

TX 73126 OHA

PART I - ADMINISTRATIVE DATA

a. LAST NAME - FIRST NAME - MIDDLE INITIAL
NORIEGA, Richard J

b. SSN [REDACTED]

c. GRADE
2LT

d. DATE OF RANK
Year: 84, Month: 05, Day: 11

e. BR
IN

f. DESIGNATED SPECIALTIES
11

g. PACS (W/O)

h. STA CODE
48398

i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND
Co G(-) (Abn) 143 Inf, 3816 Caroline, Houston TX 77004

j. REASON FOR SUBMISSION
04 CHANGE IN DUTY

k. COMD CODE
OT

l. PERIOD COVERED

FROM			THRU		
Year	Month	Day	Year	Month	Day
84	07	12	85	03	23

m. NO. OF MONTHS
8

n. MILPO CODE
48

o. RATED OFFICER COPY (Check one and date)

1. GIVEN TO OFFICER

2. FORWARDED TO OFFICER

31 JUL 86

p. FORWARDING ADDRESS
HOUSTON TX 77004

q. EXPLANATION OF NONRATED PERIODS
None

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI)
TOELKE, Dudley S

SSN [REDACTED]

SIGNATURE [Signature]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
CPT IN, Co G(-) (Abn) 143 Inf, Co Cdr

DATE
28 May 86

b. NAME OF INTERMEDIATE RATER (Last, First, MI)

SSN [REDACTED]

SIGNATURE [REDACTED]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT

DATE

c. NAME OF SENIOR RATER (Last, First, MI)
PUTTY, William B

SSN [REDACTED]

SIGNATURE [Signature]

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
COL IN, HQ 111 Spt Gp, Gp Cdr

DATE
12 JUL 86

d. SIGNATURE OF RATED OFFICER
[Signature] 2LT

DATE
30 MAY 86

e. DATE ENTERED ON DA FORM 2-1

f. RATED OFFICER MPO INITIALS
EAB

g. SR MPO INITIALS

h. NO. OF INCL
0

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE
Executive Officer

b. SSI/MOS
11B

c. REFER TO PART IIIa, DA FORM 67-8-1

Executive Officer of an Airborne Ranger Long Range Reconnaissance Patrol Company. Responsible for implementing and supervision of officer development programs. Insure logistic readiness of the company. Additional duties include, Maintenance, Dinning Facility, Logistic Readiness, Organization Safety, Physical Fitness, Weight Control, and Mobilization Officer; also Fire Marshall and member of Armory Safety Council.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)

	HIGH DEGREE					LOW DEGREE				
	1	2	3	4	5	1	2	3	4	5
1. Possesses capacity to acquire knowledge/grasp concepts						1				
2. Demonstrates appropriate knowledge and expertise in assigned tasks						1				
3. Maintains appropriate level of physical fitness						1				
4. Motivates, challenges and develops subordinates						1				
5. Performs under physical and mental stress						1				
6. Encourages candor and frankness in subordinates						2				
7. Clear and concise in written communication						1				
8. Displays sound judgment										1
9. Seeks self-improvement										1
10. Is adaptable to changing situations										1
11. Sets and enforces high standards										1
12. Possesses military bearing and appearance									70 1/2 / 143	YES
13. Supports EO/EEO										1
14. Clear and concise in oral communication										1

b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)

1. DEDICATION
2. RESPONSIBILITY
3. LOYALTY
4. DISCIPLINE
5. INTEGRITY
6. MORAL COURAGE
7. SELFLESSNESS
8. MORAL STANDARDS

LT Noriega is an exceptionally dedicated officer. He sets high standards and sees to it that they are obtained and maintained through example.

