

SLECP Nominee Information

Name (Last, First, MI) / Go-by name		SSAN	Current / Proj Grade
Ekker, Kyle A		[REDACTED]	E6 / E7
Requested AFSC/Title and alternate if applicable:	1. 14N1 - Intelligence		
	2. 71S1 - Special Investigations		
	3. 13N – Nuclear and Missile Operations		
<p>Note: Projected AFSC classification is limited to Line of the Air Force AFSCs. Please refer to the Air Force Officer Classification Directory (AFOCD) maintained on myPers for the minimum qualification requirements for each AFSC. <i>If requesting AFSCs 13C, 13D, 13L, 71S, or 92T, applicant must also have an alternate AFSC identified</i></p>			
Current Unit & PAS (include GPAS, if applicable):		613th Air Operations Center / HLORFHKY	
Duty Phone:	[REDACTED]	Military Email Address:	[REDACTED]
Unit Mailing Address:		Current Base:	
[REDACTED]		Joint Base Pearl Harbor Hickam, HI	
Waiver Requirements, if applicable:	N/A		



DEPARTMENT OF THE AIR FORCE
613TH AIR OPERATIONS CENTER
JOINT BASE PEARL HARBOR-HICKAM, HAWAII

29 July 2021

MEMORANDUM FOR PACAF/CC

FROM: 613th Air Operations Center
700 Hangar Avenue (Bldg 2045)
Joint Base Pearl Harbor-Hickam, HI 96853

SUBJECT: Letter of Recommendation for (M)Sgt Kyle Ekker

1. I highly recommend (M)Sgt Kyle Ekker as a must select for the Senior Leader Enlisted Commissioning Program (SLECP). He is an exceptional leader and, through hard work and a clear commitment to service before self, holds the complete trust of his Airmen, peers, and leadership. I have the utmost confidence he will be an exceptional officer and leader in our Air Force.
2. (M)Sgt Ekker is a gifted intelligence analyst who has displayed highly effective leadership and strong moral character throughout his career. He has excelled in every assignment, both at home station and deployed, leading a total of 212 Airmen across three career fields and has been selected for three separate Group level leadership positions. Kyle's proven leadership and commitment to excellence was recognized early by his selection to become an intelligence mission instructor and evaluator, and his eventual selection as NCOIC of the 497 ISRG's Standardization & Evaluations Program, where he was responsible for ensuring the qualifications for over 850 crew members across four Squadrons. (M)Sgt Ekker's time at Joint Base Pearl Harbor-Hickam has been highly productive as well, as he has been awarded the 692 ISRG's Technician of the year in 2019 and Tuskegee NCO Award nominee in 2020, the 8th Intelligence Squadron's NCO of the year in 2020, and the 613th Air Operations Center Lance P. Sijan Award nominee in 2021. He consistently seeks to improve work center processes and has repeatedly developed the best out of his teams by setting the example and leading with purpose. His highly effective leadership and initiative ultimately saved the Air Force \$8.7 million by restructuring ISR flight profiles and re-purposing 32,000 annual work hours. Kyle has also led his flight to five team quarterly awards, six BTZ wins, six squadron performers of the month, five achievement medals, and eight individual annual awards. (M)Sgt Ekker is clearly a leader who excels across the spectrum of professionalism and integrity.
3. Kyle possesses the leadership, aptitude, and character necessary to become a superb Air Force Officer. He is a must select for the Senior Leader Enlisted Commissioning Program. For questions, please do not hesitate to contact me at [REDACTED]

[REDACTED] Colonel, USAF
Commander

Ready ... Right Effects ... Right Time!



DEPARTMENT OF THE AIR FORCE
613TH AIR OPERATIONS CENTER
JOINT BASE PEARL HARBOR-HICKAM, HAWAII

29 July 2021

MEMORANDUM FOR PACAF/CC

FROM: 613th Air Operations Center/A32C

SUBJECT: Personal Essay on Desire to Serve as a Commissioned Officer

1. I decided to enlist at the age of 22 out of a desire to serve my country. I had a good life that I felt like I had done nothing to deserve, while at the same time wanting to do my part to make the world a better place. The amount of evil and suffering in the world was becoming more apparent to me and I wanted to utilize my skills and talents for a higher purpose. I was making a very comfortable living building pools but, after initially considering the Army, Marines, and Air Force, eventually chose the latter. I reasoned that it would present the greatest challenge, as well as provide the broadest opportunity to help make the world a better place. My service has provided me that opportunity, and allowed me to further develop my leadership ability, allowing me to lead and care for Airmen in a variety of environments, deployments, and career field.

2. Throughout my time in the Air Force I have been able to learn much about leadership, both as a leader and a follower. We are all exposed to a variety of leaders, both good and bad, in our careers. I have tried to take those lessons and combine them with my experiences as leader. The leadership skillset that I possess and want to employ in a broader sense has led to a variety of successes for both myself, my teams, and the Air Force. This is the strength of my experience and purpose, the capacity to build and develop a team and set them towards a greater purpose. I have remembered those lessons along the way and applied them to my teams and my Airmen. I know what it is like to get the support that I need, or recognition that I have earned. I also know what it feels like to be ignored during important or trying times as well. I have been able to leverage these experiences to reach a broad variety of Airmen, leading to successes for the members of my teams on both personal and professional levels.

3. It is these successes that fuel my desire for this application. A commission would allow me to further expand my role as a leader, and allow the United States Air Force to give me a broader reach, both within the mission and with the number of Airmen that I can reach and inspire. I have experience within multiple intelligence career fields and would be able to translate my skillset to that of an intelligence officer. I have a history of outstanding, recognized performance and would be able to operate at a high level as a commissioned officer immediately. I have shown that I can expertly lead teams of Airmen, with success in a variety of situations and environments, and lead them to both team and individual success. While those individual accomplishments are important, the most important part of my desire to serve as a commissioned officer is less about the "Me" in my package and more about the "We". My leadership style, the style that I want to execute at a broader level, is focused on building up the people around me, and the success of that approach has been reflected in the history of successes of my teams.

[REDACTED]

KYLE A. EKKER, TSgt, USAF
NCOIC, Strategy, Plans, and Assessments

Ready ... Right Effects ... Right Time!



AIR FORCE PERSONNEL CENTER

Air Force Officer Qualifying Test Scores

Test Results

This document contains information which must be protected IAW AFI 33-332 and DOD Regulation 5400.11. Privacy Act of 1974, as amended, applies and it is **For Official Use Only (FOUO)**.

Today: 21-Jan-2020 05:56 PM

Test Scores of EKKER,KYLE

Test Date	TCO	Form/Version	Pilot	Navigator	Acad Aptitude	Verbal	Quantitative
August 09, 2017	1490	T/1	70	85	93	95	83

Note: The scores listed above are the only valid scores.

[Check another score](#)

NOTICE: For Security reasons close out all browsers when finished.

This contains information which must be protected IAW AFI 33-332 and DoD Regulation 5400.11; Privacy Act of 1974 as Amended Applies, and it is For Official Use Only (FOUO). It must be protected or privacy act information removed prior to further disclosure.

Air Force Personnel Center, Randolph AFB, Texas 78150

AMERICAN PUBLIC UNIVERSITY SYSTEM

American Public University
American Military University
1-877-755-2787
111 West Congress Street
Charles Town, West Virginia 25414



American Military University

Admission Date
07/28/2008

Program
Bachelor of Arts in Intelligence Studies (BA)
Concentration in Intelligence Analysis

GPA 3.9084
Conferred 06/01/2020 **Summa Cum Laude**

Transfer Credit Applied Toward Program

<u>Source</u>	<u>Semester Hours</u>
CCAF-MOS	12.00
CCAF-School	45.00
College of Central Florida	12.00
IR/MOU- Goodfellow	36.00
University of Maryland-UC	12.00
Total Transfer Credit Hours	45.00
Total Teach Out Credit Hours (above)	0.00
Total Institutional Credit Hours (above)	9.00
Total Prior Learning Assessment Credit Hours (above)	0.00
Total Transfer Credit Accepted But Not Program Applicable	72.00

*****MILITARY JOIN SPOUSE CONSIDERATION*****

Spouse SSAN: Spouse Status: NOT APPLICABLE Spouse Intent:

*****RESTRICTIONS*****

ASG AVAIL CD/DT: /// WEIGHT CONT:
ASG LIMIT CD/DT: /// UIF:

*****PROJECTED ASSIGNMENTS*****

	AAR	PAS	RNLTD	AAN	ASD	BASE
1)						
2)						

*****SERVICE DATES*****

*****AFSC INFORMATION*****

CAFSC: 1N071
PAFSC: 1N071
2AFSC: 2A571
3AFSC:
PSE(1-5): 901 ///

*****ACADEMIC INFORMATION*****

*****PME INFORMATION*****

DEGREE	ACADEMIC SPECIALTY	YEAR	METHOD	COURSE	METHOD	YEAR
BAC	INTELL ANALYSIS	20	TUITION ASST	SEJPME I (E6-E7)	RESIDENCE/NON-RES	20
AA	INTELL ANALYSIS	17	COM COL AF	NCO ACADEMY	RESIDENCE/NON-RES	19
AA	ACFT MAINT TECHNOLOGY	17	COM COL AF	AIRMAN LEADERSHIP SCHOOL	RESIDENCE	11

*****LANGUAGE INFORMATION*****

*****PROJECTED TRAINING*****

DLAB: COURSE ID START DATE GRAD DATE

LANG1: NONE DT: . S- L- R- LANG2: NONE DT: . S- L- R-
 LANG3: NONE DT: . S- L- R- LANG4: NONE DT: . S- L- R-
 LANG5: NONE DT: . S- L- R- LANG6: NONE DT: . S- L- R-

*****DECORATIONS*****

(NOTE: This screen only shows personal medals not awards.)

Decoration	Auth No.	No	Seq	Close Date	Approval Date	Approving Unit	Reason
AF COMM MEDAL	76766	03	N	17-Jul-2018	1807	R	PCS
AF ACHIEV MEDAL	77555	03	O	03-May-2018	1807	R	ACH

*****OTHER INFORMATION*****

*****DUTY STATUS*****

Duty Status: 00-PRESENT FOR DUTY Start Date: 27 Mar 2020 End Date:
Proj Duty Status: NO PROJECTED DUTY STATUS Start Date: End Date:

*****EPR DATA*****

EPR	DATE	EPR	DATE	EPR	DATE	EPR	DATE	EPR	DATE	EPR	DATE
LC	30-Nov-2020	LC	31-Jan-2017	5B	08-Aug-2013	5B	01-Aug-2009				
LC	30-Nov-2019	LC	31-Jan-2016	5B	08-Aug-2012	5B	24-Dec-2008				
LC	30-Nov-2018	5B	31-Jan-2015	5B	10-Jun-2011						
LC	30-Nov-2017	5B	08-Aug-2014	5B	10-Jun-2010						

*****DUTY HISTORY*****

DAFSC	DUTY TITLE	DET	ORG KIND	ORG TYPE	LOCATION	DUTY EFF DATE
1N071	AIR DEFENSE ANALYST	0000	0613	CE	JB PRL HBR-HICKAM	15-Mar-2021
-1N171A	IMINT OPS, SECTION CHIEF	0000	0008	SQ	JB PRL HBR-HICKAM	06-Jan-2020
-1N171A	NCOIC, IMINT OPERATIONS	0000	0008	SQ	JB PRL HBR-HICKAM	20-Aug-2019
-1N171A	IMAGERY MISSION SUPERVISOR	0000	0008	SQ	JB PRL HBR-HICKAM	01-Aug-2018
-1N171A	NCOIC, GEOINT EVALUATIONS	0000	0497	GP	JB LANGLEY-EUSTIS	01-Nov-2017
-1N171A	IMAGERY MISSION SUPERVISOR	0000	0497	GP	JB LANGLEY-EUSTIS	18-Apr-2017
-1N151A	IMAGERY MISSION SUPERVISOR	0000	0045	SQ	JB LANGLEY-EUSTIS	01-Dec-2015
-1N151A	GEOSPATIAL ANALYST SUPERVISOR	0000	0045	SQ	JB LANGLEY-EUSTIS	07-Feb-2014
-2A554A	SR WEAPON SYS COORDINATOR, MOC	0000	0018	SQ	KADENA	02-Aug-2012
-2A551	SR WEAPON SYS COORDINATOR, MOC	0000	0018	SQ	KADENA	11-Jun-2011
-2A551	WEAPON SYS COORDINATOR	0000	0018	SQ	KADENA	11-Aug-2010

