL			
h. PERIOD COVERED				i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL		l. RATED NCO COPY (Check one and Date)	
FROM		THRU								m. PSG Initials	
YY	MM	YY	MM	12						n. CMD CODE NG	
98	11	99	10			0					
								1. Given to NCO		Date	
								2. Forwarded to NCO			

## PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) GARWOOD, ESTELL A.				SSN		SIGNATURE 		DATE 991120	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MSG, 18Z50, CO C(-) 3/20TH SFG(A), DETACHMENT OPERATIONS SERGEANT									
b. NAME OF SENIOR RATER (Last, First, Middle Initial) MUNSEY, RICHARD J.				SSN		SIGNATURE 		DATE 991120	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, SF, CO C(-) 3/20TH SFG(A), DETACHMENT COMMANDER									
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).						SIGNATURE 		DATE 991120	
d. NAME OF REVIEWER (Last, First, Middle Initial) LOVELACE, DONALD A.				SSN		SIGNATURE 		DATE 991120	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, EN, CO C(-) 3/20TH SFG(A), COMPANY COMMANDER									
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)									

## PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE SPECIAL FORCES WEAPONS SERGEANT		b. DUTY MOSC 18B30	
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs conventional and unconventional warfare tactics in the use of individual small arms, light crew served weapons, anti-aircraft and anti-armor weapons; has the expertise to lead and train indigenous personnel in light infantry tactics up to battalion level.			
d. AREAS OF SPECIAL EMPHASIS			
e. APPOINTED DUTIES Company NBC NCO			
f. Counseling dates from checklist/record		INITIAL 990110	LATER 990415
		LATER 990725	LATER

## PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
<b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>	PERSONAL Commitment Competence Candor Courage	1	<input checked="" type="checkbox"/>
	2. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.	2	<input checked="" type="checkbox"/>
	3. Is committed to and shows a sense of pride in the unit - works as a member of the team.	3	<input checked="" type="checkbox"/>
	4. Is disciplined and obedient to the spirit and letter of a lawful order.	4	<input checked="" type="checkbox"/>
	5. Is honest and truthful in word and deed.	5	<input checked="" type="checkbox"/>
	6. Maintains high standards of personal conduct on and off duty.	6	<input checked="" type="checkbox"/>
	7. Has the courage of convictions and the ability to overcome fear - stands up for and does what's right.	7	<input checked="" type="checkbox"/>
7. Supports EO/EEO.		7	<input checked="" type="checkbox"/>
Bullet comments			
o consistently displays honesty, loyalty and hard working persistence			
o has the moral courage to tell it like it is			
o always voices legitimate concerns to superiors			
ARMY ETHIC Loyalty Duty Selfless Service Integrity			

+ KELLERMAN, DAVID N.

99 10

## PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
Specific Bullet examples of "SUCCESS" are optional.

## b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

- o successfully completed Jumpmaster Course as a first time GO
- o possesses a superior knowledge of Special Forces operational and weapons techniques

## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

APFT PASS/9812

HEIGHT/WEIGHT

70/187

- o radiates confidence and maintains high standards of professional appearance and military bearing at all times

## d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

- o possesses a frank, direct personality with an innate leadership ability
- o concern for soldier's welfare is paramount during all training

## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☒☐☐☐

- o conducted first rate jump refresher training for the company prior to to two airborne operations
- o very thorough instructor

## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

- o continuously emphasizes safety during airborne operations and other company training
- o meticulous in weapons maintenance

## PART V - OVERALL PERFORMANCE AND POTENTIAL

- a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE  
BESTFULLY  
CAPABLE

MARGINAL

☒☐☐

- b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Special Forces Operations/Intel NCO  
Special Forces Detachment NCO  
Special Forces Warrant Officer

## e. SENIOR RATER BULLET COMMENTS

- o attend SF Weapons ANCOC
- o promote ahead of peers
- o continuously demonstrates potential to perform the duties of the Detachment Operations NCO
- o constantly proved himself to be one of the most professional NCOs in the Company