A3

PERIOD COVERED 840712 - 850323

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME NORIEGA, Richard J SSN [REDACTED]

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS [X] YES [] NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

[] ALWAYS EXCEEDED REQUIREMENTS [X] USUALLY EXCEEDED REQUIREMENTS [] MET REQUIREMENTS [] OFTEN FAILED REQUIREMENTS [] USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL

LT Noriega has performed his duties as Executive Officer in an outstanding manner. His work on mobilization was noted by the STARC Mobilization Team as being excellent during their inspection in December 1984. His implementation of a weight control program has been strictly in accordance with AGTX regulations. His work on preparation for the COMET and CRI/CI has also been significant. His assistance in logistics and transportation, most notably during REFORGER, has been invaluable.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

[] PROMOTE AHEAD OF CONTEMPORARIES [X] PROMOTE WITH CONTEMPORARIES [] DO NOT PROMOTE [] OTHER (Explain below)

e. COMMENT ON POTENTIAL

2LT Noriega should continue to receive command and staff positions as well as military schooling to prepare him for further promotions.

PART VI - INTERMEDIATE RATER

a. COMMENTS

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

SR			
	RN: 2LT	()	
	NORIEGA, RT	(5)	
	[REDACTED]	(8)	
X	SR: COL	(2)	
	PUTTY WILL	()	
	[REDACTED]	()	
	DATE 860827	()	
	TOP 15	()	
	3312601	()	

b. COMMENTS

2LT Noriega continues to improve in his duty assignments. He is a fine officer and an asset to the guard.

A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

[X] YES [] NO (Explain in b)

4 AUG 1986

AS

PART I - ADMINISTRATIVE DATA

2. LAST NAME FIRST NAME MIDDLE INITIAL
NORIEGA, Ricahrd J.

h. SSN [REDACTED] c. GRADE 2LT d. DATE OF RANK Year 84 Month 05 Day 11 e. BR IN f. DESIGNATED SPECIALTIES 11B g. PMOS (WO) h. STA CODE 48398

1. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND
Co G(-), 143d Inf, Houston, TX 77004-3912

i. REASON FOR SUBMISSION 04 Change of Duty k. COMD CODE OT

l. PERIOD COVERED

FROM			THRU			m. NO. OF MONTHS	n. MILPO CODE
Year	Month	Day	Year	Month	Day		
85	08	01	86	07	31	4	48

o. RATED OFFICER COPY (Check one and date)
 1. GIVEN TO OFFICER
 2. FORWARDED TO OFFICER
 -23JUL87

p. FORWARDING ADDRESS
Houston, TX 77075

4. EXPLANATION OF NONRATED PERIODS

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

3. NAME OF RATER (Last, First, MI) TOELKE, Dudley S. SSN [REDACTED] SIGNATURE [Signature] DATE 6 JUN 87

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
CPT, IN, Co G(-) 143d Inf, Commanding

4. NAME OF INTERMEDIATE RATER (Last, First, MI) SSN [REDACTED] SIGNATURE [Signature] DATE

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT

5. NAME OF SENIOR RATER (Last, First, MI) PUTTY, William B. SSN [REDACTED] SIGNATURE [Signature] DATE 9 JUN 87

GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
COL, IN, 111th Spt Gp, Group Commander

7. SIGNATURE OF RATED OFFICER [Signature] DATE 1 JUN 87 e. DATE ENTERED ON DA FORM 21 870723 f. RATED OFFICER MPO INITIALS EAB g. SR MPO INITIALS h. NO. OF INCL 8

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Communication Platoon Leader b. SSI/MOS 11B

REFER TO PART III, DA FORM 67-8-1 Long Range Reconnaissance Patrol Company

Responsible for training and developing the platoon of a Long Range Reconnaissance Patrol Company, into an effective combat ready platoon. Maintain and develop a comprehensive training plan that will qualify all platoon personnel in Long Range Reconnaissance (LRRP) operations. Responsible for supervising the platoon during Field Training Exercises (FTX).