7/19/2021

SURF

-2A551	WEAPON SYSTEM CONTROLLER	0000	0018	SQ	KADENA	07-Jun-2010
-2A551	AEROSPACE MAINTENANCE JRNEYMAN	AD00	0116	SQ	ROBINS	05-Feb-2009
-2A531G	REPAIR & RECLAMATION APPRENTICE	AD00	0116	SQ	ROBINS	10-Oct-2007
-2A531G	STUDENT	0000	0360	SQ	SHEPPARD	11-Jun-2007
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Printed By EKKER KYLE ANDREW on 20-Jul-2021 at 01:09:52 **Personal Data - Privacy Act of 1974 (5 USC 552a)** Current as of 13-Jul-2021 at 01:09:52
 The information herein is For Official Use Only (FOUO) which must be protected under the Freedom of Information Act of 1966 and Privacy Act of 1974, as amended.
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DEPARTMENT OF THE AIR FORCE
613TH AIR OPERATIONS CENTER
JOINT BASE PEARL HARBOR-HICKAM, HAWAII

29 July 2021

MEMORANDUM FOR PACAF/CC

FROM: 613th Air Operations Center
700 Hangar Avenue (Bldg 2045)
Joint Base Pearl Harbor-Hickam, HI 96853

SUBJECT: Nomination for the Senior Leader Enlisted Commissioning Program

1. It is my pleasure to nominate TSgt Kyle A. Ekker for the 2021 Senior Leader Enlisted Commissioning Program.
2. A review of the official personnel record possible waiver requirements was conducted on 29 July 2021 and revealed that TSgt Ekker does not have any requirements that would preclude selection as a commissioned officer.
3. If you have any questions, please do not hesitate to contact me by DSN at [REDACTED] or by email at [REDACTED].

[REDACTED], Colonel, USAF
Commander

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. RANK TSgt	4. DAFSC 1N171A
5. ORGANIZATION, COMMAND, AND LOCATION 8th Intelligence Squadron (ACC), Joint Base Pearl Harbor-Hickam, HI		6. PAS CODE [REDACTED]	7. FDID [REDACTED]
8. PERIOD OF REPORT (DD Mmm YYYY) From: 01 Dec 2019 Thru: 30 Nov 2020	9. NO. DAYS NON-RATED 0	10. NO. DAYS SUPERVISION 330	11. REASON FOR REPORT ANNUAL

II. JOB DESCRIPTION

1. DUTY TITLE
IMINT Ops, Section Chief

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Primary and Additional Duties) (Minimum of 1 line, but limited to 4 lines)

- Directs 150 IMINT augmentees in 24/7 high-intensity, near-real-time ISR ops for top 5 nat'l defense strategy priorities
- Leads 22 mbr IMINT section, bolsters readiness & standards through deliberate force development, mentorship & trng
- Sq instr f/364 Analyst, trains new Msn Leads on ISR employment, analysis, and fusion f/1.3K MQ-9/RQ-4/U-2 msns/yr
- Executes tactical/national theater-level ISR taskings, steers \$425M wpn sys to satisfy 65 priority intel rqmts f/6 CCMDs

III. PERFORMANCE IN PRIMARY DUTIES/TRAINING REQUIREMENTS (Using AFI 36-2618. The Enlisted Force Structure, as the standard of performance expectations commensurate with the ratee's rank; assess to what degree the ratee complied with the following performance expectations.)

1. **Task Knowledge/Proficiency:** Consider the quality, quantity, results, and impact of the Airman's knowledge and ability to accomplish tasks. **Initiative/Motivation:** Describes the degree of willingness to execute duties, motivate colleagues, and develop innovative new processes. **Skill Level Upgrade Training:** Consider skill level awarding course, CDC timeliness completion, course exam results, and completion of core task training. **Duty Position Requirements, Qualifications, and Certifications:** Consider duty position qualifications, career field certifications (if applicable), and readiness requirements. **Training of Others:** Consider the impact the Airman made training others.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 6 lines)

- Re-org'd HA checklist; rewrote guidance for 3 psns/36 areas--streamlined exploitation of 1.8K rpts/yr, sel'd sq NCO/Mo
- Fused AET tgts w/theater ISR; blt ad-hoc tgt'g/nat'l rpt'g TTPs--sq 1st to ID anti-ship missile dplymnts, briefed DIRNSA
- Coord'd IMINT f/AOR focused op; exploited 10K images/9 sites--ID'd 5 I&Ws, briefed SecDef, drove OPLAN rewrite
- Created jt collection prgm; coord'd reqs for 4 intel ctrs/3 assets, dev'd wg SOPs--built 930 yrly msn tasking plans/8 AETs
- Org'd 6 mbr fusion analysis tm; executed tm objs w/COMPACAF PIRs--distributed intel over 3 NAFs/3 AOCs/2 nations
- Oversaw tgt deck scrub; merged 345 nat'l/U-2/RQ-4 tgts, retasked 45 tgts--reinvested 945 hrs/yr for sq re-org/DCGS 2.0

IV. FOLLOWERSHIP/LEADERSHIP

1. **Resource Utilization (e.g. Time Management, Equipment, Manpower, and Budget):** Consider how effectively the Airman utilizes resources to accomplish the mission. **Complies with/Enforces Standards:** Consider personal adherence and enforcement of fitness standards, dress and personal appearance, customs and courtesies, and professional conduct. **Communication Skills:** Describe how well the Airman receives and relays information, thoughts, and ideas up and down the chain of command (includes listening, reading, speaking, and writing skills); fosters an environment for open dialogue. **Caring, Respectful, and Dignified Environment (Teamwork):** Rate how well the Airman selflessly considers others, values diversity, and sets the stage for an environment of dignity and respect; to include promoting a healthy organizational climate.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Org'd jt analyst exchange; led ad-hoc prgm, collected 150 images/15K sq mi--secured \$5.3T trade lane/mbr awd'd JSAM
- Discovered duplicate msn effort; coord'd fix w/jt intel ctr, re-tasked 84 tgts--reinvested 13K analyst-hrs to ACC directive

V. WHOLE AIRMAN CONCEPT

1. **Air Force Core Values:** Consider how well the Airman adopts, internalizes, and demonstrates our Air Force Core Values of Integrity First, Service Before Self, and Excellence in All We Do. **Personal and Professional Development:** Consider the amount of effort the Airman devoted to improving themselves and their work center/unit through education and involvement. **Esprit De Corps and Community Relations:** Consider how well the Airman promotes camaraderie, embraces esprit de corps, and acts as an Air Force ambassador.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Aced Harvard ldrshp crse; blt pro-dev prgm f/27 Amn--keyed BA/2 AS/USFAA nom/7 wg/gp coins/4 BTZ/4 sq perf/mo
- Earned Intel BA/SEJPME; blt analytical trng prgm via facebook--sent to 24K mbrs/invited to '21 SecDef intel think tank

VI. OVERALL PERFORMANCE ASSESSMENT (Overall assessment of performance during rating period commensurate with Sections III-V.) RATEE NAME:
EKKER, KYLE A.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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VII. RATER INFORMATION (Signature signifies this is an unbiased assessment and all ACA feedback sessions were completed as required per AFI 36-2406)

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED]	DUTY TITLE SIGINT & IMINT OPS, Flt Chief	SSN [REDACTED]	DATE 10 Dec 2020
Type of Signature Digital		SIGNATURE [REDACTED]	

VIII. ADDITIONAL RATER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional unless required for Referral; if not used, state "This Section Not Used") (Minimum of 1 line, but maximum of 2 lines)
- Msn lead for POTUS dir'd retrograde spt/16 wks; guarded 25K civs/evac'd 2.1K US mbrs--Wg/CCC coined, sq tm 1Q'20
- Mentored/dvlp'd 42 Ann; excuted 672 msns/del'd excellence--keyed 5 sq qtrlys, 2 gp/1 NAF/1 ACC/1 NGA OTY awds

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED]	DUTY TITLE Flight Commander	SSN [REDACTED]	DATE 14 Dec 2020
Type of Signature Digital		SIGNATURE [REDACTED]	

IX. UNIT COMMANDER/MILITARY OR CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional with a maximum of 1 line, if not used, state "This Section Not Used")
- Coord'd wg tgt discovery; ID'd 24 strat sites, enabled 5.1K add'l images/yr collect--awd'd sq tm 2Q'20/gp Tuskegee nom

2. FUTURE ROLES (Recommend up to three roles/assignments that best serve the Air Force and continues the Airman's development)

1. OTS Select	2. Flight Chief	3. First Sergeant
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3. PROMOTION ELIGIBLE (Promotion eligibility as-of closeout date) YES	4. THIS IS A REFERRAL REPORT NO	5. QUALITY FORCE REVIEW (Ratee's personnel record has been reviewed for quality force indicators during the reporting period) YES
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6. PROMOTION RECOMMENDATION (Completed by Forced Distribution Authority only when member is TIG/TIS promotion eligible on EPR closeout date)

DO NOT PROMOTE <input type="checkbox"/>	NOT READY NOW <input type="checkbox"/>	PROMOTE <input type="checkbox"/>	MUST PROMOTE <input checked="" type="checkbox"/>	PROMOTE NOW <input type="checkbox"/>
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NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED]	DUTY TITLE Commander	SSN [REDACTED]	DATE 22 Dec 2020
Type of Signature Digital		SIGNATURE [REDACTED]	

X. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION	DUTY TITLE	SSN	DATE
Type of Signature Digital		SIGNATURE	

XI. REMARKS (Only use this section to spell out uncommon acronyms or to place required comments IAW AFI 36-2406.)

Analysis Exploitation Team (AET); Associate in Science (AS); Bachelor of Arts (BA); Below The Zone (BTZ); Commander Pacific Air force (COMPACAF); Distributed Common Ground System (DCGS); Director, National Security Agency (DIRNSA); High Altitude (HA); Indications & Warning (I&W); Intelligence, Reconnaissances, Surveillance (ISR); Joint Service Achievement Medal (JSAM); National Geospatial-Intelligence Agency (NGA); Priority Intelligence Requirements (PIR); Senior Enlisted Joint Professional Military Education (SEJPME)

XII. RATEE'S ACKNOWLEDGEMENT I acknowledge all required ACA feedback was accomplished during the reporting period and feedback was provided upon receipt of this report (unless otherwise stated above).

Type of Signature Digital	SIGNATURE [REDACTED]	DATE 23 Dec 2020
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ENLISTED PERFORMANCE REPORT (AB thru TSgt)

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
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SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

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5. ORGANIZATION, COMMAND, AND LOCATION 8th Intelligence Squadron (ACC), Joint Base Pearl Harbor-Hickam HI		6. PAS CODE [REDACTED]	7. FDID [REDACTED]
8. PERIOD OF REPORT (DD Mmm YYYY) From: 01 Dec 2018 Thru: 30 Nov 2019	9. NO. DAYS NON-RATED 0	10. NO. DAYS SUPERVISION 365	11. REASON FOR REPORT ANNUAL

II. JOB DESCRIPTION

1. DUTY TITLE
Imagery Mission Supervisor (IMS)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Primary and Additional Duties) (Minimum of 1 line, but limited to 4 lines)

- Leads 10 Amn executing tactical ISR; directs imagery analysis & production ISO USINDOPACOM & USCENTCOM
- Supervises final product dissemination of imagery intel products to deployed forces, agencies & databases worldwide
- Lead Flt instructor; manages trng queue, enforces msn standards & verifies satisfactory performance for crew analysts
- Develops U-2, RQ-4, National derived imagery products & reports for dissemination to theater warfighters & leaders

III. PERFORMANCE IN PRIMARY DUTIES/TRAINING REQUIREMENTS (Using AFI 36-2618. The Enlisted Force Structure, as the standard of performance expectations commensurate with the ratee's rank; assess to what degree the ratee complied with the following performance expectations.)

