

# **Enclosure 6**

**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) <b>FORBES, MICHAEL, J</b>		b. SSN (or DOD ID No.) <b>1295918507</b>	c. RANK <b>SFC</b>	d. DATE OF RANK <b>20200401</b>	e. PMOSC <b>35F4S</b>
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND <b>HHC, 528TH SB (SO) (A), FT LIBERTY, 28310, SP</b>			g. STATUS CODE	h. UIC <b>WJTDA</b>	i. REASON FOR SUBMISSION <b>05   Relief for Cause</b>
j. PERIOD COVERED		k. RATED MONTHS <b>4</b>	l. NONRATED CODES <b>Z</b>	m. NO OF ENCLOSURES <b>3</b>	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil) <b>michael.j.forbes.mil@socom.mil</b>
FROM	THRU				
YEAR MONTH DAY <b>20220901</b>	YEAR MONTH DAY <b>20230712</b>				

**PART II - AUTHENTICATION**

a1. NAME OF RATER (Last, First, Middle Initial) <b>LOWRIE, PATRINA, A</b>		a2. SSN (or DOD ID No.) <b>1391705611</b>	a3. RATER'S SIGNATURE <b>LOWRIE.PATRINA.AMASTASIA1</b> Digitally signed by	a4. DATE (YYYYMMDD) <b>20230721</b>		
a5. RANK <b>CPT</b>	PMOSC/BRANCH <b>MI</b>	ORGANIZATION <b>HHC, 528TH SB (SO) (A)</b>	DUTY ASSIGNMENT <b>Brigade Intelligence Officer</b>	a6. RATER'S EMAIL ADDRESS (.gov or .mil) <b>patrina.a.lowrie.mil@army.mil</b>		
b1. NAME OF SENIOR RATER (Last, First, Middle Initial) <b>FURLOW, BURTON, JR</b>		b2. SSN (or DOD ID No.) <b>1116988751</b>	b3. SENIOR RATER'S SIGNATURE <b>FURLOW.BURTON.JR.1116988751</b> Digitally signed by	b4. DATE (YYYYMMDD) <b>20231005</b>		
b5. RANK <b>LTC</b>	PMOSC/BRANCH <b>LG</b>	ORGANIZATION <b>HHC, 528TH SB (SO) (A)</b>	DUTY ASSIGNMENT <b>Brigade Deputy Commanding Officer</b>	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil) <b>burton.furlow2.mil@army.mil</b>		
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 <b>20221118</b>	LATER <b>20230110</b>	LATER <b>20230501</b>	LATER <b>20230511</b>	d2. RATED NCO'S SIGNATURE	d3. DATE (YYYYMMDD)
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**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE <b>SENIOR INTELLIGENCE SERGEANT</b>	b. DUTY MOSC <b>35F4S</b>
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars) <b>Serves as the Brigade Intelligence NCOIC in a Special Operations, Airborne unit with a focused mission to plan, integrate, and assess Army Special Operations Forces (SOF) Peculiar logistics to sustain SOF across the full spectrum of employment; responsible for providing effective intelligence for Support Operations (SPO) in support of forward deployed ARSOF Liaison Elements (ALEs); maintain accurate record keeping of reportable activities to the Brigade Commander; ensure the unit has a common understanding of personnel and physical security management and the Personnel Accountability Security Program (PSAP); responsible for the health, morale, welfare and training of 1 Officer, and 2 Soldiers; maintained accountability of sensitive equipment valued in excess of \$400,000 dollars.</b>	
d. AREAS OF SPECIAL EMPHASIS <b>Personnel Security Manager; Information Security</b>	
e. APPOINTED DUTIES <b>Intelligence Oversight Officer; Motorcycle Mentorship NCOIC; Crime Prevention; Non-Standard Physical Security Officer; Industrial Security; Focal Point Control Officer</b>	

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

a. APFT Pass/Fail/Profile: _____ Date: _____	b. Height: <b>66</b> Weight: <b>175</b> Within Standard? <b>YES</b>
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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 ACFT: PASS 20220929**

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.)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input checked="" type="checkbox"/>	COMMENTS: <b>o failed to live up to the Army Values by being disrespectful in language and deportment towards a field grade officer; led to field grade feeling unsafe</b> <b>o supported the Army's SHARP, EO, and EEO programs</b>
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RATED NCO'S NAME (Last, First, Middle Initial) FORBES, MICHAEL, J	SSN (or DOD ID No.) 1295918507	THRU DATE 20230712
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**PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

<p>d. <b>PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>	<p>COMMENTS: o ensured Soldiers maintained good order and discipline throughout this rating period; zero incidents within his section o projected confidence enthusiasm, and mental toughness when assisting Soldiers; reinforced policies and standards for personnel</p>
<p>e. <b>INTELLECT:</b> (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>	<p>COMMENTS: o developed a robust motorcycle mentorship program; led to increased participation across the Brigade and policy changes o utilized extensive personnel security experience to develop an effective SOP; resulted in shared understanding</p>
<p>f. <b>LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input checked="" type="checkbox"/></p>	<p>COMMENTS: o exhibited counterproductive leadership qualities IAW ADP 6-22; displayed incompetence, self-serving, and erratic behaviors o failed to communicate effectively across the BDE; led to distrust and disintegration within the unit due to being intemperate</p>
<p>g. <b>DEVELOPS:</b> (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>	<p>COMMENTS: o displayed a strong concern for Soldiers; utilized available resources to minimize and address Soldier issues across the BDE o promoted regulatory policies for the Personnel Security Accountability Program (PSAP); led to improved security posture</p>
<p>h. <b>ACHIEVES:</b> (Gets results)</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>	<p>COMMENTS: o created a closed-circuit television (CCTV) how-to-guide; resulted in Soldiers addressing camera issues at the lowest level o maintained 100% accountability of sensitive equipment during property change over; all shortages identified and placed on order</p>

**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 1 Army NCOs in this grade.

FAR EXCEEDED STANDARD  EXCEEDED STANDARD  MET STANDARD  DID NOT MEET STANDARD

j. COMMENTS: 0 2 0 1 Total Ratings: 3  
o I directed this RFC because I lost trust and confidence in SFC Forbes to perform as the BDE S2 NCOIC during this rating period based substantiated allegations of counter productive leadership from an AR 15-6 investigation.  
o the rated NCO has been notified of the reason for the relief. SFC Forbes is technically proficient in MOS duties and passionate about "doing what is right." His approach to effect change was poor, but there is always room to develop.

**PART V - SENIOR RATER OVERALL POTENTIAL**

<p>a. I currently senior rate <u>3</u> NCOs in this grade.</p> <p>HQDA SENIOR RATER PROFILE COMPARISON <b>NOT QUALIFIED</b></p> <p>RNCO: FORBES, MICHAEL, J SR: FURLOW, BURTON, JR DATE: 2023-10-05 TOTAL RATINGS: 18 RATINGS THIS NCO: 1</p>	<p>b. COMMENTS: NCO Refuses to sign. SFC Forbes had a pattern of unprofessional behavior and non-compliance with the accepted professional standards consisting of attributes and competencies as part of the leadership requirements model. This pattern of behavior is in conflict with my ability to maintain cohesion amongst the Brigade Staff. SFC Forbes did not demonstrate potential for promotion to the rank of master sergeant th</p>
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c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment 1) 2 Broadening Assignment