

Enclosure 3

NCO EVALUATION REPORT (SSG-1SG/MSG)

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

**SEE PRIVACY ACT STATEMENT
IN AR 623-3****PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial) FORBES, MICHAEL, J		b. SSN (or DOD ID No.) 1295918507	c. RANK SFC	d. DATE OF RANK 20200401	e. PMOSC 35F4S
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 528th SB (SO)(A), FT BRAGG, 28307, SP			g. STATUS CODE	h. UIC WJTDA A	i. REASON FOR SUBMISSION 03 Change of Rater
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)
FROM YEAR MONTH DAY 20220227	THRU YEAR MONTH DAY 20220831	6		0	michael.j.forbes7.mil@army.mil

PART II - AUTHENTICATION

a1. NAME OF RATER (Last, First, Middle Initial) COLLINS, MARK, E, JR.		a2. SSN (or DOD ID No.) 1293725957	a3. RATER'S SIGNATURE COLLINS, MARK, E. 1293725957 Digitally signed by ...	a4. DATE (YYYYMMDD) 20220914
a5. RANK MAJ	PMOSC/BRANCH 90A/LG	ORGANIZATION 528th Sustainment Brigade (Special Operations)(Airborne)	DUTY ASSIGNMENT Brigade Executive Officer	a6. RATER'S EMAIL ADDRESS (.gov or .mil) mark.e.collins26.mil@army.mil
b1. NAME OF SENIOR RATER (Last, First, Middle Initial) BRUNSON, TAVI, N		b2. SSN (or DOD ID No.) 1010691717	b3. SENIOR RATER'S SIGNATURE BRUNSON, TAVI, N (E.O. 12958-1) Digitally signed by ...	b4. DATE (YYYYMMDD) 20221003
b5. RANK COL	PMOSC/BRANCH 90A/LG	ORGANIZATION HQ, 528th Sustainment Brigade (Special Operations)(Airborne)	DUTY ASSIGNMENT Brigade Commander	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil) tavi.n.brunson.mil@army.mil
c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)		c3. RANK PMOSC/ BRANCH	ORGANIZATION DUTY ASSIGNMENT
c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE		c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL 20220302	LATER 20220601	LATER 20220830	LATER	d2. RATED NCO'S SIGNATURE FORBES, MICHAEL, JEFFREY, 129 Digitally signed by ...	d3. DATE (YYYYMMDD) 20221003
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PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE SENIOR INTELLIGENCE SERGEANT	b. DUTY MOSC 35F4S
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars) Serves as the Noncommissioned Officer in Charge (NCOIC) of the 528th Sustainment Brigade (Special Operations)(Airborne) S2 Section; responsible for intelligence and security support of three battalions (BNs) and a Brigade (BDE) headquarters element comprised of approximately 1,020 Soldiers (SMs); oversees the development of all intelligence products in support of logistic operations throughout seven Global Combatant Commands (GCC) and contingency operations; coordinates and supervises Personnel Security Management (PSM) programs assigned to BDE; supports S3 in Operation Security (OPSEC), Anti-terrorism/Force Protection (AT/FP) and Physical Security (PHYSEC); liaison for all Commanders (CDRs) for G22 implementation of Executive Orders (E.O.) affecting S2.	
d. AREAS OF SPECIAL EMPHASIS Defense Information Security System (DISS); Mission Readiness Exercise (MRX); Intel support to Support Operations (SPO) and worldwide Army Special Operations Logistics Elements (ALEs).	
e. APPOINTED DUTIES Acting BDE S2 OIC; BDE S2 NCOIC; Personnel Security Manager; Intelligence Oversight Officer; Alternate BDE PHYSEC Officer (PSO); S2 Working Group (WG) Leader; BDE Motorcycle Safety Officer.	

