

Appendix O: 13 years of great fitness reports (until this)

FITNESS REPORT & COUNSELING RECORD (E7-O6)					RCS BUPERS 1610-1			
1. Name (Last, First MI Suffix) KLINGENSCHMITT, GORDON J			2. Grade/Rate LT	3. Desig 4105	4. SSN [REDACTED]			
5. ACT <input checked="" type="checkbox"/>	TAR <input type="checkbox"/>	INACT <input type="checkbox"/>	ATIADSW/ 265	6. UIC 21658	7. Ship/Station CG 68 ANZIO		8. Promotion Status REGULAR	9. Date Reported 03MAY18
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>			14. From: 03AUG23		15. To: 04JAN31			
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>			20. Physical Readiness P/WS		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) CARR, J M			23. Grade CAPT	24. Desig 1110	25. Title CO		26. UIC 21658	27. SSN [REDACTED]
28. Command employment and command achievements. COMPTUEX 03-3, SMART SEARCH 03, FMAV-1, Newport RI School Ship, Ammo Offload, Safety Survey, CO's Time U/W, Hol LV/UPK								
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) CHAPLAIN PRI - Cruiser Command Chaplain. COL - Damage Control Training Team (DCTT), Medical Training Team (MTT), Health Council, Community Relations (COMREL) Leader, AMCROSS administrator.								
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.								
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards			
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.			
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEQ policy.	-	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.			
35. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.			
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.			
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.			

1. Name (Last, First MI Suffix) KLINGENSCHMITT, GORDON J		2. Grade/Rate LT	3. Desig 4105	4. SSN [REDACTED]			
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, create problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.	-	- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.	-	- Inspiring motivator and trainer; subordinates reach highest level of growth and development. - Superb organizer, great foresight; develops process improvement and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	-	- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.	-	- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
			PG SCHOOL	DESRON CHAPS			
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>*** HE'S ALWAYS AMONG HIS SAILORS, KNOWS THEIR ISSUES, THEY TRUST HIS COUNSEL ***</p> <p>** INSPIRING, VITAL, INTEGRAL LEADER IN OUR COMMAND **</p> <p>Committed, hard working, energetic. This experienced Veteran is making impressive strides in learning the unique concerns of life at sea. He can be found at every key ship's event providing leadership for many.</p> <p>LEADS WORSHIP EVERY DAY. Teaches daily Bible devotions & studies, preaches onboard every Sunday, record-setting cruiser attendance 388 over 6 months, facilitates all faith groups.</p> <p>FEEDS THE COMMUNITY. Leads aggressive volunteer outreach program. Weekly working group cooking at a Homeless Shelter, rigorous partnership with local elementary school in impoverished neighborhood, coordinated Thanksgiving food baskets for a dozen Sailors.</p> <p>TRUSTED COUNSELOR. Always interacting, comforting, educating, advising on non-religious and religious topics alike.</p> <p>Leader supporting NJP and healthy lifestyle. Counsels every Sailor before discipline. They seek him out for moral help instead of repeating offenses. Chaps leads a comprehensive command "Alternative to Alcohol" strategy.</p> <p>*** ENERGETIC ENTHUSIASTIC SPIRITUAL LEADER ***</p> <p>*GREAT POTENTIAL FOR FUTURE LEADERSHIP IN CHAPLAIN CORPS*</p>							
Promotion commendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS ANZIO (CG 68) FPO AE 09564-1188
INDIVIDUAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
MMARY	<input checked="" type="checkbox"/>	0	0	0	0	1	
Signature of Reporting Senior <i>[Signature]</i> Date: 2/2/04							
46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>							
Member Trait Average: 4.33 Summary Group Average: 4.33 <i>[Signature]</i> Date: 2 FEB 04							
Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) KLINGENSCHMITT, GORDON J		2. Grade/Rate LT	3. Desig 4105	4. SSN [REDACTED]
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC 21658	7. Ship/Station CG 68 ANZIO		8. Promotion Status REGULAR
9. Date Reported 18MAR03		10. Occasion for Report 10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		
14. From: 27NOV02		15. To: 22AUG03		
16. Not Observed Report <input type="checkbox"/>	17. Regular <input checked="" type="checkbox"/>	18. Concurrent <input type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>	20. Physical Readiness P/WS
21. Billet Subcategory (if any) BASIC		22. Reporting Senior (Last, FI MI) NESSELRODE, M C	23. Grade CAPT	24. Desig 1110
25. Title CO	26. UIC 21658	27. SSN [REDACTED]		
28. Command employment and command achievements. Mediterranean/Arabian Gulf Deployment 03-6, Operation ENDURING FREEDOM-6, Operation IRAQI FREEDOM-3, CART I, JCOC, Exercise NEO-TAPON 03.				
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) CHAPLAIN LV/TT 27NOV-18MAR. PRI - Command Chaplain. COL - Damage Control Training Team (DCTT), Medical Training Team (MTT), Health Council, Community Relations Leader, AMCROSS administrator.				
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled NOT REQ	31. Counselor N/A	32. Signature of Individual Counseled

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/reenlistment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EPO policy.	-	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	-	- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.