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Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 6 lines)

- Directed imagery spt for F-18/C-130 crash; sent 52 image rpts, coordinated w/4 ISR acft, 3 nations--2 Marines recovered
- Led JIOC PED integration; scoured 145 tgts, ID'd near peer 5th-gen a/c loc--filled TJFACC PIR/safeguard'd \$5.7B F-35
- Managed ISR spt/Jt Navy ex; ID'd enemy loc/drove ATO, built 1st U-2 bomb-hit capes--reduced kill chain 22 hrs (92%)
- Built 54-step sys guide; liased w/engineers, fixed 17 errors/\$35M prgm--5K analysts ready for AI recognition software
- Led fusion tm; developed 2 guides/crushed 8 intel gaps, relayed 6 new research tools--built baseline acty rpts for 9 sites
- Drove 1st trial for new AOC req method; coord #2 CCMD pri discovery w/3 flts--updated threat pic for 34 acft/\$32B

IV. FOLLOWERSHIP/LEADERSHIP

1. **Resource Utilization (e.g. Time Management, Equipment, Manpower, and Budget):** Consider how effect vely the Airman utilizes resources to accomplish the mission. **Complies with/Enforces Standards:** Consider personal adherence and enforcement of fitness standards, dress and personal appearance, customs and courtesies, and professional conduct. **Communication Skills:** Descr bes how well the Airman receives and relays information, thoughts, and ideas up and down the chain of command (includes listening, reading, speaking, and writing skills); fosters an environment for open dialogue. **Caring, Respectful, and Dignified Environment (Teamwork):** Rate how well the Airman selflessly considers others, values diversity, and sets the stage for an environment of dignity and respect; to include promoting a healthy organizational climate.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Attacked unsat imagery issue; ID'd root cause, pushed COA to planners--re-pri'd 30 flt/500 analyst hrs/yr, saved \$289K
- Directed AOR U-2/RQ-4 tgt deck eval; ID'd 400 hrs flight waste/restructured IMINT collect; AF reinvested \$8.7M/yr

V. WHOLE AIRMAN CONCEPT

1. **Air Force Core Values:** Consider how well the Airman adopts, internalizes, and demonstrates our Air Force Core Values of Integrity First, Service Before Self, and Excellence in All We Do. **Personal and Professional Development:** Consider the amount of effort the Airman devoted to improving themselves and their work center/unit through education and involvement. **Esprit De Corps and Community Relations:** Consider how well the Airman promotes camaraderie, embraces esprit de corps, and acts as an Air Force ambassador.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Finished 8 BA crses in intel collection/counter-terror; refined SOCPAC collection reqs--sent 1K prods/counter-ISIS ops
- Led gp fundraising cmte; directed 35 Amn at 15 events/500 hrs, garnered \$25k--successful Dining Out for 300 Amn/civ

VI. OVERALL PERFORMANCE ASSESSMENT (Overall assessment of performance during rating period commensurate with Sections III-V.) **RATEE NAME:** EKKER, KYLE A.

Not-Rated Met some but not all expectations Met all expectations Exceeded some, but not all expectations Exceed most, if not all expectations

VII. RATER INFORMATION (Signature signifies this is an unbiased assessment and all ACA feedback sessions were completed as required per AFI 36-2406)

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE Section Chief, GEOINT Operations DATE 10 Jan 2020
SSN [REDACTED] SIGNATURE [REDACTED]

VIII. ADDITIONAL RATER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional unless required for Referral; if not used, state "This Section Not Used") (Minimum of 1 line, but maximum of 2 lines)
- Filled Section Chief; led 25 mbrs/built pro dev pgm, 400 vol hrs/2 AS earned--keyed 6 Amn coins, 1 sq/1 gp/1 wg awd
- Org'd 1st JIOC 1N1 internship; 80 RFIs satisfied, ID'd new sub TTP, Admiral briefed--mbr earned JSAM/sq tm 3Q'19

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE Flight Commander DATE 14 Jan 2020
SSN [REDACTED] SIGNATURE [REDACTED]

IX. UNIT COMMANDER/MILITARY OR CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional with a maximum of 1 line, if not used, state "This Section Not Used".)
- Exceptional ldr; led data dive tm/created gp COAs, saved 2.7K hrs/yr--critical to wg tm 4Q'18, awd'd gp AF ISR NCO/yr

2. FUTURE ROLES (Recommend up to three roles/assignments that best serve the Air Force and continues the Airman's development)
1. Flight Chief 2. First Sergeant 3. NCOIC Stan Eval

3. PROMOTION ELIGIBLE (Promotion eligibility as-of closeout date) YES
4. THIS IS A REFERRAL REPORT NO
5. QUALITY FORCE REVIEW (Ratee's personnel record has been reviewed for quality force indicators during the reporting period) YES

6. PROMOTION RECOMMENDATION (Completed by Forced Distribution Authority only when member is TIG/TIS promotion eligible on EPR closeout date)
DO NOT PROMOTE NOT READY NOW PROMOTE MUST PROMOTE PROMOTE NOW

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE Commander DATE 16 Jan 2020
SSN [REDACTED] SIGNATURE [REDACTED]

X. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE [REDACTED] DATE [REDACTED]
SSN [REDACTED] SIGNATURE [REDACTED]

XI. REMARKS (Only use this section to spell out uncommon acronyms or to place required comments IAW AFI 36-2406.)

Air Operations Center (AOC); Common Operating Picture (COP); Combatant Command (CCMD); Course of Action (COA); Imagery Intelligence (IMINT); Joint Integrated Operations Center (JIOC); Joint Service Achievement Medal (JSAM); Processing Exploitation Dissemination (PED); Priority Intelligence Request (PIR); Request for Information (RFI); Special Operations Command Pacific (SOCPAC); Theater Joint Force Air Component Commander (TJFACC)

XII. RATEE'S ACKNOWLEDGEMENT I acknowledge all required ACA feedback was accomplished during the reporting period and feedback was provided upon receipt of this report (unless otherwise stated above).

SIGNATURE [REDACTED] DATE 21 Jan 2020

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. RANK TSgt	4. DAFSC 1N171A
5. ORGANIZATION, COMMAND, AND LOCATION 8th Intelligence Squadron (ACC), Joint Base Pearl Harbor-Hickam HI		6. PAS CODE [REDACTED]	7. FDID [REDACTED]
8. PERIOD OF REPORT (DD Mmm YYYY) From: 01 Dec 2017 Thru: 30 Nov 2018	9. NO. DAYS NON-RATED 0	10. NO. DAYS SUPERVISION 122	11. REASON FOR REPORT ANNUAL

II. JOB DESCRIPTION

1. DUTY TITLE
Imagery Mission Supervisor (IMS)

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Primary and Additional Duties) (Minimum of 1 line, but limited to 4 lines)

- Implements Gp/CC's Standardization & Evaluations prgms for 24/7 ops capabilities/effects validation 852 crew mbrs
- Mentors Intel Evaluator cadre/115 mbrs; identifies, recommends & leads improvements for local/distributed msn ops
- Regulates 1.5K crew qualifications & tests for 497 ISRG operations personnel on U-2, RQ-4, and MQ-1/9 platforms
- Leads teams as Imagery Msn Supervisor; feeds ISR to CC & warfighters engaged in combat/contingency operations

III. PERFORMANCE IN PRIMARY DUTIES/TRAINING REQUIREMENTS (Using AFI 36-2618. The Enlisted Force Structure, as the standard of performance expectations commensurate with the ratee's rank; assess to what degree the ratee complied with the following performance expectations.)

1. **Task Knowledge/Proficiency:** Consider the quality, quantity, results, and impact of the Airman's knowledge and ability to accomplish tasks. **Initiative/Motivation:** Describes the degree of willingness to execute duties, motivate colleagues, and develop innovative new processes. **Skill Level Upgrade Training:** Consider skill level awarding course, CDC timeliness completion, course exam results, and completion of core task training. **Duty Position Requirements, Qualifications, and Certifications:** Consider duty position qualifications, career field certifications (if applicable), and readiness requirements. **Training of Others:** Consider the impact the Airman made training others.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 6 lines)

- Selected #1 f/Gp IE billet; facilitated 160 evals/set best practices, relayed to instrs--6 Sqs sync'd/standardized ISR ops
- Secured Afghan election; safeguarded voting across 19 provinces/zero attacks--democratic rights assured, 10M voters
- Proctored 171 wpn sys exams; ID'd 12 knowledge deficiencies, coord'd update/trng f/3 Sqs--assured 98% Q-1 pass rate
- Piloted annual eval folder review; scrutinized 315 files/750 docs/corrected 225 errors--finished 25 AF rqmt 3 mos early
- Bolstered Gp trends prgm; analyzed 175 evals/validated new qual best practices--resolved 5 negative trends over 6 Sqs
- Managed 65 Gp IEs; revamped scheduling process f/361 evals, slashed wait time 3 to 2 wks--returned 14.5k hrs to msn

IV. FOLLOWERSHIP/LEADERSHIP

1. **Resource Utilization (e.g. Time Management, Equipment, Manpower, and Budget):** Consider how effectively the Airman utilizes resources to accomplish the mission. **Complies with/Enforces Standards:** Consider personal adherence and enforcement of fitness standards, dress and personal appearance, customs and courtesies, and professional conduct. **Communication Skills:** Describe how well the Airman receives and relays information, thoughts, and ideas up and down the chain of command (includes listening, reading, speaking, and writing skills); fosters an environment for open dialogue. **Caring, Respectful, and Dignified Environment (Teamwork):** Rate how well the Airman selflessly considers others, values diversity, and sets the stage for an environment of dignity and respect; to include promoting a healthy organizational climate.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Innovated exam sys upgrade; created 100 questions & 4 tests/eliminated manual grading--270 man hrs/yr back for ISR
- Crushed CPI Green Belt crse; showcased electronic eval doc routing process/notification--slashed Gp timelines by 20%

V. WHOLE AIRMAN CONCEPT (Not applicable if Airman receives Referral comments in Sections III/IV or if an Airman receives a "Met some but not all" rating.)

1. **Air Force Core Values:** Consider how well the Airman adopts, internalizes, and demonstrates our Air Force Core Values of Integrity First, Service Before Self, and Excellence in All We Do. **Personal and Professional Development:** Consider the amount of effort the Airman devoted to improving themselves and their work center/unit through education and involvement. **Esprit De Corps and Community Relations:** Consider how well the Airman promotes camaraderie, embraces esprit de corps, and acts as an Air Force ambassador.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Finished 3 BA courses; garnered expertise in intel collection, educated flt/3 hrs--amplified 22 Annm analytical skillset
- Mentored booster club; guided 4 mbrs on fundraising/revamped key revenue streams--raised \$5k for Gp holiday party

VI. OVERALL PERFORMANCE ASSESSMENT (Overall assessment of performance during rating period commensurate with Sections III-V.) RATEE NAME: EKKER, KYLE A.