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)

	HIGH DEGREE					LOW DEGREE				
	1	2	3	4	5	1	2	3	4	5
1. Possesses capacity to acquire knowledge/grasp concepts	1									
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1									
3. Maintains appropriate level of physical fitness PASS 8706	1									
4. Motivates, challenges and develops subordinates	1									
5. Performs under physical and mental stress	1									
6. Encourages candor and frankness in subordinates	1									
7. Clear and concise in written communication	1									
8. Displays sound judgment										1
9. Seeks self improvement										1
10. Is adaptable to changing situations										1
11. Sets and enforces high standards										1
12. Possesses military bearing and appearance YES 71/145										1
13. Supports EO/EEO										1
14. Clear and concise in oral communication										1

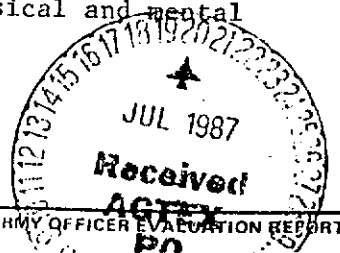
PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)

a.3 1LT Noriega is in outstanding physical condition.

b.5 2LT Noriega performs in an excellent manner under physical and mental stress.

b.1 2LT Noriega's dedication is outstanding

- DEDICATION
- RESPONSIBILITY
- LOYALTY
- DISCIPLINE
- INTEGRITY
- MORAL COURAGE
- SELFLESSNESS
- MORAL STANDARDS



A6

PERIOD COVERED 850801 - 860731

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME Richard J. Noriega SSN [REDACTED]
RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS YES NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1
 ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL!
2LT Noriega has done an outstanding job of leadership with the communications platoon. Even though his branch is infantry, he has aquired the necessary technical expertise to property employ his platoon. He has combined his new technical abilities with superb leadership to weld his platoon into an excellent unit. He has increased the physical fitness of his platoon by setting and maintaining high standards. His maintenance and training program for his platoon is a fine example for the rest of the company.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS
 PROMOTE AHEAD OF CONTEMPORARIES PROMOTE WITH CONTEMPORARIES DO NOT PROMOTE OTHER (Explain below)

e. COMMENT ON POTENTIAL
2LT Noriega should attend Ranger School. He should continue to receive command and staff positions.

PART VI - INTERMEDIATE RATER

a. COMMENTS

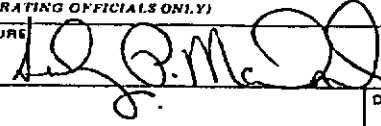

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 3, AR 629-105)
SR
X *10 NORIEGA R
13 [REDACTED]
3 SR: COL PUTTY W
DATE: 87/09/04
TOTAL OFF
RATED: 23
ADDRESS: 3312601
A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW!
 YES NO (Explain in b)

b. COMMENTS
2LT Noriega is an asset to the Texas National Guard. He continues to progress in his assignments.

JUL 20 1988

PART I - ADMINISTRATIVE DATA														
a. LAST NAME - FIRST NAME - MIDDLE INITIAL NORIEGA, RICHARD J.				b. SSN [REDACTED]		c. GRADE 1LT		d. DATE OF RANK Year: 87 Month: 05 Day: 22			e. BR IN	f. DESIGNATED SPECIALTIES 11B	g. PMOS (WO) 	h. STA CODE 48398
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND Co G (-) 143d Inf (TXARNG) Houston, TX 77004								j. REASON FOR SUBMISSION 03 Change of Rater				k. COMD CODE OT		
l. PERIOD COVERED						m. NO OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)				p. FORWARDING ADDRESS		
FROM		THRU						<input type="checkbox"/> 1. GIVEN TO OFFICER	<input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER			Houston, TX [REDACTED] 77075		
Year	Month	Day	Year	Month	Day			21JUL88						
87	08	01	88	02	29	7	48							
q. EXPLANATION OF NONRATED PERIODS														

