

**OFFICER APPOINTMENT ACCEPTANCE AND OATH OF OFFICE**

1. NAME (LAST, FIRST, MIDDLE) <b>DESANTIS, RONALD DION</b>					2. STATUS BEFORE APPT.			3. PC <b>55</b>	
ADDRESS <b>NRD NASHVILLE TN</b>									
(b)(6)		5. <b>Z</b>	6. DESIG. <b>1955</b>	7. S <b>M</b>	8.	9. OSC <b>110</b>	10. CSC <b>110</b>	11. BC <b>E</b>	
12. DATE OF BIRTH (b)(6)		13. PERM. GRADE <b>ENS</b>	14. PERM. GRADE DATE <b>04APR26</b>		15. PRES. GRADE <b>ENS</b>	16. PRES. GRADE DATE <b>04APR26</b>		17. NULL & VOID DATE <b>04SEP06</b>	
18. TYPE OF DUTY <input type="checkbox"/> ACTIVE <input checked="" type="checkbox"/> INACTIVE		20. TYPE OF APPOINTMENT <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> PERMANENT		22. STATUS <input type="checkbox"/> CONFIRMED <input type="checkbox"/> AD INTERIM		24. USN <input type="checkbox"/>		25. USNR <input checked="" type="checkbox"/>	
26. AUTHORITY <b>10 USC 12203</b>			04A		27. PLSD <b>B</b>		28. 29. BUPERS USE ONLY		

THE PRESIDENT OF THE UNITED STATES HAS APPOINTED YOU AS AN OFFICER IN THE U.S. NAVY UNDER THE CONDITIONS INDICATED IN THIS DOCUMENT. YOU MUST COMPLETE OATH OF OFFICE. IF IT IS NOT ACCEPTED SIGN HERE.

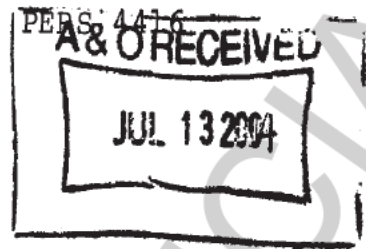
AUTHENTICATED: (b)(6) **PERS 4803/TRC** **12 MAY 2004**

**OATH OF OFFICE**

From: **RONALD DION DESANTIS**  
To: **Secretary of the Navy**

I, **RONALD DION DESANTIS**  
HAVING BEEN APPOINTED **ENS (P)**  
IN THE U.S. NAVY UNDER THE CONDITIONS INDICATED IN THIS DOCUMENT, DO ACCEPT SUCH APPOINTMENT AND DO SOLEMNLY SWEAR (OR AFFIRM) THAT I WILL SUPPORT AND DEFEND THE CONSTITUTION OF THE UNITED STATES AGAINST ALL ENEMIES, FOREIGN AND DOMESTIC, THAT I WILL BEAR TRUE FAITH AND ALLEGIANCE TO THE SAME; THAT I TAKE THIS OBLIGATION FREELY, WITHOUT ANY ME (b)(6)  
FAITHFULLY DISCHARGE THE DUTIES OF

Copy to:



SUBSCRIBED AND SWORN TO BEFORE ME THIS  
**28** DAY OF **May** 20 **04**  
(b)(6)  
(SIGNATURE AND GRADE OF WITNESSING OFFICER)

**DECLINATION OR DISQUALIFICATION**

- NOT OFFERED
- NOT ACCEPTED

\_\_\_\_\_  
(APPOINTEE/COMMANDING OFFICER SIGNATURE) (DATE)