Not-Rated Met some but not all expectations Met all expectations Exceeded some, but not all expectations Exceed most, if not all expectations

VII. RATER INFORMATION (Signature signifies this is an unbiased assessment and all ACA feedback sessions were completed as required per AFI 36-2406)

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: Section Chief, IMINT Operations DATE: 08 Jan 2019
SSN: [Redacted] SIGNATURE: [Redacted]

VIII. ADDITIONAL RATER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional unless required for Referral; if not used, state "This Section Not Used") (Minimum of 1 line, but maximum of 2 lines)
- Engineered Wg ISR qual process; created tailored curriculum, 4 Gps embraced--conserved 4K man hrs/yr, CC lauded
- Led Stan/Eval to vet problem-centric ISR concept; dvlp'd/validat'd best practices--vectored future of \$425M wpn sys

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: Flight Commander DATE: 09 Jan 2019
SSN: [Redacted] SIGNATURE: [Redacted]

IX. UNIT COMMANDER/MILITARY OR CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional with a maximum of 1 line, if not used, state "This Section Not Used")
- Selected as NCOIC during deployment; led 14 NCOs/12 prgms, standardized 9 OIs--key to 25 AF "Superior Tm" awd

2. FUTURE ROLES (Recommend up to three roles/assignments that best serve the Air Force and continues the Airman's development)
1. NCOIC 2. Undershirt 3. Technical School Instructor

3. PROMOTION ELIGIBLE (Promotion eligibility as-of closeout date) NO
4. THIS IS A REFERRAL REPORT NO
5. QUALITY FORCE REVIEW (Ratee's personnel record has been reviewed for quality force indicators during the reporting period) YES

6. PROMOTION RECOMMENDATION (Completed by Forced Distribution Authority only when member is TIG/TIS promotion eligible on EPR closeout date)
DO NOT PROMOTE NOT READY NOW PROMOTE MUST PROMOTE PROMOTE NOW

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: Commander DATE: 10 Jan 2019
SSN: [Redacted] SIGNATURE: [Redacted]

X. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: [Redacted] DATE: [Redacted]
SSN: [Redacted] SIGNATURE: [Redacted]

XI. REMARKS (Only use this section to spell out uncommon acronyms or to place required comments IAW AFI 36-2406.)
Continuing Process Improvement (CPI); Instructor and Evaluator (IE); Tactic, Technique, and Procedure (TTP);

XII. RATEE'S ACKNOWLEDGEMENT I acknowledge all required ACA feedback was accomplished during the reporting period and feedback was provided upon receipt of this report (unless otherwise stated above).

SIGNATURE: [Redacted] DATE: 11 Jan 2019

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. RANK TSgt	4. DAFSC 1N171A
5. ORGANIZATION, COMMAND, AND LOCATION 497th Intelligence, Surveillance and Reconnaissance Group (ACC) Joint Base Langley-Eustis VA		6. PAS CODE [REDACTED]	7. FDID [REDACTED]
8. PERIOD OF REPORT (DD Mmm YYYY) From: 01 Feb 2017 Thru: 30 Nov 2017	9. NO. DAYS NON-RATED 0	10. NO. DAYS SUPERVISION 241	11. REASON FOR REPORT ANNUAL

II. JOB DESCRIPTION

1. DUTY TITLE
NCOIC, GEINT EVALUATIONS

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Primary and Additional Duties) (Minimum of 1 line, but limited to 4 lines)

- Implements Gp CC's Standardization & Evaluations prgms for 24/7 ops capabilities/effects validation 852 crew mbrs
- Mentors Intel Evaluator cadre/115 mbrs; identifies, recommends & leads improvements for local/distributed msn ops
- Regulates 1.5K crew qualifications for 497 ISRG operations personnel on U-2, RQ-4, MQ-1/9 and MC-12 platforms
- Leads teams as Imagery Msn Supervisor; feeds ISR to CC & war fighters engaged in combat/contingency operations

III. PERFORMANCE IN PRIMARY DUTIES/TRAINING REQUIREMENTS (Using AFI 36-2618. The Enlisted Force Structure, as the standard of performance expectations commensurate with the ratee's rank; assess to what degree the ratee complied with the following performance expectations.)

1. **Task Knowledge/Proficiency:** Consider the quality, quantity, results, and impact of the Airman's knowledge and ability to accomplish tasks. **Initiative/Motivation:** Describes the degree of willingness to execute duties, motivate colleagues, and develop innovative new processes. **Skill Level Upgrade Training:** Consider skill level awarding course, CDC timeliness completion, course exam results, and completion of core task training. **Duty Position Requirements, Qualifications, and Certifications:** Consider duty position qualifications, career field certifications (if applicable), and readiness requirements. **Training of Others:** Consider the impact the Airman made training others.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 6 lines)

- Revamped 150 scenarios across 3 positions; updated to current ops/fixes 306 errors--strengthened 3.5K intel products
- Guided 20 mbr IMINT crew; led 29 msns/fused multi-source intel in 9 strikes--uncovered 2 ISIS strongholds/6 EKIA
- Managed eval processes; 8K signatures/cut 830 mistakes--increased compliance 96%, ensured 800 mbrs ready for ops
- Augmented No-Notice Program update; administered 4 evals w/new procedures/documents--solidified best practices
- Executed 11 U-2/RQ-4 wpn sys evals; enforced 315 standards--validated analyst competency on 2.5K ISR msn sorties
- Launched "One Qual" resigned; tested method/42 evals/captured TTPs--proof of concept empowered NCOs in 6 Sqs

IV. FOLLOWERSHIP/LEADERSHIP

1. **Resource Utilization (e.g. Time Management, Equipment, Manpower, and Budget):** Consider how effectively the Airman utilizes resources to accomplish the mission. **Complies with/Enforces Standards:** Consider personal adherence and enforcement of fitness standards, dress and personal appearance, customs and courtesies, and professional conduct. **Communication Skills:** Describe how well the Airman receives and relays information, thoughts, and ideas up and down the chain of command (includes listening, reading, speaking, and writing skills); fosters an environment for open dialogue. **Caring, Respectful, and Dignified Environment (Teamwork):** Rate how well the Airman selflessly considers others, values diversity, and sets the stage for an environment of dignity and respect; to include promoting a healthy organizational climate.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Steered flt Ann development; created volunteer/education programs/mentored 6 mbrs/26 hrs--reaped 2 BTZ winners
- Coached 10 evaluators; perfected daily ops/schedule/trng for 4 psns--enabled 263 evals/val'd 22 crews msn readiness

V. WHOLE AIRMAN CONCEPT (Not applicable if Airman receives Referral comments in Sections III/IV or if an Airman receives a "Met some but not all" rating.)

1. **Air Force Core Values:** Consider how well the Airman adopts, internalizes, and demonstrates our Air Force Core Values of Integrity First, Service Before Self, and Excellence in All We Do. **Personal and Professional Development:** Consider the amount of effort the Airman devoted to improving themselves and their work center/unit through education and involvement. **Esprit De Corps and Community Relations:** Consider how well the Airman promotes camaraderie, embraces esprit de corps, and acts as an Air Force ambassador.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Mastered ISR Combat Leader Course & 15 Intel BA credit hours w/4.0 GPA--applied to mentor 15 ISR professionals
- Mentored Sister Sqs' Booster Clubs; propelled efforts of Gp Staff & 2 Sqs/16 hrs--raised \$3K feeding 5 morale events

VI. OVERALL PERFORMANCE ASSESSMENT (Overall assessment of performance during rating period commensurate with Sections III-V.) RATEE NAME: EKKER, KYLE A.

Not-Rated Met some but not all expectations Met all expectations Exceeded some, but not all expectations Exceed most, if not all expectations

VII. RATER INFORMATION (Signature signifies this is an unbiased assessment and all ACA feedback sessions were completed as required per AFI 36-2406)

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: Section Chief, Standardization/Evaluations DATE: 03 Jan 2018
SSN: [Redacted] SIGNATURE: [Redacted]

VIII. ADDITIONAL RATER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional unless required for Referral; if not used, state "This Section Not Used") (Minimum of 1 line, but maximum of 2 lines)
- Led DGS Tiger tm; reinvented wpn sys tracks/cut 65% evals/boosted trng--scored improvements 5K Wg Amn/6 sites
- Spearheaded new digital record system; converted 1K forms/trained 101 mbrs--cut time in half/saved 500 hrs each yr

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: Chief, Standardization/Evaluations DATE: 01 Feb 2018
SSN: [Redacted] SIGNATURE: [Redacted]

IX. UNIT COMMANDER/MILITARY OR CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional with a maximum of 1 line, if not used, state "This Section Not Used")
- Motivates Airmen to solve challenges; uses sterling example to guide positive changes--excelling early as new TSgt!

2. FUTURE ROLES (Recommend up to three roles/assignments that best serve the Air Force and continues the Airman's development)
1. Flight Chief 2. Technical School Instructor 3. Operations Training

3. PROMOTION ELIGIBLE (Promotion eligibility as-of closeout date) NO
4. THIS IS A REFERRAL REPORT NO
5. QUALITY FORCE REVIEW (Ratee's personnel record has been reviewed for quality force indicators during the reporting period) YES

6. PROMOTION RECOMMENDATION (Completed by Forced Distribution Authority only when member is TIG/TIS promotion eligible on EPR closeout date)
DO NOT PROMOTE NOT READY NOW PROMOTE MUST PROMOTE PROMOTE NOW

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: Commander DATE: 02 Feb 2018
SSN: [Redacted] SIGNATURE: [Redacted]

X. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [Redacted] DUTY TITLE: [Redacted] DATE: [Redacted]
SSN: [Redacted] SIGNATURE: [Redacted]

XI. REMARKS (Only use this section to spell out uncommon acronyms or to place required comments IAW AFI 36-2406.)
Distributed Ground System (DGS); Enemy Killed In Action (EKIA); Higher Head Quarters (HHQ); Intelligence Evaluator (IE); Islamic State of Iraq and the Levant (ISIL); Intelligence, Surveillance, and Reconnaissance (ISR); Subject Matter Expert (SME); Tactics, Techniques, and Procedures (TTP)

XII. RATEE'S ACKNOWLEDGEMENT I acknowledge all required ACA feedback was accomplished during the reporting period and feedback was provided upon receipt of this report (unless otherwise stated above).

SIGNATURE: [Redacted] DATE: 05 Feb 2018

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. RANK SSgt	4. DAFSC 1N151A
5. ORGANIZATION, COMMAND, AND LOCATION 30th Intelligence Squadron (ACC) Joint Base Langley-Eustis VA		6. PAS CODE [REDACTED]	7. FDID [REDACTED]
8. PERIOD OF REPORT (DD Mmm YYYY) From: 01 Feb 2016 Thru: 31 Jan 2017	9. NO. DAYS NON-RATED 0	10. NO. DAYS SUPERVISION 366	11. REASON FOR REPORT ANNUAL

II. JOB DESCRIPTION

1. DUTY TITLE
Imagery Mission Supervisor

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Primary and Additional Duties) (Minimum of 1 line, but limited to 4 lines)
 - Supervises 20 pers/3 msn posns operating \$700M DGS wpn sys; oversees 24/7 image exploit from U-2/Global Hawk
 - Manages early warning analytical reporting of imagery-based intel products for units across 5 COCOMs & 4 AORs
 - Directs high altitude imagery exploitation; disseminates prods on conventional & non-conventional tgts to COCOMS
 - Oversees fused intel products to track enemy activities; provides actionable intelligence to ground CCs during combat

III. PERFORMANCE IN PRIMARY DUTIES/TRAINING REQUIREMENTS (Using AFI 36-2618. The Enlisted Force Structure, as the standard of performance expectations commensurate with the ratee's rank; assess to what degree the ratee complied with the following performance expectations.)

1. **Task Knowledge/Proficiency:** Consider the quality, quantity, results, and impact of the Airman's knowledge and ability to accomplish tasks. **Initiative/Motivation:** Describes the degree of willingness to execute duties, motivate colleagues, and develop innovative new processes. **Skill Level Upgrade Training:** Consider skill level awarding course, CDC timeliness completion, course exam results, and completion of core task training. **Duty Position Requirements, Qualifications, and Certifications:** Consider duty position qualifications, career field certifications (if applicable), and readiness requirements. **Training of Others:** Consider the impact the Airman made training others.

