


REPORT ON THE FITNESS OF OFFICERS

1. NAME (LAST, FIRST, MIDDLE) SMALLWOOD, DAVID WISEMAN JR				2. GRADE LT		3. DESIG 001317		4. SSN			
5. ACUTRA/TEMAC <input type="checkbox"/>		6. UIC 09299		7. SHIP/STATION HS-10, HELANTISUBRON TEN				8. DATE REPORTED 80DEC22			
OCCASION FOR REPORT 9. PERIODIC <input type="checkbox"/> 10. DETACHMENT OF REPORTING SENIOR <input type="checkbox"/> 11. DETACHMENT OF OFFICER <input checked="" type="checkbox"/>				PERIOD OF REPORT 12. FROM 83FEB26 13. TO 83NOV30							
TYPE OF REPORT 14. REGULAR <input checked="" type="checkbox"/> 15. CONCURRENT <input type="checkbox"/> 16. SPECIAL <input type="checkbox"/> 17. OPS CDR <input type="checkbox"/>				BASIS FOR OBSERVATION 18. CLOSE <input checked="" type="checkbox"/> 19. FREQUENT <input type="checkbox"/> 20. INFREQUENT <input type="checkbox"/>							
21. EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY) INDOCTRINATE AND TRAIN PILOTS, AIRCREWMEN AND								22. DAYS OF COMBAT N			
23. REPORTING SENIOR (LAST NAME, FI, MI) GRANT, R				24. TITLE CO		25. GRADE CDR		26. DESIG 1310		27. SSN 342-34-2905	
28. DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY) LOFF-LEGAL OFFICER(103)											
SPECIFIC ASPECTS OF PERFORMANCE (TYPE IN OCR CODE LETTER FROM WORK SHEET)											
29. GOAL SETTING & ACHIEVEMENT A			30. SUBORDINATE MANAGEMENT & DEVELOPMENT A			31. WORKING RELATIONS A		32. EQUIP & MATERIAL MANAGE A		33. NAVY ORGAN SUPPORT A	
34. RESPONSE IN STRESSFUL SITUATIONS A			35. EQUAL OPPORTUNITY A			36. SPEAKING ABILITY A		37. WRITING ABILITY A			
WARFARE SPECIALTY SKILLS (FROM OCR WORK SHEET)											
38. SEAMANSHIP N		39. AIRMANSHIP A		40. WATCH STANDING A		41.		42.		43.	
44. SUBSPECIALTY CODE				REQUIRED BY BILLET 45. YES <input type="checkbox"/> 46. NO <input type="checkbox"/>		UTILIZATION 47. FREQUENT <input type="checkbox"/> 48. INFREQUENT <input type="checkbox"/>		49. NONE <input type="checkbox"/>		50. PERFORMANCE (WORK SHEET CODE) N	
MISSION CONTRIBUTION		NOT OBS.		HIGH		MID		LOW		MARG. UNSAT*	
51. EVALUATION		<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
52. SUMMARY		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
TREND OF PERFORMANCE											
53. FIRST REPORT <input checked="" type="checkbox"/>			54. CONSISTENT <input type="checkbox"/>			55. IMPROVING <input type="checkbox"/>		56. DECLINING <input type="checkbox"/>			
DESIRABILITY (TYPE IN OCR CODE FROM WORK SHEET)											
57. COMMAND A			58. OPERATIONAL A			59. STAFF A		60. JOINT/OSD A		61. FOREIGN SHORE A	
RECOMMENDATION FOR PROMOTION 62. EARLY <input checked="" type="checkbox"/> 63. REGULAR <input type="checkbox"/>				64. NO* <input type="checkbox"/>				RANKING FOR EARLY PROMOTION 65. NUMBER RECOMMENDED 1 66. RANKING			
PERSONAL TRAITS (TYPE IN OCR CODE FROM WORK SHEET)											
67. JUDGMENT A		68. IMAGINATION A		69. ANALYTIC ABILITY A		70. PERSONAL BEHAVIOR A		71. FORCEFULNESS A		72. MILITARY BEARING A	
73.		74.		75.		76.					
WEAKNESSES DISCUSSED?											
77. NONE NOTED <input checked="" type="checkbox"/>			78. YES <input type="checkbox"/>			79. NO* <input type="checkbox"/>		STATEMENT DESIRED N		81. ATTACHED N	
82. SIGNATURE OF OFFICER EVALUATED: (IAW BUPERS INST. 1611-12-SERIES). "I ACKNOWLEDGE THAT I HAVE SEEN THIS REPORT, HAVE BEEN APPRISED OF MY PERFORMANCE AND RIGHT TO MAKE A STATEMENT."											
85. SIGNATURE OF REPORTING SENIOR 											
83. DATE FORWARDED 83DEC01		84. <input type="checkbox"/>									
87. SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT											
86. DATE FORWARDED											