REASON

**Finished File**  
**PERS-911**

## OFFICER APPOINTMENT ACCEPTANCE AND OATH OF OFFICE

1. NAME (LAST, FIRST, MIDDLE) DESANTIS, RONALD DION				2. STATUS BEFORE APPT.		3. PC 57		
ADDRESS  NPC PERS 4416E								
4. SSN (b)(6)		5. Z	6. DESIG 2500	7. SEX M	8.	9. OSC 110	10. CSC 690	11. BC E
12. DATE OF BIRTH (b)(6)		13. PERMANENT GRADE LTJG	14. PERM GRADE DATE 04MAY28	15. PRESENT GRADE LTJG	16. PRESENT GRADE DATE 04MAY28	17. NULL & VOID DATE 05NOV30		
TYPE OF DUTY <input checked="" type="checkbox"/> 18. ACTIVE <input type="checkbox"/> 19. INACTIVE		TYPE OF APPOINTMENT <input type="checkbox"/> 20. TEMPORARY <input checked="" type="checkbox"/> 21. PERMANENT		STATUS <input type="checkbox"/> 22. CONFIRMED <input type="checkbox"/> 23. AD INTERIM		24. USN <input checked="" type="checkbox"/>	25. USNR <input type="checkbox"/>	
26. AUTHORITY 10 USC 531				27. PLSD	28. <input checked="" type="checkbox"/>	29. BUPERS USE ONLY		

THE PRESIDENT OF THE UNITED STATES HAS APPOINTED YOU AS AN OFFICER IN THE U.S. NAVY UNDER THE CONDITIONS INDICATED IN THIS DOCUMENT. IF APPOINTMENT IS ACCEPTED YOU MUST COMPLETE OATH OF OFFICE. IF IT IS NOT ACCEPTED SIGN AND DATE DECLINATION. INDICATE REASONS FOR NON-ACCEPTANCE.

AUTHENTICATED: (b)(6) 22 SEP 2005

### OATH OF OFFICE

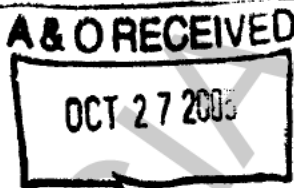
FROM: RONALD DION DESANTIS  
TO: Secretary of the Navy

I RONALD DION DESANTIS

HAVING BEEN APPOINTED LTJG (P)

IN THE U.S. NAVY UNDER THE CONDITIONS INDICATED IN THIS DOCUMENT, DO ACCEPT SUCH APPOINTMENT AND DO SOLEMNLY SWEAR (OR AFFIRM) THAT I WILL SUPPORT AND DEFEND THE CONSTITUTION OF THE UNITED STATES AGAINST ALL ENEMIES, FOREIGN AND DOMESTIC, THAT I WILL BEAR TRUE FAITH AND ALLEGIANCE TO THE SAME; THAT I TAKE THIS OBLIGATION FREELY, WITHOUT ANY MENTAL RESERVATION OR PURPOSE OF EVASION; (b)(6) WHICH I AM ABOUT TO ENTER, SO HELP ME GOD.

Copy to:  
PERS 4416



SUBSCRIBED AND SWORN TO BEFORE ME THIS

17<sup>th</sup> DAY OF OCT 05  
(b)(6)

THIS APPOINTMENT SUPERSEDES APPOINTMENT AS ENSIGN AND ANY PROMOTION.

### DECLINATION OR DISQUALIFICATION

- NOT OFFERED
- NOT ACCEPTED

\_\_\_\_\_  
(APPOINTEE/COMMANDING OFFICER SIGNATURE)

\_\_\_\_\_  
(DATE)

REASON \_\_\_\_\_

# United States of America



## Department of the Navy

*Pursuant to the authority vested in me as  
the Judge Advocate General of the Navy*

*I hereby certify that*

**RONALD D. DESANTIS**

(b)(6)

*is qualified and competent to perform duties as  
Legal Assistance Officer*



(b)(6)

Rear Admiral, JAGC, U.S. Navy  
Judge Advocate General

16th December 2005

Date

Final File NPC 4416

# United States of America



DEPARTMENT OF THE NAVY  
WASHINGTON, D. C.