Not-Rated	Met some but not all expectations	Met all expectations	Exceeded some, but not all expectations	Exceed most, if not all expectations
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

2. COMMENTS (Minimum 1 line, but limited to 6 lines)
 - Authored ops prgm as 1/4 IEs; trained/eval'd 3 mbrs, standardized turnover across 8 areas...reduced trng time by 50%
 - Designated Gp security rep/6 mos; created 15 trng slides/brief'd 62 pers...security violations eliminated during tenure
 - Monitored go/no-go status; validated 92 aspects for 6 positions daily...verified 23 prsnl msn ready on \$700M wpn sys
 - Handpicked for 497 ISR Deputy Exec; oversaw 1.2K mbrs/9 squadrons/379 hi-vis tasks...rcv'd Achievement Medal
 - Instrumental to next-gen software testing; validated \$7M prgm/5 core sites...enterprise solution/prods sent 33% faster
 - Oversaw 28 counterattack/surveillance msn; tracked threats for 1.9K sites/ID'd 4 rebel camps...101K forces guarded

IV. FOLLOWERSHIP/LEADERSHIP

1. **Resource Utilization (e.g. Time Management, Equipment, Manpower, and Budget):** Consider how effectively the Airman utilizes resources to accomplish the mission. **Complies with/Enforces Standards:** Consider personal adherence and enforcement of fitness standards, dress and personal appearance, customs and courtesies, and professional conduct. **Communication Skills:** Describe how well the Airman receives and relays information, thoughts, and ideas up and down the chain of command (includes listening, reading, speaking, and writing skills); fosters an environment for open dialogue. **Caring, Respectful, and Dignified Environment (Teamwork):** Rate how well the Airman selflessly considers others, values diversity, and sets the stage for an environment of dignity and respect; to include promoting a healthy organizational climate.

Not-Rated	Met some but not all expectations	Met all expectations	Exceeded some, but not all expectations	Exceed most, if not all expectations
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

2. COMMENTS (Minimum 1 line, but limited to 2 lines)
 - Created training resource folder; collected references/cross-cue assets for 12 areas...increased analytic output by 19%
 - Led 6 mbr tm for golf fundraiser; collected \$4K worth of supplies/prizes...event raised record \$6K for Chiefs' Group

V. WHOLE AIRMAN CONCEPT (Not applicable if Airman receives Referral comments in Sections III/IV or if an Airman receives a "Met some but not all" rating.)

1. **Air Force Core Values:** Consider how well the Airman adopts, internalizes, and demonstrates our Air Force Core Values of Integrity First, Service Before Self, and Excellence in All We Do. **Personal and Professional Development:** Consider the amount of effort the Airman devoted to improving themselves and their work center/unit through education and involvement. **Esprit De Corps and Community Relations:** Consider how well the Airman promotes camaraderie, embraces esprit de corps, and acts as an Air Force ambassador.

Not-Rated	Met some but not all expectations	Met all expectations	Exceeded some, but not all expectations	Exceed most, if not all expectations
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

2. COMMENTS (Minimum 1 line, but limited to 2 lines)
 - Accomplished 4 college courses; maintained 3.7 GPA...aced academic goals/Bachelors in Intel Studies 50% finished
 - Organized Combat Dining In event; led 18 mbr team/raised \$2.2K...bolstered morale for 104 Amn/lauded by Sq CC

VI. OVERALL PERFORMANCE ASSESSMENT (Overall assessment of performance during rating period commensurate with Sections III-V.) **RATEE NAME:** EKKER, KYLE A.

Not-Rated Met some but not all expectations Met all expectations Exceeded some, but not all expectations Exceed most, if not all expectations

VII. RATER INFORMATION (Signature signifies this is an unbiased assessment and all ACA feedback sessions were completed as required per AFI 36-2406)

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: Mission Operations Commander DATE: 07 Feb 2017
SSN: [REDACTED] SIGNATURE: [REDACTED]

VIII. ADDITIONAL RATER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional unless required for Referral; if not used, state "This Section Not Used") (Minimum of 1 line, but maximum of 2 lines)
- Coordinated 5 senior lvl visits; procured itineraries for 4 sqs...promot'd \$700M wpn sys to Indian Minister of Defense
- Analyzed 14 ceasefire tgts; ID'd 3 treaty violations/expedited 9 images...ensured NATO protection for 2.2M civilians

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: Flight Commander DATE: 08 Feb 2017
SSN: [REDACTED] SIGNATURE: [REDACTED]

IX. UNIT COMMANDER/MILITARY OR CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional with a maximum of 1 line, if not used, state "This Section Not Used")
- Directed 12 analysts/190 ISR msns; 9K intel rpts sent down range...facilitated 4 strikes/\$9M in oil reserves eliminat'd

2. FUTURE ROLES (Recommend up to three roles/assignments that best serve the Air Force and continues the Airman's development)
1. Element NCOIC 2. Deputy Flight Chief 3. Flight Chief
3. PROMOTION ELIGIBLE (Promotion eligibility as-of closeout date) YES
4. THIS IS A REFERRAL REPORT NO
5. QUALITY FORCE REVIEW (Ratee's personnel record has been reviewed for quality force indicators during the reporting period) YES

6. PROMOTION RECOMMENDATION (Completed by Forced Distribution Authority only when member is TIG/TIS promotion eligible on EPR closeout date)

DO NOT PROMOTE NOT READY NOW PROMOTE MUST PROMOTE PROMOTE NOW

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: Commander DATE: 22 Feb 2017
SSN: [REDACTED] SIGNATURE: [REDACTED]

X. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: [REDACTED] DATE: [REDACTED]
SSN: [REDACTED] SIGNATURE: [REDACTED]

XI. REMARKS (Only use this section to spell out uncommon acronyms or to place required comments IAW AFI 36-2406.)

Distributed Ground Station (DGS); Instructor/Evaluator (IE); North Atlantic Treaty Organization (NATO)

XII. RATEE'S ACKNOWLEDGEMENT I acknowledge all required ACA feedback was accomplished during the reporting period and feedback was provided upon receipt of this report (unless otherwise stated above).

SIGNATURE: [REDACTED] DATE: 01 Mar 2017

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated
SORN: F036 AF PC A, Effectiveness/Performance Reporting Records

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. RANK SSgt	4. DAFSC 1N151A
5. ORGANIZATION, COMMAND, AND LOCATION 45th Intelligence Squadron (ACC), Joint Base Langley-Eustis VA		6. PAS CODE [REDACTED]	7. FDID [REDACTED]
8. PERIOD OF REPORT (DD Mmm YYYY) From: 01 Feb 2015 Thru: 31 Jan 2016	9. NO. DAYS NON-RATED 0	10. NO. DAYS SUPERVISION 123	11. REASON FOR REPORT ANNUAL

II. JOB DESCRIPTION

1. DUTY TITLE
Geospatial Analyst Supervisor

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Primary and Additional Duties) (Minimum of 1 line, but limited to 4 lines)

- Leads 18-mbr section on \$700M wpn system; oversees administration/training/scheduling to optimize cmbt readiness
- Directs near-real-time imagery exploitation collected by U2, Global Hawk/Predator acft across 4 COCOMs/5 AORs
- Supervises analytical reporting of imagery-based annotated products supporting theater-wide warfighting cmbt units
- Manages multi-sensor imagery collect; rpts on terrorist offensive/defensive posturing to grnd CCs/analysts worldwide

III. PERFORMANCE IN PRIMARY DUTIES/TRAINING REQUIREMENTS (Using AFI 36-2618. The Enlisted Force Structure, as the standard of performance expectations commensurate with the ratee's rank; assess to what degree the ratee complied with the following performance expectations.)

1. **Task Knowledge/Proficiency:** Consider the quality, quantity, results, and impact of the Airman's knowledge and ability to accomplish tasks. **Initiative/Motivation:** Describes the degree of willingness to execute duties, motivate colleagues, and develop innovative new processes. **Skill Level Upgrade Training:** Consider skill level awarding course, CDC timeliness completion, course exam results, and completion of core task training. **Duty Position Requirements, Qualifications, and Certifications:** Consider duty position qualifications, career field certifications (if applicable), and readiness requirements. **Training of Others:** Consider the impact the Airman made training others.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 6 lines)

- Exploited 35 U-2/Global Hawk msns; analyzed 93 tgts/created 176 products...updated battlespace for 3 COCOM CCs
- Supplied BDA on ISIL HQ strike; ID'd 12 destroyed bldgs/confirmed enemy C2 node in-op...results briefed to CSAF
- Reviewed 296 ISR ops; QC'd 3K tgts/distributed 6K products...enabled flts 99% accuracy/ID'd wpn trafficking vessel
- Analyzed 3 counterattack spt msns; scrutinized 6 tgts/uncovered 27 defensive sites...safeguarded 6K Coalition forces
- Supported 3 high-vis CENTCOM ops; scoured 6 enemy supply routes/beddown locs...uncovered 15 ISIL road blocks
- Directed 4 EUCOM msns; discovered 17 NATO-Russia Founding Act violations...preserved nation-state sovereignty

IV. FOLLOWERSHIP/LEADERSHIP

1. **Resource Utilization (e.g. Time Management, Equipment, Manpower, and Budget):** Consider how effectively the Airman utilizes resources to accomplish the mission. **Complies with/Enforces Standards:** Consider personal adherence and enforcement of fitness standards, dress and personal appearance, customs and courtesies, and professional conduct. **Communication Skills:** Describe how well the Airman receives and relays information, thoughts, and ideas up and down the chain of command (includes listening, reading, speaking, and writing skills); fosters an environment for open dialogue. **Caring, Respectful, and Dignified Environment (Teamwork):** Rate how well the Airman selflessly considers others, values diversity, and sets the stage for an environment of dignity and respect; to include promoting a healthy organizational climate.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Selected as 1 of 4 IEs in 68 mbr flt; avg'd 99.7 % score/trained 80 hrs/23 JQS items...sptd critical Gp Stand/Eval pgm
- Served as flt SAPR facilitator; delivered SECAF #1 priority...provided life saving prevention/reaction trng to 65 mbrs

V. WHOLE AIRMAN CONCEPT (Not applicable if Airman receives Referral comments in Sections III/IV or if an Airman receives a "Met some but not all" rating.)

1. **Air Force Core Values:** Consider how well the Airman adopts, internalizes, and demonstrates our Air Force Core Values of Integrity First, Service Before Self, and Excellence in All We Do. **Personal and Professional Development:** Consider the amount of effort the Airman devoted to improving themselves and their work center/unit through education and involvement. **Esprit De Corps and Community Relations:** Consider how well the Airman promotes camaraderie, embraces esprit de corps, and acts as an Air Force ambassador.

Not-Rated <input type="checkbox"/>	Met some but not all expectations <input type="checkbox"/>	Met all expectations <input type="checkbox"/>	Exceeded some, but not all expectations <input type="checkbox"/>	Exceed most, if not all expectations <input checked="" type="checkbox"/>
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2. COMMENTS (Minimum 1 line, but limited to 2 lines)

- Aced 2 college level exams; gained 6 credit hrs towards AAS Intel Studies/Tech degree...fulfilled CCAF requirement
- Managed 3 breakfast/lunch fundraisers; organized setup/directed 4 mbr tm/5 hrs...generated \$400 for Sq booster club

VI. OVERALL PERFORMANCE ASSESSMENT (Overall assessment of performance during rating period commensurate with Sections III-V.) RATEE NAME: EKKER, KYLE A.