NAVPER 16102 (03-02)

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) KLINGENSCHMITT, GORDON J		2. Grade/Rate LT		3. Desig 4105		4. SSN [REDACTED]	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.	-	- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.	-	- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	-	- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.	-	- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.				FMF CHAPLAIN		PG SCHOOL	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case. LT KLINGENSCHMITT HAS HAD A POSITIVE IMPACT ON ANZIO SINCE THE DAY HE REPORTED! PASTORAL COUNSELOR DURING COMBAT OPERATIONS IN SUPPORT OF OPERATION IRAQI FREEDOM HARD CHARGING: Doubled the number of Sunday worship meetings, teaches twice each day - Bible Study and morning devotions. Counsels several hours each day, delivers AMCROSS messages at all hours, writes inspirational evening prayers. RECORD-SETTING WORSHIP ATTENDANCE: Led holy week Easter Sunrise service attracting 27 sailors, a new record for ANZIO. SERVES ALL FAITH GROUPS: Eccumenically facilitates for Catholic, Jewish, other groups. COMREL LEADER: Led teams in Sicily and Spain to serve children's school and drug-rehab clinic. SHIPWIDE IMPACT: Serves on DCTT, MTT, Health Council, Radio DJ, even gave Intel Briefing! LT Klingenschmitt, fresh out of Chaplains' School, joined ANZIO during a wartime deployment and met the many challenges with poise and confidence. PROMOTE HIM NOW!							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL						X	COMMANDING OFFICER USS ANZIO (CG 68) FPO AE 09564-1188
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	0	1	
45. Signature of Reporting Senior <i>GC Permaloch</i> Date: 8/20/03				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>			
Member Trait Average: 4.00		Summary Group Average: 4.00		<i>[Signature]</i>		Date: 8/20/03	
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

NAVPERS 1610/2 (03-02)

FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) KLINGENSCHMITT, GORDON J			2. Grade/Rate LT	3. Desig 4105	4. SSN [REDACTED]
5. ACT <input type="checkbox"/>	TAR <input type="checkbox"/>	INACT <input type="checkbox"/>	6. UIC 66949	7. Ship/Station NETC NEWPORT RI	8. Promotion Status REGULAR
9. Date Reported 08SEP02		10. Periodic 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>			
14. From: 08SEP02		15. To: 26NOV02			
16. Not Observed Report <input type="checkbox"/>		17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>	
19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness P/WS		21. Billet Subcategory (if any) NA	
22. Reporting Senior (Last, FI MI) MOORE, B E, JR		23. Grade CAPT	24. Desig 4100	25. Title DIRECTOR	26. UIC 62661
27. SSN [REDACTED]					
28. Command employment and command achievements. Chaplains School provides instruction and indoctrination of newly commissioned Chaplain Corps officers, Chaplain Candidates and instruction of senior Chaplains enroute to supervisory positions.					
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) STUDENT Naval Chaplain Basic Course (P-5G-4301)-6 weeks; Basic Officer Leadership Training Course (P-7C-0039)-2 weeks; Amphibious/Expeditionary Course (V-5G-0002)-9 days; Tools, Empowerment and Ministry Skills Course (V-5G-0001)-2 weeks. WATCH: Chaplains Basic Course Duty Chaplain 11 weeks.					

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date Counseled NOT REQ	31. Counselor	32. Signature of Individual Counseled
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PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
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NAVPERS 1610/2 (03-02)

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

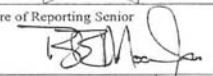
1. Name (Last, First MI Suffix) KLINGENSCHMITT, GORDON J		2. Grade/Rate LT	3. Desig 4105	4. SSN [REDACTED]	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.	-	- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.	-	- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapon systems.	- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	-	- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.	-	- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.
NOB <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

This report covers the completion of the eleven-week course of instruction of the Chaplains Basic Training, which includes Naval Chaplains Basic Course, Basic Officer Leadership Training Course, Amphibious Expeditionary Course, and Tools for Empowerment and Ministry Skills. These courses are designed to provide newly commissioned Navy Chaplains and Chaplain Candidates with the basic Naval orientation and Chaplain training necessary for them to provide appropriate and effective ministry in the Navy/Marine Corps/Coast Guard communities.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL				X			DIRECTOR NAVAL CHAPLAINS SCHOOL 114 PORTER AVENUE NEWPORT, RI 02841
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	1	0	0	

45. Signature of Reporting Senior:  Date: 22 Nov 02

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. do not intend to submit a statement.