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)													
a. NAME OF RATER (Last, First, MI) McDAVID, Sidney P.				SSN [REDACTED]		SIGNATURE 						DATE 1 Jul 88	
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, IN, TXARNG, Co G(-) 143d Inf, Commander													
b. NAME OF INTERMEDIATE RATER (Last, First, MI)				SSN		SIGNATURE						DATE	
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT													
c. NAME OF SENIOR RATER (Last, First, MI) PUTTY, WILLIAM B.				SSN [REDACTED]		SIGNATURE 						DATE 10 JUL 88	
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT COL, IN, HQ 11th Spt Gp, Group Commander													
d. SIGNATURE OF RATED OFFICER NOT AVAILABLE FOR SIGNATURE				DATE		e. DATE ENTERED ON DA FORM 21 880721		f. RATED OFFICER MPO INITIALS EAB		g. SR MPO INITIALS		h. NO. OF INCL 4	

PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE Communications Platoon Leader								b. SSI/MOS 25A			
c. REFER TO PART III, DA FORM 67-8 1 Responsible for training the Commo. Platoon for its wartime mission. Develop, implement and supervise individual and collective training programs for the platoon. Additional duties include company physical security officer and physical fitness officer.											

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)													
a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below)						HIGH DEGREE			LOW DEGREE				
						1	2	3	4	5			
1. Possesses capacity to acquire knowledge/grasp concepts	2. Demonstrates appropriate knowledge and expertise in assigned tasks	3. Maintains appropriate level of physical fitness 8709 PASS	4. Motivates, challenges and develops subordinates	5. Performs under physical and mental stress	6. Encourages candor and frankness in subordinates	7. Clear and concise in written communication	8. Displays sound judgment	9. Seeks self-improvement	10. Is adaptable to changing situations	11. Sets and enforces high standards	12. Possesses military bearing and appearance 71/150 YES	13. Supports EO/EEO	14. Clear and concise in oral communication
							1	1	1	1	1	1	1
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)													
1. DEDICATION	2. RESPONSIBILITY	3. LOYALTY	4. DISCIPLINE	5. INTEGRITY	6. MORAL COURAGE	7. SELFLESSNESS	8. MORAL STANDARDS	b.1,3,4,6. Although branch qualified as an Infantry Officer, LT Noriega did an outstanding job leading the Commo. Platoon. His dedication and loyalty to his mission and his men drove him to exceeding the standards in all assigned tasks. His discipline and moral courage are displayed by his graduation from the Masters Fitness Trainers Course.					

PERIOD COVERED 870801 - 880229

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME NORIEGA, Richard J.

SSN

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS

YES NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

ALWAYS EXCEEDED REQUIREMENTS

USUALLY EXCEEDED REQUIREMENTS

MET REQUIREMENTS

OFTEN FAILED REQUIREMENTS

USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL

While Commo Platoon Leader, LT Noriega's platoon successfully passed a COMET Inspection, two (2) Command Inspections and a REMOBE. He successfully graduated from the Master Fitness Trainers Course and has consistently scored 290 or higher on all physical fitness tests. Lt Noriega successfully graduated fifteen (15) men from the USAR 31C school. This course was twelve (12) months long. Through his guidance and leadership LT Noriega has developed one of the best trained Commo. Platoons in the Texas National Guard.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

PROMOTE AHEAD OF CONTEMPORARIES

PROMOTE WITH CONTEMPORARIES

DO NOT PROMOTE

OTHER (Explain below)

e. COMMENT ON POTENTIAL

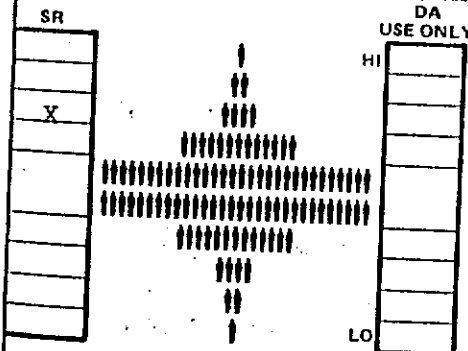
LT Noriega is capable of being a Company Level Commander.

PART VI - INTERMEDIATE RATER

a. COMMENTS

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)



b. COMMENTS

LT Noriega is an excellent asset to the Texas National Guard. He continues improvement in all assignments given him.