Not-Rated Met some but not all expectations Met all expectations Exceeded some, but not all expectations Exceed most, if not all expectations

VII. RATER INFORMATION (Signature signifies this is an unbiased assessment and all ACA feedback sessions were completed as required per AFI 36-2406)

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: NCOIC, Geospatial Operations DATE: 15 Mar 2016
SSN: [REDACTED] SIGNATURE: [REDACTED]

VIII. ADDITIONAL RATER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional unless required for Referral; if not used, state "This Section Not Used") (Minimum of 1 line, but maximum of 2 lines)
- Backfilled NCOIC billet; leveraged 17 Amn/4 quals against 74 msns/5 AORs...mentored/developed 13 Amn/4 NCOs
- Oversaw 18 analyst/178 msns as Mission Supervisor; QC'd/disseminated 3.6K rpts...30 strikes/found 2 IED positions

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: Flight Chief DATE: 16 Mar 2016
SSN: [REDACTED] SIGNATURE: [REDACTED]

IX. UNIT COMMANDER/MILITARY OR CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER'S COMMENTS CONCUR NON-CONCUR

1. COMMENTS (Comments are optional with a maximum of 1 line, if not used, state "This Section Not Used")
- Superior NCO! Led ISIL interdiction; located 500 fuel trucks/283 destroyed...reduced terrorism funds by \$511M/yr

2. FUTURE ROLES (Recommend up to three roles/assignments that best serve the Air Force and continues the Airman's development)
1. NCOIC, Geospatial Operations 2. Section Chief Geospatial Ops 3. High Altitude Program Manager

3. PROMOTION ELIGIBLE (Promotion eligibility as-of closeout date) YES
4. THIS IS A REFERRAL REPORT NO
5. QUALITY FORCE REVIEW (Ratee's personnel record has been reviewed for quality force indicators during the reporting period) YES

6. PROMOTION RECOMMENDATION (Completed by Forced Distribution Authority only when member is TIG/TIS promotion eligible on EPR closeout date)
DO NOT PROMOTE NOT READY NOW PROMOTE MUST PROMOTE PROMOTE NOW

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE: Commander DATE: 14 Apr 2016
SSN: [REDACTED] SIGNATURE: [REDACTED]

X. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, RANK, BRANCH OF SERVICE, ORGN, CMD, AND LOCATION [REDACTED] DUTY TITLE [REDACTED] DATE [REDACTED]
SSN [REDACTED] SIGNATURE [REDACTED]

XI. REMARKS (Only use this section to spell out uncommon acronyms or to place required comments IAW AFI 36-2406.)
Battle Damage Assessment (BDA), Command and Control (C2), Improvised Explosive Device (IED), Islamic State of Iraq and the Levant (ISIL), Intelligence, Surveillance, Reconnaissance (ISR), Instructor Evaluator (IE), Job Qualification Standard (JQS), Sexual Assault Prevention and Response (SAPR)

XII. RATEE'S ACKNOWLEDGEMENT I acknowledge all required ACA feedback was accomplished during the reporting period and feedback was provided upon receipt of this report (unless otherwise stated above).
SIGNATURE: [REDACTED] DATE: 18 Apr 2016

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A	2. SSN [REDACTED]	3. GRADE SSgt	4. DAFSC 1N151A
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 45th Intelligence Squadron (ACC), Joint Base Langley-Eustis, VA		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 9 Aug 2014 Thru: 31 Jan 2015		9. NO. DAYS SUPERVISION 176	10. REASON FOR REPORT Annual

II. JOB DESCRIPTION

1. DUTY TITLE Geospatial Analyst (GA) Supervisor	2. SIGNIFICANT ADDITIONAL DUTY(S) Assistant Flight Training Monitor High Altitude (HA) Crew Scheduling Monitor
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - Supervises 3 Amn; responsible for scheduling of 37 HA crew prsnl spt'ing worldwide peacetime/wartime ops - Produces first-phase analytical rpt'ing of imagery-based annotated products for theater-wide warfighting units - Conducts analysis of near-real-time (NRT) imagery collected by 2 acft platforms across 4 COCOMs/5 AORs - Develops fused rpts/products to track enemy activity & provides actionable intel to grnd CCs during cmbt ops	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES Consider Adapting, Learning, Quality, Timeliness, Professional Growth, Communication Skills and Organizational Climate. (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) (Limit text to 4 lines)	
<input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Mng'd ISR spt for 94 U-2 sorties; analyzed 271 tgts/authored 56 imagery products--ID'd 2 terrorist trng camps - Steered 4 Amn thru naval ex; detected concealed adversary vessel--validated 1st TTP w/\$84M next-gen sensor - Exploited 12 ISR sorties; ID'd enemy positions/relayed 22 threat rpts--triggered counter insurgent ops/12 EKIA - Performed 14 OEF route scans; pinpointed 3 IEDs/generated 6 tactical products--25 vehs/150 Soldiers secured	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines)	
<input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Directed 4-mbr tm for Haven House event; raised \$2K in donations--provided 2 mths of food for 800 homeless - Instituted Flt CLEP trng; compiled 28 practice tests/study materials--11 Amn cmplt'd crses twds CCAF degree	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line)	
<input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines)	
<input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Cmpl't'd English crse; received 3 credit hrs twds Intel Studies/Tech degree--1 class shy of obtaining 2nd CCAF - Oversaw trng records for 28 prsnl; updated 146 JQS line items--catapulted position upgrade for 12 Amn/NCOs	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines)	
<input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Surveyed African Ebola outbreak locations; delivered 24 products--aided construction of 18 treatment centers - Spt'd 12 AFRICOM supply drops; annotated helo landing zones--ensured delivery of 390 tons medical supplies	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines)	
- Created 10 cmbt assault planning graphics; triggered 6 strikes/13 EKIA--supply route secured for 2K Soldiers - Peerless leader! Unveiled 1K lbs of home-made explosives/validated next-gen sensor TTPs--promote to TSgt!	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Geospatial Analyst Supervisor	DATE 10 Feb 2015
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 22 Nov 2014 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines) CONCUR NON-CONCUR

- Spt'd high pri prsnl recovery msn; surveyed 400 mi/guided rescue forces--1 Marine successfully returned home
 - Mng'd ISR spt for 7 humanitarian supply drops; 35K gals water/114K meals delivered--assisted 50K refugees
 - Amazing NCO! ID'd 3 enemy anti-aircraft artillery sites/\$20M ISR assets safeguarded--promote ahead of peers

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Flight Chief	DATE 13 Feb 2015
	SSN [REDACTED]	SIGNATURE [REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR
(Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER CONCUR NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Commander	DATE 13 Feb 2015
	SSN [REDACTED]	SIGNATURE [REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes No

SIGNATURE EKKER.KYLE.ANDREW.1297345075,	DATE 24 Feb 2015
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INSTRUCTIONS

Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
 PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
 ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
 DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE SSgt	4. DAFSC 1N151A
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 45th Intelligence Squadron (AF ISR Agency), Joint Base Langley-Eustis, VA		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 9 Aug 2013 Thru: 8 Aug 2014	9. NO. DAYS SUPERVISION 183	10. REASON FOR REPORT Annual	

II. JOB DESCRIPTION

1. DUTY TITLE Geospatial Analyst (GA) Supervisor	2. SIGNIFICANT ADDITIONAL DUTY(S) N/A
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - One of 98-mbr tm/supervises 4 Amn; creates imagery-based intel rpts spt'g worldwide peacetime/wartime ops - Leads exploitation of near-real-time (NRT) imagery collected by 2 acft platforms across 3 COCOMs/5 AORs - Produces first-phase analytical rpt'ing & imagery-based annotated products for theater-wide warfighting units - Oversees fused rpts/products to track enemy activities & provides actionable intel to grnd CCs during combat	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES Consider Adapting, Learning, Quality, Timeliness, Professional Growth, Communication Skills and Organizational Climate. (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) (Limit text to 4 lines)

Does Not Meet Meets Above Average Clearly Exceeds

- Examined 35 counter-insurgency tgts; maintained high-pri order of battle updates--disrupted 2 enemy networks
 - Spt'd 8-hr persistent surveillance msn; authored 5 fused intel rpts--provided critical forensic data to warfighter
 - Analyzed 15 high-pri ad hoc tgts; created 15 annotated graphics--painted clear battlespace picture for grnd CCs
 - Oversaw counter-mine warfare analysis; established baseline intel/authored 23 rpts--spt'd NAVCENT's #1 pri

2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies)
 Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines)

Does Not Meet Meets Above Average Clearly Exceeds

- Dedicated 6 hrs as DD for CC's farewell party; provided safe alternative for 250 Amn--zero mishaps/lives lost
 - Vol'd 8 hrs at Meals On Wheels; led 3 Amn/prep'd food--delivered 25 warm meals to local elderly community

3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line)

Does Not Meet Meets Exempt

4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training)
 Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines)

Does Not Meet Meets Above Average Clearly Exceeds

- Graduated Geospatial Analyst crse--achieved 93% avg; Finished 5-lvl JQS items 3 mos early--92% CDC avg
 - Completed Humanities crse; rcv'd 3 hrs towards AAS in Intel Studies/Tech--2 classes away from CCAF degree

5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others)
 Consider Team Building, Support of Team, Followership (Limit text to 2 lines)

Does Not Meet Meets Above Average Clearly Exceeds

- Spearheaded 10 study groups; supv'd 5 Amn/40 hrs of instruction--maintained 90% class avg w/100% pass rate
 - Org'd Thanksgiving Day crew feed; prep'd meals for 32 fellow students--improved Amn morale/esprit de corps

6. OTHER COMMENTS
 Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines)

- Org'd local food drive; led 15 mbrs/distributed 2.5K lbs of food--fed 145 families/boosted AF/public relations
 - Superior NCO/leader! Prior AFSC/acft knowledge key to raising Flt's analytical cape--promote to TSgt ASAP!

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Geospatial Analyst Supervisor	DATE 16 Aug 2014
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 28 Feb 2014 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines) CONCUR NON-CONCUR

- Directed 1-wk exploitation of enemy stronghold; analyzed activity/patterns--enabled tgt dvlpmnt of 3 insurgents
 - Exploited 12 high-vis CENTCOM msns; ID'd enemy movements/relayed locations--results briefed to SECDEF
 - Stellar NCO! Spt'd 10 convoy supply routes; highlighted 2 choke points/detour options--promote to TSgt now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Flight Chief	DATE 18 Aug 2014
	SSN [REDACTED]	SIGNATURE [REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER CONCUR NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Commander	DATE 18 Aug 2014
	SSN [REDACTED]	SIGNATURE [REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes No

SIGNATURE [REDACTED]	DATE 24 Aug 2014
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INSTRUCTIONS

Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code (U.S.C.) 8013, Secretary of the Air Force; AFI 36-2406, and Executive Order 9397 (SSN), as amended.
 PURPOSE: Used to document effectiveness/duty performance history; promotion; school and assignment selection; reduction-in-force; control roster; reenlistment; separation; research and statistical analysis.
 ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3). DoD Blanket Routine Uses apply.
 DISCLOSURE: Voluntary. Not providing SSN may cause form to not be processed or to positively identify the person being evaluated.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE SSgt	4. DAFSC 2A554A
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 18th Maintenance Group (PACAF), Kadena Air Base, Japan		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 9 Aug 2012 Thru: 8 Aug 2013		9. NO. DAYS SUPERVISION 262	10. REASON FOR REPORT Annual