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)

a. APFT Pass/Fail/Profile:	Date:	b. Height	66	Weight	174	Within Standard?	YES
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(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)

o No APFT IAW Army Directive 2022-05

c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)	COMMENTS:
MET STANDARD <input checked="" type="checkbox"/>	o fully supported Army SHARP, EO, and MRT programs o model of the Army Values; promoted those values with others and exemplified the highest standards of personal conduct both on and off duty
DID NOT MEET STANDARD <input type="checkbox"/>	

RATED NCO'S NAME (Last, First, Middle, Initial) FORBES, MICHAEL, J		SSN (or DOD ID No.) 1295918507	THRU DATE 20220831
PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)			
d. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)		COMMENTS: o educated and briefed 1 BDE and 3 BN Command Teams on the 13 adjudicative guidelines and efficiently reporting to DoD CAF o shined as the acting S2 OIC during the BDE MRX; intel products enabled the BDE Staff to develop robust COAs o communicated proactively with incoming BDE S2 OIC to ensure a seamless transition from an OCONUS assignment	
FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input checked="" type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>			
e. INTELLECT: (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)		COMMENTS: o discovered missing ownership of SMs clearances in DISS; all 3 BNs followed his immediate remediation to regain compliance o decreased processing time upgrading the BDE TSCIF into a fully accredited SCIF utilizing the blueprints of BLDG X-4047 o supervised the status inventory of all BDE safes to spearhead a buyer's purchasing agreement request; reduced cost by 30%	
FAR EXCEEDED STANDARD <input checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>			
f. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)		COMMENTS: o created missing Intelligence Oversight program with USASOC IG and ISFC IO personnel input; quickly led BNs to comply o ensured all 35 SMs of the 905 Contracting BN, a tenant USASOC unit, was supported with Personnel Security capability o initiated inter-unit CSM manning discussions; resulted in permanent staffing of attached BDE Personnel Security Manager	
FAR EXCEEDED STANDARD <input checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>			
g. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)		COMMENTS: o trained 3 new PSMs across 2 BNs from novice to fully capable; augmented and customized USASOC training plan o trained 50% and tracked 100% of BDE motorcycle riders by creating / leading a 6-event season of day-long mentored rides o updated command teams, at echelons, on E. O. 13467 and its impact on Tier 3/5 investigations with Continuous Vetting	
FAR EXCEEDED STANDARD <input checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>			
h. ACHIEVES: (Gets results)		COMMENTS: o rebuilt unsatisfactory Industrial Security Program; garnered a 100% during follow-up inspection o streamlined historical BDE S2 portal information into functional areas for an action-centric, efficient user experience o standardized BN reporting by creating and maintaining reporting trackers on a collaborative web-based platform	
FAR EXCEEDED STANDARD <input checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>			
RATER OVERALL PERFORMANCE			
i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate <u>2</u> Army NCOs in this grade.			
FAR EXCEEDED STANDARD <input type="checkbox"/>	EXCEEDED STANDARD <input checked="" type="checkbox"/>	MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>
j. COMMENTS: 1 o stellar performance, dedication, and commitment to excellence during the rating period; finds most efficient and effective means to remain in regulatory compliance o earned staff's respect with solid guidance, eagerness to learn other sections' functions, and interoperability; steadfast in protection of command team's decision-making process and reducing risk			
PART V - SENIOR RATER OVERALL POTENTIAL			
a. I currently senior rate <u>4</u> NCOs in this grade. HQDA SENIOR RATER PROFILE COMPARISON HIGHLY QUALIFIED RNC0: FORBES, MICHAEL, J SR: BRUNSON, TAYL N DATE: 2022-10-03 TOTAL RATINGS: 10 RATINGS THIS NCO: 1		b. COMMENTS: SFC Forbes is a top 15% NCO with tremendous potential to excel. SFC Forbes' ably served as both OIC and NCOIC of the BDE S2 Section and revitalized our physical security programs; his performance validates his exceptional potential at the next level. Send to Master Leaders Course and promote to Master Sergeant ahead of peers.	
c. List two successive assignments and one broadening assignment (3-5 years). Successive Assignment: 1) Special Security Officer 2) 1SFC(A) G2 Broadening Assignment: Inspector General			