A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

YES NO (Explain in h).

PART I - ADMINISTRATIVE DATA												
a. LAST NAME - FIRST NAME - MIDDLE INITIAL NORIEGA, RICHARD J.				b. SSN [REDACTED]	c. GRADE 1LT	d. DATE OF RANK Year: 87 Month: 05 Day: 22			e. BR IN	f. DESIGNATED SPECIALTIES 11B	g. PWOS (WO) [REDACTED]	h. STA CODE 48398
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND Det 1, HHC, 50th Armd Div (SUC: 800) TXARNG 6546 Petropark Drive, Houston, Texas 77041-4923						j. REASON FOR SUBMISSION 37 Transfer to Inactive Army National Guard				k. COMD CODE OT		
1. PERIOD COVERED			l. NO. OF MONTHS	m. MILPO CODE	n. RATED OFFICER COPY (Check one and date)			o. FORWARDING ADDRESS				
FROM			THRU			<input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER 29 May 90			Houston, Texas 77017			
Year	Month	Day	Year	Month	Day							
88	10	01	89	08	01	10	48					
q. EXPLANATION OF NONRATED PERIODS												

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)												
a. NAME OF RATER (Last, First, MI) HEUER, DAVID A.				b. SSN [REDACTED]	c. SIGNATURE <i>David A. Heuer</i>						d. DATE 1 Dec 89	
e. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT BG, GO, Det 1, HHC, 50th Armd Div, Assistant Division Commander-Maneuver												
b. NAME OF INTERMEDIATE RATER (Last, First, MI)				b. SSN	SIGNATURE						DATE	
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT												
c. NAME OF SENIOR RATER (Last, First, MI) HEUER, DAVID A.				b. SSN [REDACTED]	SIGNATURE <i>David A. Heuer</i>						DATE 1 Dec 89	
e. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT BG, GO, Det 1, HHC, 50th Armd Div, Assistant Division Commander-Maneuver												
d. SIGNATURE OF RATED OFFICER <i>Richard J. Noriega</i>				f. DATE 1 Sep 89	g. DATE ENTERED ON RATED OFFICER MPO INITIALS 29 May 90	h. SR MPO INITIALS WS	i. SR MPO INITIALS RS	j. NO. OF INCL 0				
PART III - DUTY DESCRIPTION (Rater)												
a. PRINCIPAL DUTY TITLE AIDE						b. SSI/MOS 02A00						
c. REFER TO PART III, DA FORM 67-N-1												

Responsible for planning and coordinating visits to units in Texas. Responsible for preparing speeches and other materials. Responsible for arranging commander's conferences. Responsible for participating in staff meetings at all levels. Responsible for planning and making arrangements for Annual Training and visits to New Jersey. Responsible for assisting the Assistant Division Commander-Maneuver in meeting all commitments.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)												
a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)						HIGH DEGREE 1 2 3 4 5						
1. Possesses capacity to acquire knowledge/grasp concepts						1						
2. Demonstrates appropriate knowledge and expertise in assigned tasks						1						
3. Maintains appropriate level of physical fitness 8903 PASS						1						
4. Motivates, challenges and develops subordinates						1						
5. Performs under physical and mental stress						1						
6. Encourages candor and frankness in subordinates						1						
7. Clear and concise in written communication						1						
8. Displays sound judgment						1						
9. Seeks self-improvement						1						
10. Is adaptable to changing situations						1						
11. Sets and enforces high standards						1						
12. Possesses military bearing and appearance 71/145 YES						1						
13. Supports EO/EEO						1						
14. Clear and concise in oral communication						1						
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)												
<table border="0"> <tr> <td style="vertical-align: top;"> 1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS </td> <td style="vertical-align: top;"> b. 1) Outstanding in dedication to his job and mission. b. 3) Unexcelled in loyalty. b. 5) Integrity is above reproach. b. 7) Selflessly gave of his time and energies. </td> </tr> </table>											1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	b. 1) Outstanding in dedication to his job and mission. b. 3) Unexcelled in loyalty. b. 5) Integrity is above reproach. b. 7) Selflessly gave of his time and energies.
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	b. 1) Outstanding in dedication to his job and mission. b. 3) Unexcelled in loyalty. b. 5) Integrity is above reproach. b. 7) Selflessly gave of his time and energies.											