SMALLWOOD, D. W., JR., 333-44-0611, 83FEB26-83NOV30,
MAINTENANCE PERSONNEL IN H-3 AIRCRAFT IN ORDER TO PROVIDE MAXIMUM LEVEL
READINESS IN PACIFIC FLEET ANTI-SUBMARINE WARFARE AND COMBAT SUPPORT
HELICOPTER FORCES.

SQUADRON DUTY OFFICER, INSTRUCTOR PILOT, HELICOPTER COMMANDER

88. COMMENTS. Particularly comment upon the officer's overall leadership ability, personal traits not listed on the reverse side, and estimated or actual performance in combat. Include comments pertaining to unique skills and distinctions that may be important to career development and future assignment. A mark in boxes with an asterisk (*) indicates adversity and supporting comments are required.

LT SMALLWOOD - DYNAMIC, AGGRESSIVE NAVAL OFFICER. FRONT-RUNNER. ORGANIZED, DECISIVE AND PROFESSIONAL. DEDICATED, LOYAL. OUTSTANDING LEGAL OFFICER.

AS LEGAL OFFICER, ORGANIZED 163 MAST CASES, 34 ADMIN SEPARATIONS (32 OTH), 10 SPECIAL AND 2 SUMMARY COURT MARTIALS. EVERY ASPECT OF LEGAL OFFICE CORRECT AS EVIDENCED BY "OUTSTANDING" EVALUATIONS DURING PAST ADMAT. ESTABLISHED MEANINGFUL RESTRICTED MAN'S PROGRAM WITH ROSTER BOARD OF OFFENDERS. PROFESSIONALLY PROCESSED COUNTLESS LETTERS OF INDEBTEDNESS, PROMISSORY NOTES, BILLS OF SALE, LANDLORD DISPUTES, TAX PROBLEMS, SMALL CLAIMS AND MISCELLANEOUS DOCUMENTS FOR SQUADRON PERSONNEL. WORKS CLOSELY WITH VARIOUS LAW ENFORCEMENT AGENCIES TO INSURE EFFICIENT COMMAND INTERACTIONS. DYNAMIC ANTI-DRUG CAMPAIGNER. POISED/IMPRESSIVE PUBLIC SPEAKER.

DEMANDING FLIGHT INSTRUCTOR. AGGRESSIVE AVIATOR WITH OUTSTANDING STUDENT FLIGHT COMPLETION RATE. ACTIVE WATCHSTANDER WITH PERSONAL TIME GIVEN TO DUTY SECTION INSPECTIONS DURING OFF DUTY DAYS. MAINTAINS KEEN STATE OF PHYSICAL FITNESS, EXCEPTIONALLY IMPRESSIVE PERSONAL AND MILITARY APPEARANCE.

LT SMALLWOOD SEEKS AND READILY ASSUMES INCREASED RESPONSIBILITIES IN ALL AREAS. MOST STRONGLY RECOMMENDED FOR PROMOTION, SELECTION TO AVIATION COMMAND AND ADVANCED EDUCATION.

R. GRANT, CDR, USN
COMMANDING OFFICER
HELANTISUBRON TEN
NAS, NORTH ISLAND
SAN DIEGO, CA. 92135