- c. SENIOR RATER. Overall performance

☒☐☐☐☐☐1 2 3  
Successful4  
Fair5  
Poor

- d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

☒☐☐☐☐☐1 2 3  
Superior4  
Fair5  
Poor



<b>NCO EVALUATION REPORT</b>						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E.				
For use of this form, see AR 623-205; the proponent agency is DCSPER										
<b>PART I - ADMINISTRATIVE DATA</b>										
a. NAME (Last, First, Middle Initial) <b>KELLERMAN, DAVID N.</b>				b. SSN	c. RANK <b>SSG</b>	d. DATE OF RANK <b>960303</b>	e. PMOSC <b>18B3LQB</b>			
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND (WTPECO:616) <b>CO C 3/20th SFG (A), Ft. Lauderdale, FL, 33315</b>				HQS, Det 1, 83rd Troop Command		g. REASON FOR SUBMISSION <b>02 ANNUAL</b>				
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials			
FROM	THRU				1. Given to NCO					
YY MM	YY MM				2. Forwarded to NCO					
99 11	00 10			0	001114		NG			
<b>PART II - AUTHENTICATION</b>										
a. NAME OF RATER (Last, First, Middle Initial) <b>GARWOOD, ESTELL A.</b>				SSN	SIGNATURE <i>Estell A. Garwood</i>					
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MSG, SF, Co C, 3rd BN, 20th SFG(A) OPERATIONS SERGEANT</b>				DATE <b>001105</b>						
b. NAME OF SENIOR RATER (Last, First, Middle Initial) <b>MUNSEY, RICHARD</b>				SSN	SIGNATURE <i>Richard Munsey</i>					
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>CPT, SF, C CO 3/20TH SFG(A), DETACHMENT COMMANDER</b>				DATE <b>001105</b>						
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).				SIGNATURE <i>David N. Kellerman</i>			DATE <b>001105</b>			
d. NAME OF REVIEWER (Last, First, Middle Initial) <b>LOVELACE, DONALD A.</b>				SSN	SIGNATURE <i>Donald A. Lovelace</i>					
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MAJ, SF, C CO 3/20TH SFG(A), COMPANY COMMANDER</b>				DATE <b>001105</b>						
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL. (See attached comments)										
<b>PART III - DUTY DESCRIPTION (Rater)</b>										
a. PRINCIPAL DUTY TITLE <b>SPECIAL FORCES WEAPONS SERGEANT</b>					b. DUTY MOSC <b>18C30</b>					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) <b>Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs very demanding conventional and unconventional warfare tactics and techniques in the employment of individual small arms, light crew served weapons, antiaircraft and antiarmor weapons; possesses the expertise to lead and train indigenous and non-indigenous personnel and organizations up to battalion level in light infantry tactics and the conduct of highly specialized combat operations.</b>										
d. AREAS OF SPECIAL EMPHASIS <b>Non-qualified personnel training cadre</b>										
e. APPOINTED DUTIES <b>NBC NCO</b>										
f. Counseling dates from checklist/record				INITIAL <b>000115</b>	LATER <b>000422</b>	LATER <b>000725</b>	LATER			
<b>PART IV - VALUES/NCO RESPONSIBILITIES (Rater)</b>										
a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)										
<b>V</b>  <b>A</b>  <b>L</b>  <b>U</b>  <b>E</b>  <b>S</b>  <b>ARMY ETHIC</b> Loyalty Duty Selfless Service Integrity		1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.						1	<input checked="" type="checkbox"/>	
		2. Is committed to and shows a sense of pride in the unit - works as a member of the team.						2	<input checked="" type="checkbox"/>	
		3. Is disciplined and obedient to the spirit and letter of a lawful order.						3	<input checked="" type="checkbox"/>	
		4. Is honest and truthful in word and deed.						4	<input checked="" type="checkbox"/>	
		5. Maintains high standards of personal conduct on and off duty.						5	<input checked="" type="checkbox"/>	
		6. Has the courage of convictions and the ability to overcome fear - stands up for and does what's right.						6	<input checked="" type="checkbox"/>	
		7. Supports EO/EEEO.						7	<input checked="" type="checkbox"/>	
		Bullet comments o takes full share of the load in preparation of reports and training when the team need his assistance								

**PART IV (Rater) - VALUES/NCO RESPONSIBILITIES**

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.