PERIOD COVERED 881001-890801

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME NORIEGA, RICHARD J.

SSN [REDACTED]

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS

YES NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III e, b, AND c, DA FORM 67-8-1

ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAIL REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III e, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL

Lieutenant Noriega has the judgement, maturity, and capabilities required of a general officer's aide. He knows how to use his experience in planning, organizing and arranging both AT and IDT visits to units and command posts. He is confident and competent in dealing with senior leaders, both in the Guard and the active component. Lieutenant Noriega is tactically and technically proficient. This makes him extremely valuable in making visit and inspections. He is adept at preparing speeches and is constantly on the lookout for new materials and maintains an effective research. He is well read and physically fit. Lieutenant Noriega should be given an opportunity soon to command a company. He is currently attending a one year masters program at Harvard University which shows his capability. He is one of the best lieutenants I have ever known in 35 years service.

4. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

PROMOTE AHEAD OF CONTEMPORARIES PROMOTE WITH CONTEMPORARIES DO NOT PROMOTE OTHER (Explain below)

e. COMMENT ON POTENTIAL

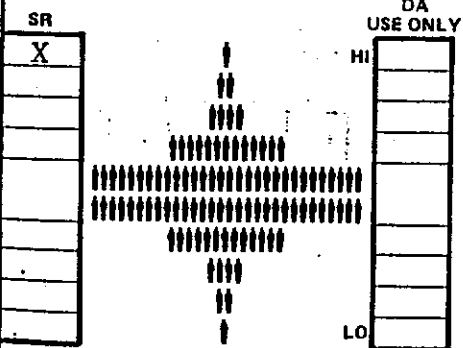
Lieutenant Noriega has outstanding potential. He could command a company immediately and has definite potential for battalion S3 or XO. He has all the leadership traits, maturity and capability to command a battalion given the proper development over the next few years.

PART VI - INTERMEDIATE RATER

a. COMMENTS

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)



b. COMMENTS

Report processed under paragraph 3-17a(1), AR 623-105. Rater utilizing senior rater option.

A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

YES NO (Explain in b)

PART I - ADMINISTRATIVE DATA

a. LAST NAME FIRST NAME MIDDLE INITIAL NORIEGA, RICHARD J.			b. SSN [REDACTED]	c. GRADE 1LT	d. DATE OF RANK Year: 87 Month: 05 Day: 22	e. BR IN	f. DESIGNATED SPECIALTIES 11B	g. PMOS (W/O)	h. STA CODE 48398
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 36th Bde, 50th AD, (SUC: 850) WYQVAA 6546 Petropark Dr., Houston, TX 77041-4923					j. REASON FOR SUBMISSION 04 Change of Duty			k. COMD CODE OT	
l. PERIOD COVERED		m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)		p. FORWARDING ADDRESS			
FROM THRU				<input type="checkbox"/> 1. GIVEN TO OFFICER		[REDACTED]			
Year: 90 Month: 08 Day: 02	Year: 91 Month: 01 Day: 31	6	48	<input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER		HOUSTON, TX 77075			
				31May91					
q. EXPLANATION OF NONRATED PERIODS									