Member Trait Average: 3.0 Summary Group Average: 3.0 Date: 22 Nov 02

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD. SAFEGUARD IT.

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle) **KLINGENSCHMITT GORDON JAMES** 2. DEPARTMENT, COMPONENT AND BRANCH **AIR FORCE -- REG AF** 3. SOCIAL SECURITY NO. **[REDACTED]**

4.a. GRADE, RATE OR RANK **MAJ** 4.b. PAY GRADE **O4** 5. DATE OF BIRTH (YYMMDD) **[REDACTED]** 6. RESERVE OBLIG. TERM. DATE Year **N/A** Month **[REDACTED]** Day **[REDACTED]**

7.a. PLACE OF ENTRY INTO ACTIVE DUTY **USAFA, CO** 7.b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) **Akron, NY**

8.a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND **AFELM USSPACECOM (AFSPC)** 8.b. STATION WHERE SEPARATED **PETERSON AFB CO**

9. COMMAND TO WHICH TRANSFERRED **Not Applicable** 10. SGLI COVERAGE None Amount: \$ **250,000**

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.)	12. RECORD OF SERVICE		
	Year(s)	Month(s)	Day(s)
13S3C - Space and Missile Operations, Missile Combat Crew, 6 years and 3 months; 38M1 - Manpower, 2 years; 13S1A - Space and Missile Operations, Satellite Command & Control, 1 year; 13S2C - Space and Missile Operations, Missile Combat Crew, 2 years.	1991	May	29
	2002	Sep	02
	11	03	04
	00	00	00
	00	00	00
	00	00	26
	00	00	00
	2002	Mar	01

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)
Air Force Achievement Medal, Air Force Commendation Medal with oak leaf cluster, Combat Readiness Medal, National Defense Service Medal with star, Air Force Training Ribbon, Air Force Longevity Service Award SEE REMARKS

14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)
Basic Free Fall Parachuting, 6 weeks, May 1991; Squadron Officer School, 7 weeks, Apr 1998.

15.a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM Yes No 15.b. HIGH SCHOOL GRADUATE OR EQUIVALENT Yes No 16. DAYS ACCRUED LEAVE PAID **12.5**

17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION? Yes No

18. REMARKS
ITEM 13: with 2 oak leaf clusters, Air Force Outstanding Unit Award with oak leaf cluster, Defense Meritorious Service Medal, Basic Parachutist Badge, Small Arms Expert Marksmanship Ribbon.
NOTHING FOLLOWS
Data herein are subject to computer matching within DoD or with other agencies for verification purposes and determining eligibility or compliance for Federal benefits.

19.a. MAILING ADDRESS AFTER SEPARATION (Include Zip Code) **[REDACTED]** 19.b. NEAREST RELATIVE (Name and address - include Zip Code) **[REDACTED]**

20. MEMBER REQUESTS COPY 4 BE SENT TO C/O DIR. OF VET AFFAIRS Yes No 22. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title and signature)
JOHN W. SLINDERMAN, TSgt, USAF
NCPR, Retirements and Separations

21. SIGNATURE OF MEMBER BEING SEPARATED **[Signature]**

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)		
23. TYPE OF SEPARATION DISCHARGE	24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY AFI 36-3207	26. SEPARATION CODE FBK	27. REENTRY CODE NOT APPLICABLE
28. NARRATIVE REASON FOR SEPARATION COMPLETION OF REQUIRED ACTIVE SERVICE		
29. DATES OF TIME LOST DURING THIS PERIOD None		30. MEMBER REQUESTS COPY 4 <input checked="" type="checkbox"/> initials [Signature]

Honorable Discharge



from the Armed Forces of the United States of America

This is to certify that

GORDON J. KLINGENSCMITT, [REDACTED] Major Regular Air Force

was Honorably Discharged from the

United States Air Force

on the 2nd day of Sep 2002 This certificate is awarded

as a testimonial of Honest and Faithful Service

Quentin W. Cox, Capt, USAF
Chief, Relocations & Employment

DD FORM 1 NOV 51 256 AF

THIS IS AN IMPORTANT RECORD — SAFEGUARD IT!