<p><b>b. COMPETENCE</b></p> <ul style="list-style-type: none"> <li>o Duty proficiency; MOS competency</li> <li>o Technical &amp; tactical; knowledge, skills, and abilities</li> <li>o Sound judgment</li> <li>o Seeking self-improvement; always learning</li> <li>o Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul> <p> <b>EXCELLENCE</b> (Exceeds std) <input type="checkbox"/> <b>SUCCESS</b> (Meets std) <input checked="" type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/> </p>	<ul style="list-style-type: none"> <li>o keeps up to date in special operations field and current trends</li> <li>o has suitable skills to maximize the limited resources available</li> <li>o participated as a speaker in several training sessions, reflects positively on his team</li> </ul>
<p><b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b></p> <ul style="list-style-type: none"> <li>o Mental and physical toughness</li> <li>o Endurance and stamina to go the distance</li> <li>o Displaying confidence and enthusiasm; looks like a soldier</li> </ul> <p> <b>EXCELLENCE</b> (Exceeds std) <input type="checkbox"/> <b>SUCCESS</b> (Meets std) <input checked="" type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/> </p>	<p>APFT <b>PASS / 0010</b> HEIGHT/WEIGHT <b>70/184 YES</b></p>
<p><b>d. LEADERSHIP</b></p> <ul style="list-style-type: none"> <li>o Mission first</li> <li>o Genuine concern for soldiers</li> <li>o Instilling the spirit to achieve and win</li> <li>o Setting the example; Be, Know, Do</li> </ul> <p> <b>EXCELLENCE</b> (Exceeds std) <input type="checkbox"/> <b>SUCCESS</b> (Meets std) <input checked="" type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/> </p>	<ul style="list-style-type: none"> <li>o set high standard and promoted excellence</li> <li>o carefully and objectively assessed problems through a sound decision process</li> </ul>
<p><b>e. TRAINING</b></p> <ul style="list-style-type: none"> <li>o Individual and team</li> <li>o Mission focused; performance oriented</li> <li>o Teaching soldiers how; common tasks, duty-related skills</li> <li>o Sharing knowledge and experience to fight, survive and win</li> </ul> <p> <b>EXCELLENCE</b> (Exceeds std) <input checked="" type="checkbox"/> <b>SUCCESS</b> (Meets std) <input type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/> </p>	<ul style="list-style-type: none"> <li>o has the ability to import important knowledge and skills to NQP members of the content of the training program</li> <li>o has an excellent command of the content of the training program</li> <li>o always clarifies the training objectives</li> </ul>
<p><b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b></p> <ul style="list-style-type: none"> <li>o Care and maintenance of equip./facilities</li> <li>o Soldier and equipment safety</li> <li>o Conservation of supplies and funds</li> <li>o Encouraging soldiers to learn and grow</li> <li>o Responsible for good, bad, right &amp; wrong</li> </ul> <p> <b>EXCELLENCE</b> (Exceeds std) <input type="checkbox"/> <b>SUCCESS</b> (Meets std) <input checked="" type="checkbox"/> <b>NEEDS IMPROVEMENT</b> (Some) <input type="checkbox"/> (Much) <input type="checkbox"/> </p>	<ul style="list-style-type: none"> <li>o the team members have learned to treat their equipment properly and are thus able to use it effectively</li> <li>o abides by all safety precautions and instructs team members to avoid carelessness and prevent injuries</li> </ul>

**PART V - OVERALL PERFORMANCE AND POTENTIAL**

<p><b>a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b></p> <p>             AMONG THE BEST <input type="checkbox"/>             FULLY CAPABLE <input checked="" type="checkbox"/>             MARGINAL <input type="checkbox"/> </p>	<p><b>g. SENIOR RATER BULLET COMMENTS</b></p> <ul style="list-style-type: none"> <li>o send to SF Weapons ANCOC immediately</li> <li>o promote with his peers</li> <li>o stands up for what is right</li> <li>o demeanor, character, and presence are inspiring</li> <li>o a true leader, generates an atmosphere when he conducts training to inspire learning</li> </ul>
<p><b>b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.</b></p> <p> <u>Senior Weapons Sergeant</u>  <u>Operations/Intel Sergeant</u>  <u>Operations Sergeant</u> </p>	<p><b>d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.</b></p> <p>             1 2 3 4 5  <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>              Successful Fair Poor              Superior Fair Poor         </p>

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.		b. SSN [REDACTED]	c. RANK SSG	d. DATE OF RANK 960303	e. PMOSC 18B3LQB00
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Co C 3rd Bn 20th SFG(A), Ft. Lauderdale, FL 33315 (WTPECO:616) HQS Det 1 83rd Trp Cmd				g. REASON FOR SUBMISSION 02 ANNUAL	
h. PERIOD COVERED FROM THRU YYYY MM YYYY MM 00 11 01 10		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL 0	l. RATED NCO COPY (Check one and Date) 1. Given to NCO 2. Forwarded to NCO 01/2/12
				m. PSC Initials [Signature]	n. CMD CODE NG

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) Peraza, Henry T.	SSN [REDACTED]	SIGNATURE [Signature]	DATE 011202
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MSG, 18Z50, Co C 3rd Bn 20th SFG(A), Detachment Operations Sergeant			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) Phillips, Mark G.	SSN [REDACTED]	SIGNATURE [Signature]	DATE 011202
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CW2, 180A, Co C, 3rd Bn 20th SFG(A), Assistant Detachment Commander			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).		SIGNATURE [Signature]	DATE 011202
d. NAME OF REVIEWER (Last, First, Middle Initial) Holiday, Kevin M.	SSN [REDACTED]	SIGNATURE [Signature]	DATE 011202
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, EN, Co C, 3rd Bn, 20th SFG(A), Company Executive Officer			
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)&			