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI) GILPATRICK, DENNIS R.		b. SSN [REDACTED]	SIGNATURE <i>Dennis R Gilpatrick</i>		DATE 28 FEB 91
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, AR, HQ, 36th Bde, 50 AD, Brigade S3					
d. NAME OF INTERMEDIATE RATER (Last, First, MI)		e. SSN	SIGNATURE		DATE
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT					
c. NAME OF SENIOR RATER (Last, First, MI) CLARK, DON H.		f. SSN [REDACTED]	SIGNATURE <i>Don H Clark</i>		DATE 17 MAR 91
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, IN, HQ, 36th Bde, 50 AD, Brigade XO					
g. SIGNATURE OF RATED OFFICER not available for signature		h. DATE 6 FEB 91	i. DATE ENTERED ON DA FORM 21 31May91	j. RATED OFFICER MPO INITIALS nr	k. SR MPO INITIALS
					l. NO. OF INCL 0

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE LIAISON OFFICER	b. SSI/MOS 11C00
c. REFER TO PART IIIA, DA FORM 67 8 1	
Responsible for establishing and maintaining direct coordination with Division G3 Operations. responsible for maintaining secure communication between Brigade and Division. Ensure operation plans, orders and overlays are delivered and understood. Responsible for attending and representing the Brigade Commander at Division Staff briefings.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

PROFESSIONAL COMPETENCE	The items 1 through 14 below indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in E below.				
	HIGH DEGREE				LOW DEGREE
	1	2	3	4	5
1. Possesses capacity to acquire knowledge/grasp concepts	1				
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1				
3. Maintains appropriate level of physical fitness 9010 PASS	1				
4. Motivates, challenges and develops subordinates	1				
5. Performs under physical and mental stress	1				
6. Encourages candor and frankness in subordinates	1				
7. Clear and concise in written communication	1				
8. Displays sound judgment					1
9. Seeks self improvement					1
10. Is adaptable to changing situations					1
11. Sets and enforces high standards					1
12. Possesses military bearing and appearance					1
13. Supports EO/EEO					1
14. Clear and concise in oral communication					1

PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)

DEDICATION	a.7) Officer produced a well coordinated PGE for the Brigade Mortar Platoons. b.5,8) Officer's integrity and high moral standards have been significant factors in his success.
RESPONSIBILITY	
LOYALTY	
DISCIPLINE	
INTEGRITY	
MORAL COURAGE	
SELFLESSNESS	
MORAL STANDARDS	

PERIOD COVERED 900802 - 910131

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME NORIEGA, RICHARD J. SSN [REDACTED]

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS YES NO

d. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1
 ALWAYS EXCEEDED REQUIREMENTS USUALLY EXCEEDED REQUIREMENTS MET REQUIREMENTS OFTEN FAILED REQUIREMENTS USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FCR COMMENTS ON POTENTIAL!
First Lieutenant Noriega's ability and excellent writing abilities led to the development of the Mortar PGE for TY91. His leadership qualities combined with his organizational abilities led to the development of the PGE team and coordination of mortar evaluation within the 36th Brigade.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS
 PROMOTE AHEAD OF CONTEMPORARIES PROMOTE WITH CONTEMPORARIES DO NOT PROMOTE OTHER (Explain below)

e. COMMENT ON POTENTIAL
First Lieutenant Noriega has the potential to be an excellent Company Commander or serve in a battalion staff position.

PART VI - INTERMEDIATE RATER

a. COMMENTS

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105) DA USE ONLY

Table with 2 columns: SR (with X in first row), and a list of names and dates. Includes 'TOTAL RATED: 8 FROM: 90/08/02 TO: 91/08/24 AR 623-105'.

b. COMMENTS First Lieutenant Noriega was instrumental in the planning, coordination, execution, and evaluation of the 36th Brigade 4.2" Mortar Training Program for TY91. 1LT Noriega developed an outstanding 4.2" Mortar Gunnery Program for AT91. He has been a valuable asset to the Brigade Operations Section. His expertise in the deployment and utilization of mortars in support brigade operation has been invaluable. 1LT Noriega is a highly motivated and very capable officer. I fully concur with the potential comments of the rater.

Rated officer was not available for signature at the time this report was initiated. Report processed under para 4-11c, AR 623-105.