*Pursuant to the authority vested in me as  
the Judge Advocate General of the Navy  
I hereby certify that*

**RONALD D. DESANTIS**

(b)(6)

*is qualified and competent to perform duties as*

TRIAL COUNSEL  
DEFENSE COUNSEL

*of the General Courts Martial of the Armed  
Forces of the United States*

(b)(6)

REAR ADMIRAL, JAGC, U. S. NAVY  
JUDGE ADVOCATE GENERAL

*16<sup>th</sup> December 2005*

DATE

NAVJAG 5810/7  
(REV. 8-69)

**Finish File NFC 4416**

**\*CORRECTED COPY \***

**AWARDS RECORD**



AWARD NAME	AWARD NUMBER	DATE OF AWARD	AUTHORITY	ADV POINTS
Navy/MC Achievement Medal	1st	04/01/2007 - 07/20/2007	OTHER	2.00
Bronze Star	1st	10/08/2007 - 07/25/2008	UNKNOWN	3.00
* Navy/MC Commendation Medal	1st	12/01/2005 - 12/31/2008	OTHER	

- \*National Defense Service Medal
- \*IRAQ Campaign Medal
- \*Global War On Terrorism Service Medal
- \*Sea Service Deployment Ribbon
- \*Navy Rifle Sharpshooter Ribbon
- \*Navy Expert Pistol Medal
- \*Meritorious Unit Commendation

08/06/2008 - 12/31/2008

**\*CORRECTED BY NPC PERS-313 ON 12/06/2022\***

**\*CORRECTED BY NPC PERS-313 ON 01/13/2023**

NAME (LAST, FIRST MIDDLE) DESANTIS, RONALD DION	SOCIAL SECURITY NUMBER (b) (6)	BRANCH AND CLASS USNR
--	-----------------------------------	--------------------------

**ADMINISTRATIVE REMARKS**  
**NAVPERS 1070/613 (REV. 07-06)**  
**S/N: 0106-LF-132-8700**

**SHIP OR STATION:**

REGION LEGAL SERVICE OFFICE SOUTHEAST

**SUBJECT:**

**PERMANENT**       **TEMPORARY**

**AUTHORITY (IF PERMANENT)**

GLOBAL WAR ON TERRORISM SERVICE MEDAL

SECNAVINST 1650.1H

14 NOV 05: In accordance with SECNAVINST 1650.1H, LT DeSantis is authorized to wear the Global War on terrorism Service medal for service in support of Operation Iraq Freedom.

(b)(6)



Admin Asst by direction of the CO

**NAME (LAST, FIRST, MIDDLE)**

DESANTIS, RONALD DION

**SOCIAL SECURITY NUMBER**

(b)(6)

**BRANCH AND CLASS**

USN

**ADMINISTRATIVE REMARKS**  
**NAVPERS 1070/613 (REV. 07-06)**  
**S/N: 0106-LF-132-8700**

**SHIP OR STATION:**

REGION LEGAL SERVICE OFFICE SOUTHEAST

**SUBJECT:**

**PERMANENT**       **TEMPORARY**  
**AUTHORITY (IF PERMANENT)**

SMALL ARMS AND M-16 QUALIFICATION - SEA SERVICE - NATL DEFENSE -  
 IRAQ CAMPAIGN MEDAL

SECNAVINST 1650.1H & OPNAVINST 3591.1F

3 JUL 06: Firearms training was conducted in accordance with regulations and in accordance with OPNAVINST 3591.1F at NSB Kings Bay, GA this date. Member qualified with M-9, Score: Expert.

(b)(6)

Admin Asst by direction of the CO

3 JUL 06: Firearms training was conducted in accordance with regulations and in accordance with OPNAVINST 3591.1F at NSB Kings Bay, GA this date. Member qualified with M-16, Score: Sharpshooter.