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Special Forces Weapons Sergeant	b. DUTY MOSC 18B40
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs very demanding conventional and unconventional warfare tactics and techniques in the employment of individual small arms, light crew served weapons, antiaircraft and antiarmor weapons; possesses the expertise to lead and train indigenous and non-indigenous personnel and organizations up to battalion level in light infantry tactics and the conduct of highly specialized combat operations.	
d. AREAS OF SPECIAL EMPHASIS Special Forces Advanced Urban Combat instructor	
e. APPOINTED DUTIES Company NBC NCO	
f. Counseling dates from checklist/record	INITIAL 001204
	LATER 010331
	LATER 010606
	LATER 010811

PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
V A L U E S + PERSONAL Commitment Competence Candor Courage ARMY ETHIC Loyalty Duty Selfless Service Integrity	1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.	1	<input checked="" type="checkbox"/>
	2. Is committed to and shows a sense of pride in the unit - works as a member of the team.	2	<input checked="" type="checkbox"/>
	3. Is disciplined and obedient to the spirit and letter of a lawful order.	3	<input checked="" type="checkbox"/>
	4. Is honest and truthful in word and deed.	4	<input checked="" type="checkbox"/>
	5. Maintains high standards of personal conduct on and off duty.	5	<input checked="" type="checkbox"/>
	6. Has the courage of convictions and the ability to overcome fear - stands up for and does, what's right.	6	<input checked="" type="checkbox"/>
	7. Supports EO/EEQ.	7	<input checked="" type="checkbox"/>
Bullet comments o is the the epitome of an Special Forces soldier o accepts all challenges that confront him o supports the goals of the unit, the Florida Army National Guard, and the United States Army			

## b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☒      ☐      ☐      ☐

o organized and led maritime operation and urban combat FTX for host nation forces during OCONUS deployment

o was primary instructor for three areas of expertise for host nation forces during OCONUS deployment

o volunteered for and provided close quarters battle instruction for 10th SFGA & 20th SFGA SFAUC Courses

APFT      PASSED 1201      HEIGHT/WEIGHT      70 / 190      YES

o scored a 283 on his APFT

o maintains excellent physical condition at all times

## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☒      ☐      ☐      ☐

## d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐      ☒      ☐      ☐

o completed Phase I ANCOC

o always gives 100% to all of his detachment's training and mission assignments

o was instrumental in maintaining his detachment's SFAUC skills

## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☐      ☒      ☐      ☐

o is one of most experienced SFAUC instructors in the battalion

o proficiency in weapons and close quarters combat was pivotal in launching a successful 20th Group SFAUC Course

o shares his experience and knowledge not only with his detachment but the entire company

## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std)      SUCCESS (Meets std)      NEEDS IMPROVEMENT (Some) (Much)

☒      ☐      ☐      ☐

o maintained and secured \$50,000 of his detachment's weapons and special operations gear

o is proficient and stays current on all weapons systems before they are issued to the detachment

o does right by his detachment and his fellow soldiers

## PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST      FULLY CAPABLE      MARGINAL

☒      ☐      ☐

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Special Forces Operations & Intel Sergeant

Special Forces Operations Sergeant

Infantry First Sergeant

e. SENIOR RATER BULLET COMMENTS

o is ready both proficiently and professionally for a position of higher responsibility

o has the potential to attain the highest rank possible in the NCO Corps

o send to Phase 2 ANCOC and O&I course as soon as possible

o promote to SFC ahead of peers

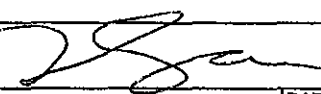
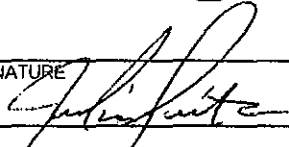
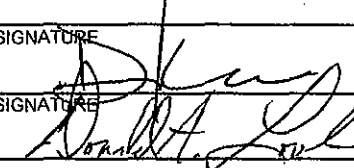
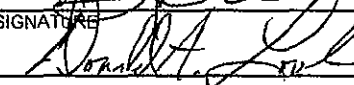
c. SENIOR RATER. Overall performance

☒      ☐      ☐      ☐      ☐  
1 2 3 4 5  
Successful Fair Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