II. JOB DESCRIPTION

1. DUTY TITLE Sr Weapon Sys Coordinator, MOC	2. SIGNIFICANT ADDITIONAL DUTY(S) LMR Manager
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - Directs mx/flying ops for six squadrons/WG spt agencies on 81 F-15/KC-135/HH-60/E-3 acft valued at \$4B+ - Records MXG/OG flying deviations/attends production/scheduling mtg; reports acft status to WG/HHQ ldrship - Monitors hangar queen acft status/FCF progress; makes changes in priorities/plans/schedules w/affected prsnl - Notifies mx spt agencies of severe weather warnings/emergency action plans from 54 MXG established cklsts	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) Consider Adapting, Learning, Quality, Timeliness, Professional Growth and Communication Skills (Limit text to 4 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Orchestrated 32K mx spt requests; aligned GP assets w/SQ reqs--secured 5.7K+ sorties/12.5K+ flt hrs, FY13 - Developed MXG dashboard; redesigned GP mx mtg briefings w/real time acft status/mx rpts--enhanced GP C2 - Spearheaded LMR network outage restoration; coord'd repair of crucial \$5M system--zero impact to flying ops - Integrated two F-22 theater security pkgs; incorporated six controllers--unabated \$2.1B flt ops/region stability	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Toguchi Beach clean-up proj; led 24 mbrs/disposed 100 lbs of trash--efforts lauded by locals/12 mil families - Authored flt immersion pgm; devlp'd brief/tour--educated WG CCM/4 DVs/12 DCC crses on unique msn reqs	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line) <input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Pursuing Acft Mx Technology CCAF degree; CLEP'd four classes/earned 12 credit hrs--maint'd great 3.5 GPA - Deliberate Development crse grad; learned bullet writing/refined mentoring skills--impv'd supervisory toolkit	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Scrutinized 9K+ IMDS data inputs; validated accuracy of info--stellar 1% error rate/GP's best in the past 2 yrs - Coord'd WG Typhoon Safe Haven plans; 103 acft evac'd/sheltered <24 hrs--protected \$9B+ in acft/jt-svc eqpt	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines) - Guided MOC thru PACAF/ACC '12 CUI/ORI; directed flawless comms/acft gen plan--IG lauded "Exemplary" - Managed LMR eqpt for 379 EMXG staff/MOS; 22 cell phones/31 radios valued at \$144K--promote to TSgt!	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Sr Weapons Sys Coordinator, MOC	DATE 19 Aug 2013
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 19 Feb 2013 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines)



CONCUR



NON-CONCUR

- Oversaw WG's air dominance; gen'd 6.5K sorties/9.6K hrs, CY12--key to 44 FS PACAF Raytheon Trophy win
 - Drove two USIP insps; led SQ's '12 LCAP 97% pass rate--1st "Outstanding" for a PACAF MOS in over a year
 - Instrumental to WG's '13 PACAF Verne Orr Awd/21st Air Force Outstanding Unit Awd wins--promote now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION

DUTY TITLE

DATE

Section Chief, MOC

19 Aug 2013

SSN

SIGNATURE

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR

(Indicate applicable review by marking the appropriate box)



FUNCTIONAL EXAMINER



AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION

DUTY TITLE

DATE

SSN

SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER



CONCUR



NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION

DUTY TITLE

DATE

Commander

28 Aug 2013

SSN

SIGNATURE

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.



Yes



No

SIGNATURE

Member unable to sign

DATE

5 Sep 2013

INSTRUCTIONS

Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code, Section 8013 and Executive Order 9397, 22 November 1943.

PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.

ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).

DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE SSgt	4. DAFSC 2A551
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 18th Maintenance Operation Squadron (PACAF), Kadena Air Base, Japan (AD)		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 11 Jun 2011 Thru: 8 Aug 2012		9. NO. DAYS SUPERVISION 333	10. REASON FOR REPORT Annual

II. JOB DESCRIPTION

1. DUTY TITLE Sr Weapons Sys Coordinator, MOC	2. SIGNIFICANT ADDITIONAL DUTY(S) LMR Manager
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - Directs daily mx/flying ops for six SQs/WG spt agencies on 81 F-15/KC-135/HH-60/E-3 acft valued at \$4B+ - Records MXG/OG flying deviations/attends production/scheduling mtg; reports acft status to WG/HHQ ldrship - Monitors hangar queen acft status/FCF progress; coords changes in priorities/plans/schedules w/affected prsnl - Notifies mx agencies of severe weather warnings; manages/implements 105 MXG emergency action checklists	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) Consider Adapting, Learning, Quality, Timeliness, Professional Growth and Communication Skills (Limit text to 4 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - MOC SME! Aligned MXG assets to SQ reqs; key to 9.3K sorties/20.9K hrs flown--closed out WG FY11 FHP - Oversaw flightline trunking upgrade; \$1.8M update completed in minimal time--MX/flying ops uninterrupted - Scrutinized >5K IMDS data inputs; contributed to stellar FY11 GP 95% data accuracy rate--best in 11 months - Spear-headed MXG LMR truncating system upgrade; distributed/reprogrammed 382 radios--saved GP \$75K+	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Selflessly assisted w/Depl'd Spouses Dinner set up; received praise from >250 attendees--upheld base morale - Managed RF Spectrum Program; ensured radios only operated on approved frequencies--host nation compliant	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line) <input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Actively pursuing CCAF Aerospace Mx Technology Degree; completed 3-credit hours--maintained 3.0 GPA - Selected for GP Mx Recovery Ctr duty; provided critical ORE gen updates for WG ldrs--praised by MOS supv	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Supervised completion of >200 emergency action cklsts; shortened response times by 15 minutes--no lives lost - Implemented WG typhoon shelter plan; protected 81 acft/multi-svc eqpt worth >\$6B--efforts praised by SQ/CC	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines) - Dedicated section CFC representative; ensured 100% contact--contributed to \$15K raised/169% >MXG goal - Self-motivated individual; possesses the tools/knowledge needed to complete USAF mission--promote ASAP	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE NCOIC, MOC	DATE 8 Aug 2012
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 9 Jan 2012 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

"Close out date was extended IAW AFI 36-2406 , para 3.7.5"

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines)

CONCUR

NON-CONCUR

- Directed 200+ emergency cklsts; capitalized tng opportunity--vital to PACAF '11 Mx Effectiveness Awd win
 - Superior NCO! Coord'd mx ops during WG's '11 ORI; gen'd 120% of tasked acft--Cmd/Ctrl rated "Excellent"
 - Vital controller; flawlessly tracked unit's daily flt ops; key to 18 MXG '11 Mx Daedalian Trophy win--promote

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Superintendent, MOC	DATE 9 Aug 2012
	SSN [REDACTED]	SIGNATURE [REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR
(Indicate applicable review by marking the appropriate box)

FUNCTIONAL EXAMINER

AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER

CONCUR

NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Commander	DATE 9 Aug 2012
	SSN [REDACTED]	SIGNATURE [REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.

Yes No

SIGNATURE [REDACTED]	DATE 15 Aug 2012
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INSTRUCTIONS

Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10 United States Code, Section 8013 and Executive Order 9397, 22 November 1943.

PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.

ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).

DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE SrA	4. DAFSC 2A551
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 18th Maintenance Operations Squadron (PACAF), Kadena Air Base, Japan (AD)		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 11 Jun 2010 Thru: 10 Jun 2011	9. NO. DAYS SUPERVISION 314	10. REASON FOR REPORT Annual	

II. JOB DESCRIPTION

1. DUTY TITLE Weapon Systems Coordinator	2. SIGNIFICANT ADDITIONAL DUTY(S) Land Mobile Radio (LMR) Manager
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) <ul style="list-style-type: none"> - Coordinates daily mx ops for all MXG agencies on 81 assigned F-15/KC-135/HH-60/E-3 acft valued at >\$4B - Integrates acft production reqs w/external mx spt agencies; monitors/records daily flying schedule deviations - Validates status/priority/estimated time commission in Enhanced Mx Ops Ctr (EMOC)/IMDS/GO81 programs - Notifies flt line agencies of severe weather warnings/emergency action plans from 105 established checklists 	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) Consider Adapting, Learning, Quality, Timeliness, Professional Growth and Communication Skills (Limit text to 4 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds <ul style="list-style-type: none"> - Produced stellar results; expertly synchronized mx efforts of 6 SQs--key to 9.2K+ sorties/19.1K+ flt hrs, FY10 - Outstanding mx controller; skillfully directed response actions for 79 IFEs--contributed to zero loss of life/acft - Gen'd mobility deployment/TDY pallet in <1 hr; "zero defects" noted by EET--crushed LRS standard by 3 hrs - Depl'd to Al-Dhafra AB, UAE; assumed Sr Controller duties as SrA--key to AMU's 548 sorties/923 flying hrs 	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds <ul style="list-style-type: none"> - Devoted Wingman; vol'd 8 hrs to WG AADD pgm/escorted 3 Amn home--prevented DUI incidents/saved lives - Ambassador in blue; vol'd 4 hrs to local beach cleanup; collected 150 lbs of trash--improved JP/US relations 	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line) <input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds <ul style="list-style-type: none"> - Aggressively pursued advanced computer tng; completed 22 Microsoft CBTs--increased MOC C3 capabilities - Focused on self-improvement; completed college algebra course--garnered 3-credit hrs toward CCAF Degree 	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds <ul style="list-style-type: none"> - Executed reception/beddown of 12 Elmendorf AFB F-22s/3 Wpns Sys Coordinators--vital to WG/AEF tng msn - Implemented WG typhoon sheltering plan; protected 81 acft/USA eqpt worth >\$6B--efforts lauded by MOS/CC 	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines) <ul style="list-style-type: none"> - MRC Sr Controller for ORE 11-4; relayed status of 81 acft to WG CC--lauded w/MOC "Top Performer" Awd - MOC SME! Highly effective in all tasks; earned SQ Specialist of Mo Awd, Oct/Dec '10--promotion deserved 	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Weapons System Coordinator	DATE 27 Jun 2011
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 24 JAN 2011 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines) CONCUR NON-CONCUR

- Coord'd mx gen during elevated PACOM theater tensions; 8 KC-135s/2 E-3s on alert in 12 hrs--WG cmbt rdy
 - Prep'd LMR pgm for WG LCAP insp; zero IG findings ID'd/instrumental in MOS 88.65% rating--best in MXG!
 - Initiated AES alert launch; assisted SQ w/93% on-time takeoffs; saved 3 lives--promotion to SSgt warranted!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
[REDACTED]	Assistant Superintendent, MOC	27 Jun 2011
	SSN	SIGNATURE
	[REDACTED]	[REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER CONCUR NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
[REDACTED]	Commander	27 Jun 2011
	SSN	SIGNATURE
	[REDACTED]	[REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes No

SIGNATURE	DATE
[REDACTED]	29 Jun 2011

INSTRUCTIONS
 Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT
 AUTHORITY: Title 10 United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
 PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.
 ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
 DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE SrA	4. DAFSC 2A551
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 718th Aircraft Maintenance Squadron (PACAF), Kadena Air Base, Japan (AD)		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 2 Aug 2009 Thru: 10 Jun 2010		9. NO. DAYS SUPERVISION 162	10. REASON FOR REPORT CRO

II. JOB DESCRIPTION

1. DUTY TITLE Aerospace Maintenance Journeyman	2. SIGNIFICANT ADDITIONAL DUTY(S) N/A
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - Responsible for acft mx/servicing on two E-3 Sentry Airborne Warning/Control System acft valued at \$540M - Performs acft ground handling/launch/recovery/preflight/post flight inspections; ensures acft mission capability - Responsible for complete/accurate forms entries/Integrated Maintenance Data System documentation integrity - Coordinates with production for specialist mx/verifies mission system configurations prior to flight operations	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) Consider Adapting, Learning, Quality, Timeliness, Professional Growth and Communication Skills (Limit text to 4 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Successfully launched and recovered 57 sorties/387 flying hrs Jul-Sep '09--pivotal to 961 AMU of the Qtr awd - Facilitated escorts; secured \$28M C-130H mx hangar construction site--strengthened mx/transport capabilities - Coord'd manual eng start as ground man between pilot/tech; ensured acft/prsnl safety--guaranteed C2 msn sortie - ID'd fuel leak during refuel; swiftly initiated acft emergency shutdown procedure--averted hazardous fuel spill	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Volunteered to relocate avalanche refugees within Bagram afld--provided safe shelter/provision during crisis - Donated time for runway cleanup after emergency landing; eliminated potential FOD--negated acft eng mishaps	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line) <input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Dedicated spare time to learn Japanese via Rosetta Stone; completed 13 crses--improved host country relations - Completed afld mgmt ops tng; instructed 6 LMR operators classes--10+ prsnl qualified/ensured alfd ops safety	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Performed helicopter cargo liaison duties; coord'd/oversaw 8/8 movements--safeguarded \$1.2M eqpt account - Trnd specialists on acft tire change; increased mx capability by 30%--helped negate AMU manning deficiency	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines) - Supplied flawless escort spt for X-ray team on \$43M ramp project--notably achieved 100% night time security - Trnd four escort prsnl on flt line ECP secure access procedures; guaranteed AEF rotation continuity--promote!	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Dedicated Crew Chief	DATE 2 Sep 2010
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 24 Mar 2010 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines) CONCUR NON-CONCUR