(b)(6)

Admin Asst by direction of the CO

3 JUL 07: In accordance with SECNAVINST 1650.1H, LT DeSantis is authorized to wear the Iraq Campaign medal for service in support of Operation Iraq Freedom while attached to Special Operations Task Force - West.

(b)(6)

Admin Asst by direction of the CO

3 JUL 07: In accordance with SECNAVINST 1650.1H, LT DeSantis is authorized to wear the National Defense Service Medal.

(b)(6)

Admin Asst by direction of the CO

3 JUL 07: In accordance with SECNAVINST 1650.1H, LT DeSantis is authorized to wear the Sea Service Deployment Ribbon for service in support of Operation Iraq Freedom while attached to Special Operations Task Force - West.

(b)(6)

Admin Asst by direction of the CO

**NAME (LAST, FIRST, MIDDLE)**

DESANTIS, RONALD DION

**SOCIAL SECURITY NUMBER**

(b)(6)

**BRANCH AND CLASS**

USN



1421  
1 June 06

From: Commanding Officer, Trial Service Office Southeast  
To: LTJG Ronald D. DeSantis, JAGC, USN (b)(6) 2500

Subj: DELIVERY OF ~~TEMPORARY~~ PERMANENT APPOINTMENT

Ref: (a) CNO Washington DC msg 241937Z May 06 (NAVADMIN 151/06)  
(b) Title 10 U.S. Code, Section 624  
(c) SECNAVINST 1811.3M

1. Your ~~temporary~~/permanent appointment to  Chief Warrant Officer, W  Lieutenant (Junior Grade)  
 Lieutenant  Lieutenant Commander  Commander  Captain with the date of rank and effective date of  
1 June 06 promulgated by reference (a) pursuant to the provisions of reference (b) is hereby delivered.

(b)(6)  
2 You \_\_\_\_\_ pt or decline this appointment.

SIGNATURE

FIRST

Date: 1 June 06

From: LT Ronald D. DeSantis, JAGC, (b)(6) 2500  
To: Navy Personnel Command (PERS-4802)  
Via: Commanding Officer, Trial Service Office Southeast

1. I  accept  decline the ~~temporary~~/permanent appointment authorized by reference (a).

2. I certify that I understand the provisions of reference (c).

3. VOLUNTARY OATH

I, Ronald D. DeSantis, do solemnly reaffirm that I will support and defend the Constitution of the United States of America against all enemies, foreign and domestic, that I will continue to bear true faith and allegiance to the Constitution and the Country whose course it directs, and that I take this obligation freely, without any

(b)(6)  
Date: 1 June 06

From: Commanding Officer, Trial Service Office Southeast  
To: Navy Personnel Command (PERS-4802)  
(b)(6)

1. Forward

SIGNATURE

Forward origin

Navy Personnel Command (PERS-4802)  
5720 Integrity Drive  
Millington, TN 38055-4802

FINISHED FILE PERS 80

(Form may be mailed in a window envelope)





# DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT  
THE SECRETARY OF THE NAVY HAS AWARDED THE

## NAVY AND MARINE CORPS ACHIEVEMENT MEDAL

TO

LIEUTENANT RONALD D. DESANTIS, JUDGE ADVOCATE GENERAL'S CORPS, UNITED STATES NAVY

FOR

PROFESSIONAL ACHIEVEMENT IN THE SUPERIOR PERFORMANCE OF HIS DUTIES AS TRIAL COUNSEL AND COMMAND SERVICES ATTORNEY FOR REGION LEGAL SERVICE OFFICE SOUTHEAST, FROM APRIL THROUGH JUNE 2007. LIEUTENANT DESANTIS BRILLIANTLY PROSECUTED GENERAL COURTS-MARTIAL, INCLUDING A PARTICULARLY COMPLEX CASE AGAINST A RETIREMENT-ELIGIBLE SECURITY OFFICER. AS THE SJA FOR DESRON FOURTEEN, LT DESANTIS PROVIDED OUTSTANDING ADVICE ON NUMEROUS MILITARY JUSTICE ISSUES AND WAS LAUDED BY SENIOR JUDGE ADVOCATES FOR HIS OUTSTANDING PERFORMANCE. AS RECOGNITION OF HIS ACHIEVEMENTS, HE WAS SELECTED AS THE COMMAND'S JUNIOR OFFICER OF THE QUARTER. LIEUTENANT DESANTIS'S PERSONAL INITIATIVE AND UNSWERVING DEVOTION TO DUTY REFLECTED GREAT CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 20TH DAY OF JULY, 2007