☒      ☐      ☐      ☐      ☐  
1 2 3 4 5  
Successful Fair Poor



<b>NCO EVALUATION REPORT</b>						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C		
For use of this form, see AR 623-205; proponent agency is ODCSPER								
<b>PART I - ADMINISTRATIVE DATA</b>								
a. NAME (Last, First Middle Initial) Kellerman, David N.				b. SSN [REDACTED]		c. RANK SFC		
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Co C 3rd Bn 20th SFG(A), Ft. Lauderdale, FL 33315 (WTPECO:616) HQS Det 1 83rd Trp Cmd				d. DATE OF RANK 010927				
				e. PMOSC 18B4L				
				g. REASON FOR SUBMISSION 02 ANNUAL				
h. PERIOD COVERED		i. RATED		j. NON-RATED		k. NO. OF ENCL		
FROM THRU		MONTHS		CODES				
YYYY MM YYYY MM								
2001 10 2002 09		12				0		
				l. RATED NCO COPY (Check one and Date)		m. PSC Initials		
				1. Given to NCO		Date		
				2. Forwarded to NCO		021115		
						n. CMD CODE NG		
						o. PSB CODE		
<b>PART II - AUTHENTICATION</b>								
a. NAME OF RATER (Last, First, Middle Initial) Peraza, Henry T.				SSN [REDACTED]		SIGNATURE 		
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MSG, 18Z, Co C, 3rd Bn 20th SFG(A), Operations Sergeant						DATE 021115		
b. NAME OF SENIOR RATER (Last, First, Middle Initial) Surita, Julian M.				SSN [REDACTED]		SIGNATURE 		
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CW4, 180A, Co C, 3rd Bn 20th SFG(A), Company Operations Warrant						DATE 021115		
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the report completed through Part V, except Parts III and IVc, I am aware of the appeals process of (AR 623-205).				SIGNATURE 		DATE 021115		
d. NAME OF REVIEWER (Last, First, Middle Initial) Lovelace, Donald A. III				SSN [REDACTED]		SIGNATURE 		
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, SF, Co C, 3rd Bn, 20th SFG(A), Company Commander						DATE 021115		
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS				<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)				
<b>PART III - DUTY DESCRIPTION (Rater)</b>								
a. PRINCIPAL DUTY TITLE Special Forces Weapons Sergeant						b. DUTY MOSC 18B40		
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs very demanding conventional and unconventional warfare tactics and techniques in the employment of individual small arms, light crew served weapons, antiaircraft and antiarmor weapons; possesses the expertise to lead and train indigenous and non-indigenous personnel and organizations up to battalion level in light infantry tactics and the conduct of highly specialized combat operations.								
d. AREAS OF SPECIAL EMPHASIS								
e. APPOINTED DUTIES Security Manager, Marksmanship Coordinator								
f. COUNSELING DATES				INITIAL 020112	LATER 020505	LATER 020817	LATER	
<b>PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)</b>								
a. ARMY VALUES: Check either "YES" or "NO". (Comments are mandatory for "No" entries; optional for "Yes" entries.)							YES	NO
1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.							X	
2. DUTY: Fulfills their obligations.							X	
3. RESPECT / EO / EEO: Treats people as they should be treated.							X	
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.							X	
5. HONOR: Lives up to all the Army values.							X	
6. INTEGRITY: Does what's right - legally and morally.							X	
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).							X	
Bullet comments								
o performs with the utmost professionalism whenever tasked with any duty or responsibility								
V A L U E S		Loyalty Duty Respect Selfless-Service		Honor Integrity Personal Courage				

RATER'S NAME (Last, First, Middle Initial)  
Kellerman, David N.

2002 09

## PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of 'EXCELLENCE' or 'NEEDS IMPROVEMENT' are mandatory.  
Specific Bullet examples of 'SUCCESS' are optional.

## b. COMPETENCE

- o Duty proficiency: MOS competency
- o Technical & tactical; knowledge, skills and abilities
- o Sound judgment
- o Seeking self-improvement: always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☒☐☐☐

o the most experienced SF Advanced Urban Combat (SFAUC) course instructor in the company

o was principle marksmanship instructor for 20th SFG(A) SFAUC Course

o was hired by the Transportation Security Administration as a Federal Air Marshal

## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and Physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

APFT PASSED 0210

HEIGHT/WEIGHT

71

184

YES

o scored a 290 on his APFT

o always conducts himself in the utmost professional manner

## d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

o knowledge of SF tactics and doctrine are a source of information for all detachment members

o has a never say no attitude that motivates and inspires his team

## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

o highly proficient in Jumpmaster Operations

o performed majority of primary jumpmaster duties for the Detachment

o prepared his detachment for Millennium Challenge by running exceptional marksmanship course

## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE  
(Exceeds std)SUCCESS  
(Meets std)NEEDS IMPROVEMENT  
(Some)

(Much)

☐☒☐☐

o personally ensured the proper maintenance and accountability of \$100,000 in detachment weapons and optics

o is detailed in the detachments weapons

o manages his detachment's allotment of rounds for the year to insure that all marksmanship training goes as planned

## PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE  
BESTFULLY  
CAPABLE

MARGINAL

☒☐☐

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his / her current or next higher grade.

