

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) **PINTO, ANTONIO P.** b. SSN [REDACTED] c. GRADE **2LT** d. DATE OF BIRTH **1998 05 15** e. BRANCH **MI** f. GRADE/POSITION CODE **35DOO**

g. UNIT, ORG. STATION, ZIP CODE OR APO MAJOR COMMAND **642 MI BN, 42D INF DIV, NYARNG, TROY, NY 12180-8398** h. REASON FOR SUBMISSION **05 ANNUAL**

i. PERIOD COVERED: FROM **1998 06 01** TO **1999 05 31**

j. RATED MONTHS: **0** k. DONATED CODES: **X** l. NO. OF ENCL: **0** m. RATED OFFICER COPY (Check one and date):
 1. Given to Officer: **991022** 2. Forwarded to Officer: **OT** n. PSR INITIAL: **36**

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

a. NAME OF RATER (Last, First, MI) **HITCHCOCK, GLENN M.** b. SSN [REDACTED] c. RANK **CPT** d. POSITION **SIGINT/EW OFFICER** e. SIGNATURE *[Signature]* f. DATE **991022**

g. NAME OF INTERMEDIATE RATER (Last, First, MI) **SLOMA, RICHARD J.** h. SSN [REDACTED] i. RANK **MAJ** j. POSITION **S-3** k. SIGNATURE *[Signature]* l. DATE **991022**

m. SENIOR RATER'S ORGANIZATION **642 MI BN, 42D INF DIV, NYARNG TROY, NY 12180-8398** n. BRANCH **MI** o. SENIOR RATER TELEPHONE NUMBER **DSN 489 4601** p. E-MAIL ADDRESS **weiglm@ny-smtp.army.mil**

q. This is a referred report, do you wish to make comments? Yes, comments are attached r. SIGNATURE OF RATED OFFICER *[Signature]* s. DATE **991022**

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE **TAC INTEL OFFICER** b. POSITION AOCBR **35OBO**

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1
 Directs, supervises and coordinates the planning, collection, evaluation, fusion, production and dissemination of all-source intelligence and counter intelligence at all echelons. Performs multidisciplined collection management and coordination of surveillance activities and advises on the use and employment of intelligence at all echelons. Supervises and performs intelligence data processing systems. Develops and supervises intelligence training. Advises the commander and subordinate unit on enemy situations, capabilities, vulnerabilities and weather and terrain.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)

	Yes	No		Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.

b.1. ATTRIBUTES (Select 1) <small>Fundamental qualities and characteristics</small>	<input checked="" type="checkbox"/> MENTAL <small>Possesses desire, will, initiative, and discipline</small>	<input checked="" type="checkbox"/> NO	2. PHYSICAL <small>Maintains appropriate level of physical fitness and military bearing</small>	<input checked="" type="checkbox"/> NO	3. EMOTIONAL <small>Displays self-control; calm under pressure</small>	<input checked="" type="checkbox"/> NO	
	b.2. SKILLS (Competence) (Select 2) <small>Skill development is part of self-development; prerequisite to action</small>	1. CONCEPTUAL <small>Demonstrates sound judgment, critical/creative thinking, moral reasoning</small>		<input checked="" type="checkbox"/> NO		<input checked="" type="checkbox"/> INTERPERSONAL <small>Shows skill with people: coaching, teaching, counseling, motivating and empowering</small>	<input checked="" type="checkbox"/> NO
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	<input checked="" type="checkbox"/> COMMUNICATING <small>Displays good oral, written, and listening skills for individuals / groups</small>	<input checked="" type="checkbox"/> NO	2. DECISION-MAKING <small>Employs sound judgment, logical reasoning and uses resources wisely</small>	<input checked="" type="checkbox"/> NO	3. MOTIVATING <small>Inspires, motivates, and guides others toward mission accomplishment</small>	<input checked="" type="checkbox"/> NO	
	<input checked="" type="checkbox"/> PLANNING <small>Develops detailed, executable plans that are feasible, acceptable, and sustainable</small>	<input checked="" type="checkbox"/> NO	5. EXECUTING <small>Shows tactical proficiency, meets mission standards, and takes care of people/resources</small>	<input checked="" type="checkbox"/> NO	6. ASSESSING <small>Uses after-action and evaluation tools to facilitate consistent improvement</small>	<input checked="" type="checkbox"/> NO	
	<input checked="" type="checkbox"/> DEVELOPING <small>Invests adequate time and effort to develop individual subordinates as leaders</small>	<input checked="" type="checkbox"/> NO	8. BUILDING <small>Spends time and resources improving teams, groups and units; fosters ethical climate</small>	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> LEARNING <small>Seeks self-improvement and organizational growth; envisioning, adapting and leading change</small>	<input checked="" type="checkbox"/> NO	

c. APFT: **PASS** DATE: **MAY 1999** HEIGHT: **67** WEIGHT: **173** YES

d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s:
 WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO NA

PART V PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE. MUST PROMOTE SATISFACTORY PERFORMANCE. PROMOTE UNSATISFACTORY PERFORMANCE. DO NOT PROMOTE OTHER (Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART II, DA FORM 87-9 AND PART IVa, b, AND c DA FORM 87-9-1

Lieutenant Pinto performed as the S-2 at Warfighter 98. Lieutenant Pinto managed the enemy battle tracking effort as he ensured the S-3 mapboard was updated. Lieutenant Pinto assisted the S-3 layout of collection assets. Lieutenant Pinto ensured the success of these efforts with no formal MI schooling. Lieutenant Pinto successfully organized a Hail and Farewell for outgoing Battalion Commander as well as the MI Battalion Ball. Lieutenant Pinto assisted in the preparation of Warfighter 99 overlays and briefings. Lieutenant Pinto contributed to enemy OPFOR operations in support of the 86th BDE CPX. Lieutenant Pinto acted as the liaison officer to Defence Intelligence Agency for battalion contributory intelligence missions. 2LT Pinto should be considered for promotion to Battalion Staff positions. Promote before his peers.

c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC. ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

2LT Pinto has extensive computer knowledge.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

BEST QUALIFIED FULLY QUALIFIED DO NOT PROMOTE OTHER (Explain below)

I currently sponsor rate 2 officer(s) in this grade
 A completed DA Form 87-9-1 was received with this report and considered in my evaluation and comment YES NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

ABOVE CENTER OF MASS
Less than 50% in top box; Center of Mass if 50% or more in top box

CENTER OF MASS

BELOW CENTER OF MASS
 RETAIN

BELOW CENTER OF MASS
 DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

2LT Pinto has been a key junior office in the 642 MI BN. He performed superbly as battalion S-2 during this unit's WFX. 2LT Pinto tracked the enemy situation, while assisting the TOC Battle Captain in monitoring and pushing friendly operations. 2LT Pinto planned and oversaw the execution of two successful social events that were instrumental in maintaining a high state of esprit de corps and camaraderie.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC. ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Platoon Leader, Company Executive Officer, Intelligence and Electronic Warfare Support Element (IEWE), Team Leader/ Liaison Officer.