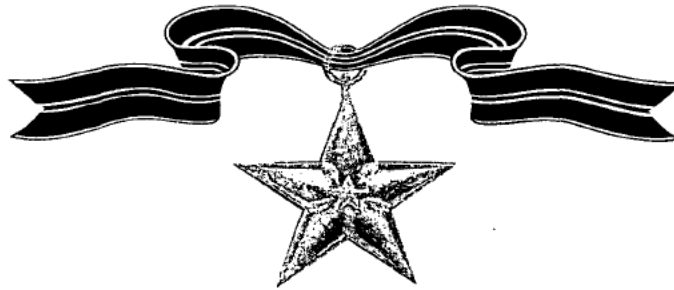


(b)(6)  
[Redacted Signature]

SECRETARY OF THE NAVY

FOR THE  
(b)(6)  
[Redacted Signature]

COMMANDING OFFICER  
REGION LEGAL SERVICE OFFICE SE



# THE UNITED STATES OF AMERICA

THIS IS TO CERTIFY THAT  
THE PRESIDENT OF THE UNITED STATES OF AMERICA  
HAS AWARDED THE

## BRONZE STAR MEDAL

TO  
LIEUTENANT RONALD D. DESANTIS  
UNITED STATES NAVY  
FOR

MERITORIOUS SERVICE FROM 8 OCTOBER 2007 TO 22 APRIL 2008

GIVEN THIS 25TH DAY OF JULY 2008



(b)(6)

FOR THE SECRETARY OF THE NAVY  
G. J. BONELLI  
REAR ADMIRAL, UNITED STATES NAVY  
COMMANDER, NAVAL SPECIAL WARFARE COMMAND

(b)(6)



UNITED STATES MARINE CORPS  
MULTI NATIONAL FORCE - WEST  
II MARINE EXPEDITIONARY FORCE (FORWARD)  
UIC 73920  
FPO AE 09509-3920

IN REPLY REFER TO:  
1414  
CG  
FEB 02 2008

From: Commanding General, II Marine Expeditionary Force (Forward)  
To: Lieutenant Ronald D. Desantis, USN, (b)(6) /2500

Subj: FLEET MARINE FORCE QUALIFIED OFFICER QUALIFICATION

Ref: (a) OPNAVINST 1414.6

1. Per reference (a), you are hereby qualified as a Fleet Marine Force Qualified Officer (FMFQO). Having completed the FMFQO Program, you have successfully demonstrated that you possess Fleet Marine Force knowledge, skills and experience. Completion of the requirements for this qualification is an exceptional professional achievement and reflects your dedication and hard work.

2. Congratulations on this significant accomplishment. I know you will wear your insignia with well-deserved pride.

(b)(6)