Detachment Intel Sergeant

Detachment Senior Sergeant

Company Training NCO

e. SENIOR RATER BULLET COMMENTS

o has unlimited potential with the right motivation

o excelled at all assigned tasks while attending drill

o a complete SF soldier

c. SENIOR RATER. Overall performance

☒☐☐

d. SENIOR RATER. Overall potential for promotion and / or service in positions of greater responsibility

☒☐☐☐☐☐☐☐☐☐☐☐

1

2

3

4

5

Successful

Fair

Poor

1

2

3

4

5

Successful

Fair

Poor



**NCO EVALUATION REPORT**

For Use of this form, see AR 623-205; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT  
IN AR 623-205, APPENDIX C**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) KELLERMAN, DAVID N.		b. SSN [REDACTED]	c. RANK SFC	d. DATE OF RANK 010927	e. PMOSC 18B4LOOQB
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Co C, 3 <sup>rd</sup> Bn 20 <sup>th</sup> SFG(A), Wauchula, FL 33873 (TPEC0:616) Det 1 83 <sup>rd</sup> Trp Cmd				g. REASON FOR SUBMISSION 02 ANNUAL	
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO OF ENCL	l. RATED NCO COPY Check one and Date
FROM YYYY MM 2002 10	THRU YYYY MM 2003 09		0	0	1. Given to NCO Date 03 10 13
				m. PSC Initials [Signature]	n. CMD CODE NG
o. PSB CODE					

**PART II - AUTHENTICATION**

a. NAME OF RATER (Last, First, Middle Initial) Peraza, Henry T.		SSN [REDACTED]	SIGNATURE [Signature]	DATE 10/12/03
RANK, PMOSC/BANCH, ORGANIZATION, DUTY ASSIGNMENT MSG, 18Z, Co C 3 <sup>rd</sup> Bn 20 <sup>th</sup> SFG(A), Detachment Operations NCO				
b. NAME OF SENIOR RATER (Last, First, Middle Initial) Phillips, Mark G.		SSN [REDACTED]	SIGNATURE [Signature]	DATE 10/12/03
RANK, PMOSC/BANCH, ORGANIZATION, DUTY ASSIGNMENT CW2, 180A, Co C 3 <sup>rd</sup> Bn 20 <sup>th</sup> SFG(A), Assistant Detachment Commander				
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officer's in Part II, the duty description to include the counseling dates in Part III, and the APFT and lightweight entries in Part IVc are correct. I have seen the report completed through Part V, except Parts IIId and IIe. I am aware of the appeals process of AR 623-205.			SIGNATURE [Signature]	DATE 10/12/03
d. NAME OF REVIEWER (Last, First, Middle Initial) Burnsed, Calvin K.		SSN [REDACTED]	SIGNATURE [Signature]	DATE 10/12/03
RANK, PMOSC/BANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, 18A, SF, Co C 3 <sup>rd</sup> Bn 20 <sup>th</sup> SFG(A), Company Commander				
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)				

**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE Special Forces Senior Weapons NCO	b. DUTY MOSC 18B40
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs very demanding conventional and unconventional warfare tactics and techniques in the employment of individual small arms, light crew served weapons, antiaircraft and antiarmor weapons; possesses the expertise to lead and train indigenous and non-indigenous personnel and organizations up to battalion level in light infantry and the conduct of highly specialized combat operations.	
d. AREAS OF SPECIAL EMPHASIS Special Forces Advanced Urban Combat Instructor	
e. APPOINTED DUTIES Range Operations NCO, Security Manager	
f. COUNSELING DATES	INITIAL 030115
	LATER 030403
	LATER 030701
	LATER

**PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)**

a. ARMY VALUES. Check either "YES" or "NO". (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
V  A  L   Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	X	
	2. DUTY: Fulfills their obligations	X	
	3. RESPECT/EO/EEEO: Treats people as they should be treated.	X	
	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	
	5. HONOR: Lives up to all the Army values.	X	
	6. INTEGRITY: Does what is right - legally and morally.	X	
	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	
Bullet comments			
	o places mission and unit needs before personal needs		
	o exemplifies Army Values through selfless service		
	o not afraid to voice concerns to leaders		

## PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.  
Specific Bullet examples of "SUCCESS" are optional.

## b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE  
(Exceeds Std)☒SUCCESS  
(Meets std)☐NEEDS IMPROVEMENT  
(Some) (Much)☐☐o coordinated with 20<sup>th</sup> SFG(A) SFAUC committee to provide target and role player support enabling successful SOFEX-03 participation

o constantly seeks to expand technical proficiency through self improvement and collaboration with SOF personnel in other services

o performs as primary Jumpmaster for detachment and assists unit in all airborne operations

