

# ENCLOSURE A03

<b>NCO EVALUATION REPORT (SSG-1SG/MSG)</b> For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						<b>SEE PRIVACY ACT STATEMENT</b> IN AR 623-3	
<b>PART I - ADMINISTRATIVE DATA</b>							
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 HQ, 528th SB (SO)(A), FORT BRAGG, 28310, SP					g. STATUS CODE	h. UIC WJTDA	i. REASON FOR SUBMISSION 02   Annual
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		
FROM	THRU	12		0	michael.j.forbes7.mil@army.mil		
YEAR MONTH DAY 20210227	YEAR MONTH DAY 20220226						
<b>PART II - AUTHENTICATION</b>							
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) 20220714
a5. RANK MAJ	PMOSC/BRANCH 90A/LG	ORGANIZATION 528th SB (SO)(A)		DUTY ASSIGNMENT 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) ROWE, ROBERT, J			b2. SSN (or DOD ID No.) 1103579410		b3. SENIOR RATER'S SIGNATURE ROWE, ROBERT, J. 1103579410 Digitally signed by ...		b4. DATE (YYYYMMDD) 20220719
b5. RANK LTC	PMOSC/BRANCH 90A/LG	ORGANIZATION 528th SB (SO)(A)		DUTY ASSIGNMENT DEPUTY COMMANDER		b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil) robert.j.rowe18.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	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE FORBES, MICHAEL, JEFFREY, 129 Digitally signed by ...		d3. DATE (YYYYMMDD) 20220719
20210317	20210616	20210909	20211202				
<b>PART III - DUTY DESCRIPTION (Rater)</b>							
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) 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 Special Operations Joint Task Force - Competition (SOJTF-C); Intelligence support to Support Operations (SPO) and worldwide Army Special Operations Logistics Elements (ALEs); Forager 2021 Mission Readiness Exercise (MRX).							
e. APPOINTED DUTIES Acting BDE S2 OIC; Personnel Security Manager, Intelligence Oversight Officer; Alternate BDE PHYSEC Officer (PSO); S2 Working Group (WG) Leader; INFOSEC Program Manager; BDE Motorcycle Safety Officer.							
<b>PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)</b>							
a. APFT Pass/Fail/Profile:		Date:		b. Height: 66	Weight: 174	Within Standard? YES	
(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.) <b>o No APFT IAW Army Directive 2022-05</b>							
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"/>	DID NOT MEET STANDARD <input type="checkbox"/>		o maintained impeccable moral and ethical standards  o fostered an environment of fair treatment, awareness, and resiliency; fully supported and participated in the Army SHARP, EO, and MRT programs				



RATED NCO'S NAME (Last, First, Middle Initial) FORBES, MICHAEL, J		SSN (or DOD ID No.) 1295918507	THRU DATE 20220226
<b>PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)</b>			
<p>d. <b>PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input checked="" type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>		<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o fulfilled S2 OIC requirements during rating period at all staff meetings, IPRs, and OPTs; switched to NCOIC role when needed</li> <li>o remediated USASOC's and a Contracting Company's decision to rescind BDE's participation in an INFOSEC Program contract</li> <li>o maintained his personal fitness to prepare for mission requirements; temporary profile did not hinder job performance</li> </ul>	
<p>e. <b>INTELLECT:</b> (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)</p> <p>FAR EXCEEDED STANDARD <input checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>		<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o employed rapid results to intelligence challenges; increased operational efficiency from 50% to 90% for all MI areas</li> <li>o recognized BDE underused and undermanned S2 LOEs of MTOE and recommended moving personnel for optimization</li> <li>o conceived use of flow charts in a "Go-Book;" augmented SOP and enabled personnel to quickly provide intelligence support</li> </ul>	
<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 checked="" type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>		<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o initiated CSM manning discussions; resulted in staffing of 112th SIG BN and attached SPO analyst and increased intel oversight</li> <li>o led multi-meeting Staff Officer (O3s to O4s) WG that yielded identification of unmet need for intelligence support to the SPO</li> <li>o spearheaded the appointment of six PSOs in three BNs; enabled compliance with PHYSEC Arms Room oversight</li> </ul>	
<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 checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>		<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o advised CMD TMs, at echelons, on E. O. 13467 and its impact on Tier 3/5 investigations as Continuous Vetting launched</li> <li>o generated tools for newly appointed PSOs to efficiently perform required duties; new PSO compliance increased by 75%</li> <li>o scheduled QSMP certified trainers to conduct SAV to train newly appointed armorers and PSOs across BDE</li> </ul>	
<p>h. <b>ACHIEVES:</b> (Gets results)</p> <p>FAR EXCEEDED STANDARD <input checked="" type="checkbox"/> EXCEEDED STANDARD <input type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>		<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o received 100% "commendable" rating within 7 months for all S2 PSM programs after inheriting shop that functioned at 60%</li> <li>o produced "commendable" rating during impromptu S3 ICI PHYSEC inspection due to abrupt appointment of novice S3 PSO</li> <li>o achieved BDE CDR priority of 2-year planning; created S2 task-tracker fed Mission Event Synchronization List (MESL)</li> </ul>	
<b>RATER OVERALL PERFORMANCE</b>			
<p>i. Select one box representing Rated NCO's overall performance RATER compared to others in the same grade whom you have rated in your career. I currently rate <u>1</u> Army NCOs in this grade.</p> <p>FAR EXCEEDED STANDARD <input type="checkbox"/> EXCEEDED STANDARD <input checked="" type="checkbox"/> MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/></p>			
<p>j. COMMENTS:</p> <p>o fulfilled both the S2 OIC and NCOIC positions for 12 months with ease due to his experience, knowledge, technical expertise and leadership. Great performance over the past year!</p> <p>o strong leadership during this rating period directly increased regulatory compliance across the BDE and increased staff military intelligence support to CONUS and OCONUS operations in seven theaters.</p>			
<b>PART V - SENIOR RATER OVERALL POTENTIAL</b>			
<p>a. I currently senior rate <u>5</u> NCOs in this grade.</p> <p>HQDA SENIOR RATER PROFILE COMPARISON</p> <p style="text-align: center;"><b>HIGHLY QUALIFIED</b></p> <p>RNCO: FORBES, MICHAEL, J SR: ROWE, ROBERT, J DATE: 2022-07-20 TOTAL RATINGS: 8 RATINGS THIS NCO: 1</p>		<p>b. COMMENTS:</p> <p>Top 20% NCO who strives for perfection in all areas of performance. Send to Master Leaders Course with peers. Promote to Master Sergeant with peers. Strong potential.</p>	
<p>c. List two successive assignments and one broadening assignment (3-5 years).</p> <p>Successive Assignment: 1) <b>Special Security Officer</b> 2) <b>USASOC G2</b> Broadening Assignment: <b>Inspector General</b></p>			