OFFICIAL RECORD COPY



# DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT  
THE SECRETARY OF THE NAVY HAS AWARDED THE

## NAVY AND MARINE CORPS COMMENDATION MEDAL

TO

LIEUTENANT RONALD D. DESANTIS, JUDGE ADVOCATE GENERAL'S CORPS, UNITED STATES NAVY

FOR

MERITORIOUS ACHIEVEMENT WHILE SERVING AS TRIAL COUNSEL AND SPECIAL ASSISTANT UNITED STATES ATTORNEY (SAUSA), REGION LEGAL SERVICE OFFICE SOUTHEAST FROM DECEMBER 2005 TO DECEMBER 2008. AN ASTUTE LITIGATOR, LIEUTENANT DESANTIS SUCCESSFULLY PROSECUTED OVER 25 COURTS-MARTIAL INVOLVING MYRIAD ISSUES SUCH AS NEGLIGENT HOMICIDE, CHILD ABUSE AND SEXUAL EXPLOITATION OF MINORS. AS A SAUSA, HE EARNED THE PRAISE OF THE UNITED STATES ATTORNEY FOR THE MIDDLE DISTRICT OF FLORIDA BY EXPERTLY PROSECUTING MORE THAN 25 CASES IN FEDERAL COURT INCLUDING PROCUREMENT FRAUD, INTERFERENCE WITH MILITARY AIR NAVIGATION AND FRAUD REGARDING MILITARY MEDALS OF VALOR. LIEUTENANT DESANTIS' EXCEPTIONAL PROFESSIONAL ABILITY, STEADFAST INITIATIVE AND SELFLESS DEDICATION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE UNITED STATES NAVAL SERVICE.

GIVEN THIS 2<sup>nd</sup> DAY OF December 2008



(b)(6)

FOR THE SECRETARY OF THE NAVY

(b)(6)

CAPTAIN, JAGC, U.S. NAVY  
REGION LEGAL SERVICE OFFICE SOUTHEAST

**ADMINISTRATIVE REMARKS**  
**NAVPERS 1070/613 (REV. 07-06)**  
**S/N: 0106-LF-132-8700**

**SHIP OR STATION:**

REGION LEGAL SERVICE OFFICE SOUTHEAST

**SUBJECT:**

IRAQ CAMPAIGN MEDAL  
SEA SERVICE DEPLOYMENT RIBBON  
FLEET MARINE FORCE QUALIFIED OFFICER (FMFQO)

**PERMANENT**       **TEMPORARY**

**AUTHORITY (IF PERMANENT)**

SECNAVINST 1650.1H AND OPNAVINST 1414.6

19 Feb 08: Member awarded the following awards per SECNAVINST 1650.1H.

Iraq Campaign Medal (ICM)  
Sea Service Deployment Ribbon

(b)(6)

By direction of the Commanding Officer

19 Feb 08: Member awarded the Fleet Marine Force Qualified Officer (FMFQO) designation per OPNAVINST 1414.6.

(b)(6)

By direction of the Commanding Officer

**NAME (LAST, FIRST, MIDDLE)**

DESANTIS, RONALD D

**SOCIAL SECURITY NUMBER**

(b)(6)

**BRANCH AND CLASS**

USN

**OFFICER APPOINTMENT ACCEPTANCE AND OATH OF OFFICE**

1. NAME (LAST, FIRST, MIDDLE) DESANTIS, RONALD DION			2. STATUS BEFORE APPT. LT, USN			3. PC 72				
ADDRESS (b)(6)										
EMAIL: (b)(6)										
(b)(6)										
4. SSN (b)(6)			5. Z	6. DESIG. 2505		7. SEX M	8.	9. OSC 110	10. CSC 710	11. BC E
12. DATE OF BIRTH (b)(6)		13. PERMANENT GRADE LT		14. PERM GRADE DATE 06JUN01		15. PRESENT GRADE LT	16. PRESENT GRADE DATE 06JUN01		17. NULL & VOID DATE 10MAR01	
TYPE OF DUTY <input type="checkbox"/> 18. ACTIVE <input checked="" type="checkbox"/> 19. INACTIVE			TYPE OF APPOINTMENT <input type="checkbox"/> 20. TEMPORARY <input checked="" type="checkbox"/> 21. PERMANENT			STATUS <input type="checkbox"/> 22. CONFIRMED <input type="checkbox"/> 23. AD INTERIM		24. USN <input type="checkbox"/>	25. USNR <input checked="" type="checkbox"/>	
26. AUTHORITY 10 USC 12203				27. PLSD		28. <input checked="" type="checkbox"/>	29. BUPERS USE ONLY			