## c. PHYSICAL FITNESS &amp; MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE  
(Exceeds Std)☐SUCCESS  
(Meets std)☒NEEDS IMPROVEMENT  
(Some) (Much)☐☐

APFT PASSED 03 08

HEIGHT/WEIGHT 71 188 YES

o scored a 283 on his APFT

o always exhibits confidence and a professional military appearance

## d. LEADERSHIP

- o Mission first
- o Genuine concern for the soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE  
(Exceeds Std)☒SUCCESS  
(Meets std)☐NEEDS IMPROVEMENT  
(Some) (Much)☐☐

o conducted liaison with Air Force SOF personnel that resulted in the company's first SOFEX-03 participation

o constantly volunteers extra time off duty to assist detachment and unit

o inherent positive attitude inspires others to follow

## e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE  
(Exceeds Std)☒SUCCESS  
(Meets std)☐NEEDS IMPROVEMENT  
(Some) (Much)☐☐

o helped develop a detachment training plan that resulted in outstanding performance of the detachment during SOFEX-03

o knowledge of enemy tactics, techniques and procedures provided the detachment with valuable information prior to a wartime mobilization

o unlimited capacity as an instructor

## f. RESPONSIBILITY &amp; ACCOUNTABILITY

- o Care and Maintenance of equipment/facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE  
(Exceeds Std)☒SUCCESS  
(Meets std)☐NEEDS IMPROVEMENT  
(Some) (Much)☐☐

o personally ensured the proper maintenance and 100% accountability of \$175,000.00 worth of detachment weapons, optics, and related components

o established and maintained 100% safety record during the three high risk live fire training exercises at SOFEX-03

o ensured that the detachment's ammunition allotments were properly managed

## PART V - OVERALL PERFORMANCE AND POTENTIAL

## a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE  
BEST☒FULLY  
CAPABLE☐

MARGINAL

☐

## b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Detachment Warrant OfficerDetachment Operations SergeantDetachment Intel Sergeant

## e. SENIOR RATER BULLET COMMENTS

o has the potential to become an outstanding Detachment Operations Sergeant

o always excels at every task or assignment

o promote ahead of peers

## c. SENIOR RATER. Overall performance

X				
1	2	3	4	5
Successful			Fair	Poor

## d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

X				
1	2	3	4	5
Superior			Fair	Poor

<b>NCO EVALUATION REPORT</b>						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C	
For use of this form, see AR 623-205; proponent agency is ODCSPER							
<b>PART I - ADMINISTRATIVE DATA</b>							
a. NAME (Last, First Middle Initial) <b>KELLERMAN, DAVID N.</b>				b. SSN <b>1</b>		c. RANK <b>SFC</b>	
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND <b>Co C 3rd Bn 20th SFG(A), Wauchula, FL 33873 (TPEC0:616) Det 1 83rd Trp Cmd</b>				d. DATE OF RANK <b>010927</b>			
				e. PMOSC <b>18B4L</b>			
				g. REASON FOR SUBMISSION <b>02 ANNUAL</b>			
h. PERIOD COVERED		i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL	
FROM THRU YYYY MM YYYY MM		MONTHS					
2003 08 2004 07		12				0	
				l. RATED NCO COPY (Check one and Date)			
				1. Given to NCO			
				2. Forwarded to NCO			
				Date <b>041015</b>			
		m. PSC Initials		n. CMD CODE		o. PSB CODE	
				NG			
<b>PART II - AUTHENTICATION</b>							
a. NAME OF RATER (Last, First, Middle Initial) <b>Peraza, Henry T.</b>				SSN <b>1</b>		SIGNATURE 	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MSG, 18Z, Co C 3rd Bn 20th SFG(A), Detachment Operations NCO</b>				DATE <b>040825</b>			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) <b>Phillips, Mark G.</b>				SSN <b>1</b>		SIGNATURE 	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>CW2, 180A, Co C 3rd Bn 20th SFG(A), Assistant Detachment Commander</b>				DATE <b>040825</b>			
c. RATED NCO; I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IV are correct. I have seen the report completed through Part V, except Parts III and IV. I am aware of the appeals process of (AR 623-205).				SIGNATURE 		DATE <b>040825</b>	
d. NAME OF REVIEWER (Last, First, Middle Initial) <b>Burnsed, Calvin K.</b>				SSN <b>1</b>		SIGNATURE 	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>MAJ, 18A, SF, Co C 3rd Bn 20th SFG(A), Company Commander</b>				DATE <b>040825</b>			
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)							
<b>PART III - DUTY DESCRIPTION (Rater)</b>							
a. PRINCIPAL DUTY TITLE <b>Special Forces Senior Weapons NCO</b>						b. DUTY MOSC <b>18B40</b>	
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) <b>Serves as a detachment member in STRIKE operations, FID, unconventional warfare and counterterrorist operations; employs very demanding conventional and unconventional warfare tactics and techniques in the employment of individual small arms, light crew served weapons, antiaircraft and antiarmor weapons; possesses the expertise to lead and train indigenous and non-indigenous personnel and organizations up to battalion level in light infantry tactics and the conduct of highly specialized combat operations.</b>							
d. AREAS OF SPECIAL EMPHASIS							
e. APPOINTED DUTIES <b>OPFUND Pay Agent, Range Operations NCO</b>							
f. COUNSELING DATES				INITIAL	LATER	LATER	LATER
				<b>030910</b>	<b>031202</b>	<b>040317</b>	<b>040618</b>
<b>PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)</b>							
a. ARMY VALUES. Check either "YES" or "NO". (Comments are mandatory for "No" entries; optional for "Yes" entries.)							
1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.							YES NO
2. DUTY: Fulfills their obligations.							X
3. RESPECT / EO / EEO: Treats people as they should be treated.							X
4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.							X
5. HONOR: Lives up to all the Army values.							X
6. INTEGRITY: Does what's right - legally and morally.							X
7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).							X
Bullet comments							
o performs with the utmost professionalism whenever tasked with any duty or responsibility							
o places mission accomplishment above all							