CITATION TO ACCOMPANY THE AWARD OF
THE DEFENSE MERITORIOUS SERVICE MEDAL

TO

GORDON J. KLINGENSCHMITT

Major Gordon J. Klingenschmitt, United States Air Force, distinguished himself by exceptionally meritorious service as Chief, Intelligence Disclosure Branch, Combined Intelligence Center, Directorate of Intelligence, Headquarters, North American Aerospace Defense Command and United States Space Command, Peterson Air Force Base, Colorado, from 31 March 1999 to 2 September 2002. Major Klingenschmitt's outstanding professional skills, technical knowledge, and leadership greatly enhanced the command's ability to support national agencies, regional commanders, and coalition allied forces worldwide with releasable intelligence. His review and sanitization of approximately 4500 intelligence articles, and approval or denial of their release to foreign governments, protected sensitive United States intelligence sources and methods. His initiative and reasoning were key to procuring national agency authorization to change more than a dozen local disclosure policies. Three times his initiative resulted in changes to disclosure policy at the national level, directly affecting all national intelligence agencies and all United States regional military commanders, enhancing their ability to support dozens of foreign coalition allies worldwide, and bringing great benefit to the foreign policy objectives of the United States. His professional acumen and steadfast dedication to duty directly contributed to the Combined Intelligence Center receiving the Intelligence Community's National Meritorious Unit Award. The distinctive accomplishments of Major Klingenschmitt reflect great credit upon himself, the United States Air Force, and the Department of Defense.

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

TO

CAPTAIN GORDON J. KLINGENSCHMITT [REDACTED]

Captain Gordon J. Klingenschmitt distinguished himself by meritorious service as an Organization Development Consultant while assigned to Headquarters Air Force Space Command, Quality and Management Innovation Flight, Peterson Air Force Base, Colorado, from 11 April 1997 to 1 March 1999. During this period, the professional skill, leadership, and ceaseless efforts of Captain Klingenschmitt significantly contributed to operationalizing quality, setting strategic goals and objectives of Air Force Space Command, and enhancing the effectiveness and efficiency of many day-to-day processes resulting in increased mission capability and accomplishment. His leadership on the Headquarters' Business Process Working Group was instrumental in the deployment of an electronic staffing process that will greatly increase the timeliness and reduce the cost of all staff correspondence. His proactive effort to certify personnel in reengineering, postured the command to be ready to study all Air Force Space Command-unique functions as required by the Annual Planning and Programming Guidance. The distinctive accomplishments of Captain Klingenschmitt reflect credit upon himself and the United States Air Force.

CITATION TO ACCOMPANY THE AWARD OF
THE AIR FORCE COMMENDATION MEDAL

TO

GORDON J. KLINGENSCHMITT, [REDACTED]

Captain Gordon J. Klingenschmitt distinguished himself by meritorious service as Chief, Quality Improvement, 91st Missile Wing, Minot Air Force Base, North Dakota, from 4 November 1991 to 1 March 1996. During this period, Captain Klingenschmitt provided effective leadership and displayed superior management skills. While assigned to the 741st Missile Squadron, his motivation and focus were the driving force for his selection as team chief for the unit self assessment--leading 20 individuals to develop and submit a strategic plan improving the squadron programs. He was a key Combat Crew Commander when the wing achieved the highest possible personnel proficiency rating during the 1994 Nuclear Surety Inspection. His flawless performance during the demanding field observation was lauded by inspectors. Captain Klingenschmitt's endless pursuit of excellence enabled him to advance the wing Quality Improvement office to one of the best in the command. In addition to developing the Quality Air Force Academic Program, he co-authored a metrics handbook to help the wing achieve the goal of creating one useful metric and flow chart for each key process in every work center. He masterfully developed a scoring and tracking system to improve the quality and utility of all metrics. The distinctive accomplishments of Captain Klingenschmitt reflect credit upon himself and the United States Air Force.



DEPARTMENT OF THE AIR FORCE

THIS IS TO CERTIFY THAT
THE AIR FORCE ACHIEVEMENT MEDAL

HAS BEEN AWARDED TO

CAPTAIN GORDON J. KLINGENSCHMITT [REDACTED]

FOR

OUTSTANDING ACHIEVEMENT
21 AUGUST 1995 TO 30 AUGUST 1995

ACCOMPLISHMENTS

Captain Gordon J. Klingenschmitt distinguished himself by outstanding achievement while assigned to the 91st Missile Group, Minot Air Force Base, North Dakota. During this period, Captain Klingenschmitt's outstanding performance contributed significantly to both the Communications Testing Tiger Team's recognition as a "Professional Team" and the 91st Missile Group's "Excellent" rating during the first-ever Nuclear Surety and Technical Inspection jointly conducted by the Defense Nuclear Agency, Twentieth Air Force, and Headquarters Air Force Space Command Inspector General. His superior performance, enthusiasm, and desire to excel were paramount in leading the 91st Missile Group to this unprecedented endeavor. The distinctive accomplishments of Captain Klingenschmitt reflect credit upon himself and the United States Air Force.

GIVEN UNDER MY HAND THIS

DAY OF

19

FRANK G. KLOTZ, Colonel, USAF
Commander, 91st Missile Group