A COMPLETE THIS REPC AND REVIEW YES NO (Explain in ...)

ep1

PART I - ADMINISTRATIVE DATA

a. LAST NAME FIRST NAME MIDDLE INITIAL
NORIEGA, RICHARD J.

b. SSN [REDACTED]

c. GRADE
1LT

d. DATE OF RANK
 Year: **87** Month: **05** Day: **22**

e. BR
IN

f. DESIGNATED SPECIALTIES
11

g. PMOS (WO)
48041

h. STA CODE
48041

i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND
143d Infantry Detachment(LRS) TXARNG, Austin, TX 78763-5218

j. REASON FOR SUBMISSION
03 Annual training Change of rater

k. COMD CODE
OT

l. PERIOD COVERED

FROM			THRU			m. NO. OF MONTHS	n. MILPO CODE
Year	Month	Day	Year	Month	Day		
91	02	01	91	07	14	2	48

o. RATED OFFICER COPY (Check one and date)

1. GIVEN TO OFFICER

2. FORWARDED TO OFFICER
4Dec91

p. FORWARDING ADDRESS
Houston, TX 77023

q. EXPLANATION OF NONRATED PERIODS
910201-910513 102 days change of duty

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI)
HALVERSON, ROBERT L.

b. SSN [REDACTED]

c. SIGNATURE

d. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
LTC, MI, HHC 49th Armd Div, ACoFS G2

e. DATE
9 Oct 91

f. NAME OF INTERMEDIATE RATER (Last, First, MI)

g. SSN [REDACTED]

h. SIGNATURE

i. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
COL, AR, HHC 49th Armd Div, Chief of Staff

j. DATE
25 Nov 91

k. NAME OF SENIOR RATER (Last, First, MI)
BISCOMB, DAVID A.

l. SSN [REDACTED]

m. SIGNATURE

n. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT
COL, AR, HHC 49th Armd Div, Chief of Staff

o. DATE
25 Nov 91

p. SIGNATURE OF RATED OFFICER

q. DATE
22 Sep 91

r. DATE ENTERED ON DA FORM 21
4Dec91

s. RATED OFFICER MPO INITIALS
nr

t. SR MPO INITIALS
nr

u. NO. OF INCL
0

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE
Detachment Commander

b. SSI/MOS
11B005S6Q

Responsible for the tactical employment, training, administration, personnel management, and logistics of the company. Responsible for planning, making timely decisions, issuing orders assigning tasks, and supervising company activities. Knowing capabilities of surveillance teams and the most effective use of them. Must know the capabilities of the division staff and division support staff. Exercise command through the executive officer, first sergeant section sergeants and team leaders. Employ company based on missions/taskings from the division G2 and consideration of METT-T. Prepare plans with operations personnel. Maintain close coordination/liaison with military intelligence and division tactical operations center.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

a. PROFESSIONAL COMPETENCE (The items 1 through 14 below indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)

	HIGH DEGREE					LOW DEGREE				
	1	2	3	4	5	1	2	3	4	5
1. Possesses capacity to acquire knowledge/grasp concepts	1									
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1									
3. Maintains appropriate level of physical fitness PASS 9106	1									
4. Motivates, challenges and develops subordinates	1									
5. Performs under physical and mental stress	1									
6. Encourages candor and frankness in subordinates	1									
7. Clear and concise in written communication	1									
8. Displays sound judgment										1
9. Seeks self-improvement										1
10. Is adaptable to changing situations										1
11. Sets and enforces high standards										1
12. Possesses military bearing and appearance 71/160 YES										1
13. Supports EO/EEO										1
14. Clear and concise in oral communication										1

a.1. Extremely intelligent officer who can quickly master even the most complex problems. a.4. Works well with subordinates in a teaching/guiding role. a.8. Judgment is sound and reliable. b.1.2. Highly dedicated and responsible professional officer. b.5.6. Honest, straight forward officer who states his convictions professionally.

DEDICATION
 RESPONSIBILITY
 LOYALTY
 DISCIPLINE
 INTEGRITY
 MORAL COURAGE
 SELFLESSNESS
 MORAL STANDARDS