

EVALUATION & COUNSELING RECORD (E1-E6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESIGA, RAMSEY A				2. Rate YNS2		3. Enlisted Warfare/Qualification SS		4. DoD ID/SSN *****	
5. ACT ☒ FTS ☐ INACT ☐ AT/ADSW/265 ☐				6. UIC 55729		7. Ship / Station COMSUBRON 4		8. Promotion Status REGULAR	
								9. Date Reported (YYMMDD) 21Apr19	
Occasion for Report								Period of Report (YYMMDD)	
10. Periodic ☐		11. Detachment of Individual ☒		12. Promotion/Frocking ☐		13. Special ☐		14. From: 22Mar16 15. To: 22Aug26	
16. Not Observed Report ☐		Type of Report		17. Regular ☒		18. Concurrent ☐		19. Ops Cdr ☐	
								20. Physical Readiness P NA	
22. Reporting Senior (Last, FI MI) STAFFORD, J W				23. Grade CAPT		24. Designator 1120		25. Title COMMODORE	
								26. UIC 55729	
								27. DoD ID/SSN *****	
28. Command employment and command achievements: Combat Readiness including safety, personnel, training, and material support for nine Virginia Class nuclear fast attack submarines.									
29. Primary / Collateral / Watchstanding duties: (Enter Primary Duty Abbreviation in box) CDRE WRITER PRI: Commodore's Writer-5. Coll: Defense Travel System Lead Administrator-5, Assistant Command Pay and Pass Coordinator-5. PFA: CY2022.									
For Mid-term Counseling Use. (When completing EVAL, enter 30 and 31 from counseling worksheet and sign 32.)				30. Date Counseled NOT REQ		31. Counselor (Last, FI MI)		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL KNOWLEDGE: Technical knowledge and practical application. NOB ☐	- Marginal knowledge of rating, specialty or job. - Unable to apply knowledge to solve routine problems. - Fails to meet advancement/PQS requirements.		- Strong working knowledge of rating, specialty and job. - Reliably applies knowledge to accomplish tasks. - Meets advancement/PQS requirements on time.	☒	- Recognized expert, sought out by all for technical knowledge. - Uses knowledge to solve complex technical problems. - Meets advancement/PQS requirements early/with distinction.				
34. QUALITY OF WORK: Standard of work; value of end product. NOB ☐	- Needs excessive supervision. - Product frequently needs rework. - Wasteful of resources.		- Needs little supervision. - Produces quality work. - Few errors and resulting rework. - Uses resources efficiently.	☒	- Needs no supervision. - Always produces exceptional work. - No rework required. - Maximizes resources.				
35. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB ☐	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior. - Fails to value differences from cultural diversity.		- Positive leadership supports Navy's increased retention and reduced attrition goals. - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. - Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	☒	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. - Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. - Develops unit cohesion by valuing differences as strengths.				
36. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB ☐	- Consistently unsatisfactory appearance. - Poor self-control; conduct resulting in disciplinary action. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Excellent personal appearance. - Excellent conduct, conscientiously complies with regulations. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	☒	- Exemplary personal appearance. - Model of conduct, on and off duty. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
37. PERSONAL JOB ACCOMPLISHMENT/ INITIATIVE:	- Needs prodding to attain qualification or finish job. - Prioritizes poorly. - Avoids responsibility.		- Productive and motivated. - Completes tasks and qualifications fully and on time. - Plans/prioritizes effectively. - Reliable, dependable.		- Energetic self-starter. Completes tasks or qualifications early, far better than expected. - Plans/prioritizes wisely and with exceptional foresight. - Assumes responsibility and takes on the				

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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. TEAMWORK: Contributions to team building and team results.	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	☐	- Reinforces others' efforts, meets commitments to team. - Understands goals, employs good teamwork techniques. - Accepts and offers team direction.	☒	- Team builder, inspires cooperation and progress. - Focuses goals and techniques for teams. - The best at accepting and offering team direction.
NOB ☐	☐	☐	☐	☒	☐
39. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	- Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision. - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices.	☐	- Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment.	☒	- Inspiring motivator and trainer, subordinates reach highest level of growth and development. - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision. - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
NOB ☐	☐	☐	☒	☐	☐

40. Individual Trait Average. Total of trait scores divided by number of graded traits. 3.29	41. I recommend this individual for (maximum of two): Assignment in Rating, Sea Special Programs, Shore Special Programs, Commissioning Programs, Special Warfare Programs, Rating Instructor Duty, Other. (Be specific.) ASSIGNMENT IN RATE	42. Signature of Rater (Typed Name & Rate): I have evaluated this member against the above performance standards and have forwarded written explanation of marks of 1.0 and 5.0. Digitally signed by: william.michael Reason: I am not the reporting senior WILLIAM MICHAEL 1252441804 Location: BOL Date: 2022.08.29 07:22:42 -0700 JOHNSON WILLIAM MICHAEL 1252441804 Date Signed 2022-08-30
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43. **COMMENTS ON PERFORMANCE.** * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 35 must be specifically substantiated in comments. Comments must be verifiable. Use upper and lower case.

Submitted upon members transfer to NAVSUBASE Groton, CT.

Displaying superb military bearing, YNS2 epitomized professionalism operating in the high visibility front office of a fast-attack submarine squadron.

-ADMINISTRATIVE APPTITUDE. YNS2 provided administrative support for five shipyard submarines, four operational submarines, and 28 staff members. His assistance included 18 awards, 51 letters, and four activity losses/gains.

-WARFIGHTER FIRST MENTALITY. YNS2 is a recognized expert in the management of the Defense Travel System. He provided excellent support to three deployed units and the staff arranging movement for inspection teams, HUMEVACS, and MEDEVACS.

YNS2 Desiga is an astute Sailor, with more vigor and insight he will be ready for more responsibility.

44. **QUALIFICATIONS/ACHIEVEMENTS** - Education, awards, community involvement, etc., during this period.

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	47. Retention: Not Recommended ☐ Recommended ☒
45. INDIVIDUAL	☐	☐	☐	☐	☐	☒	48. Reporting Senior Address COMMANDER SUBMARINE SQUADRON FOUR NAVSUBASE NLON BOX 90 GROTON CT 06349-5205
46. SUMMARY		0	0	0	0	1	

49. Signature of Senior Rater (Typed Name & Grade/Rate): I have reviewed the evaluation of this member against these performance standards and have provided written explanation to support marks of 1.0 and 5.0. Digitally signed by: yacur.christopher Reason: I am not the reporting senior YACUR CHRISTOPHER Location: BOL Date: 2022.08.29 13:58:17 -0700 YACUR CHRISTOPHER GEORGE.1245973850 Date Signed 2022-08-30	50. Signature of Reporting Senior Digitally signed by: stafford.john Reason: I am not the reporting senior STAFFORD JOHN WILLIAM Location: BOL Date: 2022.08.29 13:58:17 -0700 STAFFORD JOHN WILLIAM.1021226005 Date Signed 2022-08-29
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Summary Group Average: 3.29

51. Signature of individual evaluated. "I have seen this report, been appraised of my performance, and understand my right to make a statement." I intend to submit a statement ☐ I do not intend to submit a statement ☒	52. Typed Name, Grade, Command, UIC of Regular Reporting Senior on Concurrent Report Signature of Regular Reporting Senior
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