THE PRESIDENT OF THE UNITED STATES HAS APPOINTED YOU AS AN OFFICER IN THE U.S. NAVY UNDER THE CONDITIONS INDICATED IN THIS DOCUMENT. IF APPOINTMENT IS ACCEPTED YOU MUST COMPLETE OATH OF OFFICE. IF IT IS NOT ACCEPTED SIGN AND DATE DECLINATION. INDICATE REASONS FOR NON-ACCEPTANCE.

AUTHENTICATED: (b)(6) NOV 13 2009

**OATH OF OFFICE**

FROM: RONALD DION DESANTIS  
TO: Secretary of the Navy

I, RONALD DION DESANTIS  
HAVING BEEN APPOINTED LT (P)

IN THE U.S. NAVY UNDER THE CONDITIONS INDICATED IN THIS DOCUMENT, DO ACCEPT SUCH APPOINTMENT AND DO SOLEMNLY SWEAR (OR AFFIRM) THAT I WILL SUPPORT AND DEFEND THE CONSTITUTION OF THE UNITED STATES AGAINST ALL ENEMIES, FOREIGN AND DOMESTIC, THAT I WILL BEAR TRUE FAITH AND ALLEGIANCE TO THE UNITED STATES OF AMERICA, AND THAT I WILL NOT TAKE ANY MENTAL RESERVATION OR PURPOSE OF EVASION; WHICH I AM ABOUT TO ENTER, SO HELP ME GOD.

Copy to:

MAR 17 2010

8 Jan 10

(b)(6) *81 T. H. H. 10*

**DECLINATION OR DISQUALIFICATION**

- NOT OFFERED
- NOT ACCEPTED

\_\_\_\_\_  
(APPOINTEE/COMMANDING OFFICER SIGNATURE)

\_\_\_\_\_  
(DATE)

REASON \_\_\_\_\_

**CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY**

1. NAME (Last, First, Middle) DESANTIS, RONALD DION  
 2. DEPARTMENT, COMPONENT AND BRANCH NAVY-USN  
 3. SOCIAL SECURITY NUMBER (b)(6)

4a. GRADE, RATE OR RANK LT  
 b. PAY GRADE 03  
 5. DATE OF BIRTH (YYYYMMDD) (b)(6)  
 6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) NA

7a. PLACE OF ENTRY INTO ACTIVE DUTY (b)(6) TN  
 b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) (b)(6) TX

8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND NLSO SE DET, MAYPORT, FL  
 b. STATION WHERE SEPARATED PERSUPPET, MAYPORT FL (b)

9. COMMAND TO WHICH TRANSFERRED NA  
 10. SGLI COVERAGE (6) NONE  
 AMOUNT: \$(b)(6)

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)	12. RECORD OF SERVICE		
	YEAR(S)	MONTH(S)	DAY(S)
2557-TRIAL COUNSEL, (3 YRS);	05	SEP	13
2500- JUDGE ADVOCATE GENERAL CORPS OFFICER, (4YRS 5MOS);	10	FEB	28
2558 DEFENSE COUNSEL, (1YR 2MOS);	04	05	16
2529 INTERNATIONAL LAW ATTORNEY, (1YR).	00	00	00
X X X X X X	00	00	00
X X X X X X	00	00	00
	00	00	00
	06	JUN	01

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service)  
 BRONZE STAR MEDAL; NAVY AND MARINE CORPS COMMENDATION MEDAL(2); NAVY AND MARINE CORPS ACHIEVEMENT MEDAL; NATIONAL DEFENSE SERVICE MEDAL; IRAQ CAMPAIGN MEDAL; GLOBAL WAR ON TERRORISM SERVICE MEDAL; SEA SERVICE DEPLOYMENT RIBBON; NAVY RIFLE SHARPSHOOTER RIBBON; NAVY EXPERT PISTOL MEDAL; SEE REMARKS.