- Meticulously insp'd 401K TCN credentials/72K vehicles; secured US/NATO flt line--recorded zero incidents
 - Led Bagram afd security detail; escorted 47K TCN/local nationals--ensured security/safety of 18K base prsnl
 - Handled two TCN site projects w/\$71M cost; earned outstanding knowledge/application awd--promote now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Section Chief	DATE 2 Sep 2010
	SSN [REDACTED]	SIGNATURE [REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE [REDACTED]	DATE [REDACTED]
	SSN [REDACTED]	SIGNATURE [REDACTED]

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER CONCUR NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Commander	DATE 8 Sep 2010
	SSN [REDACTED]	SIGNATURE [REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes No

SIGNATURE [REDACTED]	DATE 8 Sep 2010
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INSTRUCTIONS
 Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT
 AUTHORITY: Title 10 United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
 PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.
 ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
 DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE A1C	4. DAFSC 2A551
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 116th Aircraft Maintenance Squadron (ACC), Robins Air Force Base, Georgia (AD)		6. PAS CODE [REDACTED]	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 25 Dec 2008 Thru: 1 Aug 2009		9. NO. DAYS SUPERVISION 213	10. REASON FOR REPORT CRO

II. JOB DESCRIPTION

1. DUTY TITLE Aerospace Maintenance Journeyman	2. SIGNIFICANT ADDITIONAL DUTY(S) N/A
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - Performs aircraft ground handling, servicing, basic post-flight, pre-flight, thru-flight and home station checks - Completes acceptance/special inspections, launch/recovery, quick turns, scheduled/unscheduled maintenance - Performs acft washes, lubrication, corrosion control and tracks discrepancies on E-8C fleet valued at \$6.2B - Accomplishes acft document reviews and ensures acft mx forms/information systems are current/accurate	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) Consider Adapting, Learning, Quality, Timeliness, Professional Growth and Communication Skills (Limit text to 4 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Discovered cut MLG tire on quick-turn insp; changed tire in 50% of ETIC--effort ensured acft turned w/o delay - Responded to aircraft IFE; prepared parking spot and guided fire truck to safe position--ensured aircrew safety - Detected leaking leading edge actuator; assisted hydro with removal/installation--acft returned FMC < 2 hrs - Found six loose cowl rivets; coordinated removal/replacement--thwarted possible FOD damage to \$1.7M eng	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Attention to detail; received six zero defect Quality Assurance assessments--bolstered shop's 92% pass rate - Dedicated to self improvement; finished 9 semester hrs at American Military University--maintained 3.5 GPA	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line) <input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Performed outstanding during Operational Readiness Exercise; generated aircraft in 5 hours--"Excellent" rating - Exceeded req's; completed 5-lvl upgrade 5 month's ahead of peers/scored 91% on EOC--eased 5-lvl workload	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Selected for short notice TDY to Nellis; supported 100% MC rate--contributed to 22 eff sorties/100 flight hrs - Selfless individual! Worked weekend duty for fellow airman with family emergency--filled manning shortfall	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines) - Volunteered for Airman Against Drunk Driving; provided nine rides--assured safety of personnel/zero DUI's - Outstanding performer; safely completed 85 refuels/70 insps; sets high standard for peers to emulate--promote!	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Dedicated Crew Chief	DATE 11 Aug 2009
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 20 July 2009 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines) CONCUR NON-CONCUR

- Pinpointed five nicked engine blades during bird strike insp; coordinated repairs--averted catastrophic failure
- Identified leaking UARRSI during pre-flt insp; assisted fuel shop with repair/replacement--on-time FOL launch
- Highly motivated individual with unlimited potential; ready to take on additional challenges--promotion a must

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
[REDACTED]	APG Section Chief	11 Aug 2009
	SSN	SIGNATURE
	[REDACTED]	[REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER CONCUR NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
[REDACTED]	Commander	12 Aug 2009
	SSN	SIGNATURE
	[REDACTED]	[REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes No

SIGNATURE	DATE
Member unable to sign BOOTH.CHAD.L.1177360364	13 Aug 2009

INSTRUCTIONS
 Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT
 AUTHORITY: Title 10 United States Code, Section 8013 and Executive Order 9397, 22 November 1943.
 PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.
 ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
 DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.

ENLISTED PERFORMANCE REPORT (AB thru TSgt)

I. RATEE IDENTIFICATION DATA (Refer to AFI 36-2406 for instructions on completing this form)

1. NAME (Last, First, Middle Initial) EKKER, KYLE A.	2. SSN [REDACTED]	3. GRADE A1C	4. DAFSC 2A531G
5. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT 116th Maintenance Squadron (ACC), Robins Air Force Base, Georgia (AD)		6. PAS CODE RX1CFPHC	7. SRID [REDACTED]
8. PERIOD OF REPORT From: 24 Apr 2007 Thru: 24 Dec 2008		9. NO. DAYS SUPERVISION [REDACTED]	10. REASON FOR REPORT Initial

II. JOB DESCRIPTION

1. DUTY TITLE REPAIR AND RECLAMATION APPRENTICE	2. SIGNIFICANT ADDITIONAL DUTY(S) Recycle Monitor
3. KEY DUTIES, TASKS, AND RESPONSIBILITIES (Limit text to 4 lines) - Performs on/off-equip mx on 17 E-8C Joint Surveillance Targeting Attack Radar System acft valued at \$6.2B - Troubleshoots, tests, inspects and rigs aircraft engine throttle controls, flight controls and landing gear systems - Repairs/replaces aircraft hatches, doors and structural items; completes technical order validation/verifications - Conducts aircraft parts research and requisition; Crash Damaged and Disabled Aircraft Recovery Team member	

III. PERFORMANCE ASSESSMENT

1. PRIMARY/ADDITIONAL DUTIES (For SSgt/TSgt also consider Supervisory, Leadership and Technical Abilities) Consider Adapting, Learning, Quality, Timeliness, Professional Growth and Communication Skills (Limit text to 4 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Supported AMXS manning shortage; launched/recovered 12 sorties--FY07 record 1,632 sorties/13,768 flt hrs - Revamped HazMat accountability sys; digitally cataloged 30+ accts/materials--decreased inventory time 20% - Driving force behind replacement of four gear/29 flight controls--ensured 100% first time fix rate on all tasks - Key to disposition of acft 0052 for DRMO; 20+ flt controls/doors removed--\$500K in assets returned to supply	
2. STANDARDS, CONDUCT, CHARACTER & MILITARY BEARING (For SSgt/TSgt also consider Enforcement of Standards and Customs & Courtesies) Consider Dress & Appearance, Personal/Professional Conduct On/Off Duty (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Committed RAFB Honor Guard member; performed 25 funeral details--dedicated 220 hrs to Veteran services - Organized Airmen's Christmas; collected/distributed over 500 gifts--fostered esprit de corps/boosted AF pride	
3. FITNESS (Maintains Air Force Physical Fitness Standards) (For referrals, limit text to 1 line) <input type="checkbox"/> Does Not Meet <input checked="" type="checkbox"/> Meets <input type="checkbox"/> Exempt	
4. TRAINING REQUIREMENTS (For SSgt/TSgt also consider PME, Off-duty Education, Technical Growth, Upgrade Training) Consider Upgrade, Ancillary, OJT and Readiness (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Finished 5 lvl CDC's 2 mos ahead of sched; dedicated 2.5 hrs daily to study--Ann 100% GWOT msn qualified - Actively pursuing CCAF Aviation Maint degree; completed 6 college credit hrs--maintained 4.0 GPA fall qtr	
5. TEAMWORK/FOLLOWERSHIP (For SSgt/TSgt also consider Leadership, Team Accomplishments, Recognition/Reward Others) Consider Team Building, Support of Team, Followership (Limit text to 2 lines) <input type="checkbox"/> Does Not Meet <input type="checkbox"/> Meets <input type="checkbox"/> Above Average <input checked="" type="checkbox"/> Clearly Exceeds - Assisted replacement of eng starter control valve; changed in 2 hrs vs 3 hr std--minimized acft NMC downtime - Hand picked for elevator chng mx team; 18 hr task done < 12 hrs--key to Sq's 90% mx sched effectiveness rate	
6. OTHER COMMENTS Consider Promotion, Future Duty/Assignment/Education Recommendations and Safety, Security & Human Relations (Limit text to 2 lines) - Led Christmas food/clothing drive; collected 200 lbs of food/52 items of clothing--donated all to four families - Vital team member in completing 3 HSCs/5 ISO insps; key to 116th ACW 14th AFOUA--1st choice for BTZ!	

IV. RATER INFORMATION

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION [REDACTED]	DUTY TITLE Repair and Reclamation Craftsman	DATE 14 Jan 2009
	SSN [REDACTED]	SIGNATURE [REDACTED]

V. OVERALL PERFORMANCE ASSESSMENT Overall Performance During Reporting Period			RATEE NAME: EKKER, KYLE A.		
ASSESSMENT	POOR (1)	NEEDS IMPROVEMENT (2)	AVERAGE (3)	ABOVE AVERAGE (4)	TRULY AMONG THE BEST (5)
RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ADDITIONAL RATER'S ASSESSMENT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Last feedback was performed on: 24 Mar 08 If feedback was not accomplished in accordance with AFI 36-2406, state the reason.

VI. ADDITIONAL RATER'S COMMENTS (Limit text to 3 lines) CONCUR NON-CONCUR

- Reviewed MXG sup 21-101; SME inputs streamlined acft jack procedures/qualifications--12 changes adopted
 - Tracked overhaul of 13 acft slings; zero defect during LSET inspection--secured MXS LSET "Excellent" rating
 - Volunteered off-duty time for AADD; devoted 20 hrs of service--16 AF members lives saved--promote now!

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
[REDACTED]	Maintenance Flight Chief	14 Jan 2009
	SSN	SIGNATURE
	[REDACTED]	[REDACTED]

VII. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR
(Indicate applicable review by marking the appropriate box) FUNCTIONAL EXAMINER AIR FORCE ADVISOR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
	SSN	SIGNATURE

VIII. UNIT COMMANDER/CIVILIAN DIRECTOR/OTHER AUTHORIZED REVIEWER CONCUR NON-CONCUR

NAME, GRADE, BR OF SVC, ORGN, COMMAND AND LOCATION	DUTY TITLE	DATE
[REDACTED]	Deputy Commander	15 Jan 2009
	SSN	SIGNATURE
	[REDACTED]	[REDACTED]

IX. RATEE'S ACKNOWLEDGEMENT

I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report. Yes No

SIGNATURE	DATE
[REDACTED]	21 Jan 2009

INSTRUCTIONS

Complete this report IAW AFI 36-2406. Reports written by Colonels or civilians (GS-15 or higher, or Supervisory Pay Band 3), do not require an additional rater; however, endorsement by the rater's rater is permitted unless the report is written by a senior rater or the Chief Master Sergeant of the Air Force. When the rater's rater is not at least a MSgt or civilian (GS-07 or higher, or Supervisory Pay Band 1), the additional rater is the next official in the rating chain meeting grade requirements. An overall rating of 2 or negative comments require the EPR to be referred IAW AFI 36-2406. Rationale for any additional evaluator nonconcurring with an overall rating must be included. Section VIII Reviewer nonconcurrency must be included on an AF Form 77, Letter of Evaluation. If ratee is deployed, provide copy and feedback via e-mail/telecon.

PRIVACY ACT STATEMENT

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PURPOSE: Information is needed for verification of the individual's name and Social Security Number (SSN) as captured on the form at the time of rating.
ROUTINE USES: May specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3).
DISCLOSURE: Disclosure is mandatory; SSN is used for positive identification.