RATED NCO'S NAME (Last, First, Middle Initial) **Kellerman, David N.** SSN **\_\_\_\_\_** THIRD DATE **2004 07**

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES		Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.	
<b>b. COMPETENCE</b> o Duty proficiency: MOS competency o Technical & tactical; knowledge, skills and abilities o Sound judgment o Seeking self-improvement: always learning o Accomplishing tasks to the fullest capacity; committed to excellence  EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>	o awarded Bronze Star Medal for tactical and technical proficiency in combat environment  o used secondary MOS (Interrogator) skills to assist team Intel Sergeant in the interrogation of detainees  o constantly interacted with indigenous forces to gain and share knowledge of enemy tactics, techniques, and procedures		
<b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b> o Mental and Physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier  EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>	APFT PASSED 03 07	HEIGHT/WEIGHT	71 184 YES
	o scored a 290 on his APFT  o Awarded Purple Heart Medal for wounds received on mounted combat patrol and was able to continue with duties until completion of mission  o individual confidence and preparedness in combat environment was an example for others to follow		
<b>d. LEADERSHIP</b> o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do  EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>	o mission first attitude with tactical and technical proficiency instilled the warrior mindset  o his initiative exhibited during crisis involving civilian deaths, de-escalated a potentially volatile situation for team and other U.S. forces  o constant vigilance and personal concern for security of team members during combat operations assisted in prevention of several enemy attacks on USSF personnel		
<b>e. TRAINING</b> o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win  EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>	o established individual weapons and crew-served mounted weapons training program for team members prior to and during deployment  o constantly shared knowledge of foreign weapons with team members  o trained and sustained 45 man Afghan Militia Force in small unit tactics and crew served weapons to support firebase defense and detachment missions		
<b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b> o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong  EXCELLENCE (Exceeds std) <input checked="" type="checkbox"/> SUCCESS (Meets std) <input type="checkbox"/> NEEDS IMPROVEMENT (Some) <input type="checkbox"/> (Much) <input type="checkbox"/>	o individual and crew-served weapons maintenance program resulted in 100% mission capability of all team weapons during entire wartime deployment  o acted as Pay Agent for team OPFUND totaling over \$300,000.00 with no discrepancies  o acted as Pay Agent for team CERP funds of \$40,000 with no discrepancies.		

## PART V - OVERALL PERFORMANCE AND POTENTIAL

<b>a. RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.  AMONG THE BEST <input checked="" type="checkbox"/> FULLY CAPABLE <input type="checkbox"/> MARGINAL <input type="checkbox"/>	<b>a. SENIOR RATER BULLET COMMENTS</b> o selfless service and dedication to duty was instrumental in overall success of unit  o excelled at all tasks and assignments  o combat proven SF soldier  o potential for more responsibility	
<b>b. RATER.</b> List 3 positions in which the rated NCO could best serve the Army at his / her current or next higher grade. <u>Detachment Operations Sergeant</u> <u>Detachment Intel Sergeant</u> <u>Infantry First Sergeant</u>		
<b>c. SENIOR RATER.</b> Overall performance <input checked="" type="checkbox"/> 1 2 3 4 5 Successful Fair Poor	<b>d. SENIOR RATER.</b> Overall potential for promotion and / or service in positions of greater responsibility <input checked="" type="checkbox"/> 1 2 3 4 5 Successful Fair Poor	