14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed)  
 OFFICER INDOCTRINATION BASIC, 3 WKS, SEP05; BASIC OFFICER LEADERSHIP, 1 WK, SEP05; ACCESSION JUDGE ADVOCATE, 8 WKS, DEC05; DIVISON OFFICER CAPSTONE, 1WK, SEP05; NAVY REMEDIAL SWIM COURSE, 1WK, AUG05; SPECIAL OPERATIONS WEAPONS AND LAND NAVIGATION COURSE, 3WKS, AUG07.  
 X X X X X

15a. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM (b) YES (b) NO  
 b. HIGH SCHOOL GRADUATE OR EQUIVALENT (6) YES (6) NO

16. DAYS ACCRUED LEAVE PAID (b)(6)  
 17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION YES NO (b)(6)

18. REMARKS  
 SER: 42975-09--MAZ. CONT BLOCK 13; FLEET MARINE FORCE QUALIFIED OFFICER (FMFQO).  
 X X X X X X X X  
 X X X X X X X X  
 X X X X X X X X  
 X X X X X X X X

The information contained herein is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code) (b)(6)  
 b. NEAREST RELATIVE (Name and address - include ZIP Code) (b)(6)

(b)(6) (b)(6) DIRECTOR OF VETERANS AFFAIRS (b)(6) YES (b)(6) NO  
 22. OFFICIAL AUTHORIZED TO SIGN (Type name, grade, title and signature) (b)(6) TION

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)		
23. TYPE OF SEPARATION (b)(6)	24. CHARACTER OF SERVICE (Include upgrades) (b)(6)	
25. SEPARATION AUTHORITY (b)(6)	26. SEPARATION CODE (b)(6)	27. REENTRY CODE (b)(6)
28. NARRATIVE REASON FOR SEPARATION (b)(6)		
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) (b)(6)		30. MEMBER REQUESTS COPY 4 (Initials) RDD



DEPARTMENT OF THE NAVY

NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

IN REPLY REFER TO

1920

PERS-911

(b)(6)

4 Jan 13

From: Commander, Navy Personnel Command

LT RONALD D DESANTIS JAGC USNR

(b)(6)

Subj: KEY EMPLOYEE DETERMINATION

Ref: (a) DoD Directive 1200.7

1. Congratulations on your recent election to the Congress of the United States!
2. We were recently notified that you were elected to the United States House of Representatives. As such, you are considered a Key Federal Employee with the Navy Reserve. Accordingly, per reference (a), you have been transferred you to Standby Reserve-Active (USNR-S1) status effective 4 January 2013.
3. As a member of the Standby Reserve-Active, you are authorized to participate in the Navy Reserve Program in non-pay status for retirement point credit only. You are not entitled to pay, allowances, or reimbursement of travel expenses. Should you desire to actively participate in the Navy Reserve Training Program in non-pay status, you will be placed in an appropriate drill category under inactive duty training orders.
4. The order-issuing authority is directed to transfer LT Desantis from his pay billet to a Volunteer Training Unit (VTU) or to the Individual Ready Reserve (IRR) with an effective date of 4 January 2013.
5. If you have any questions regarding this matter, please contact this office, PERS-911, at (901) 874-4501/4371 or DSN 882-4501/4371.

(b)(6)

By direction

Copy to:  
COMNAVPERSCOM (PERS 313, 831)  
NRRCC Southeast  
NOSC Orlando

Finished File-Pers 911



## HISTORY OF ASSIGNMENTS



DATE GAINED	TYPE GAIN	ACTIVITY	UIC	DATE OF LOSS	TYPE LOSS
07/01/2004	DUTY	PEND NAVY GAIN	32915	12/16/2005	TRF
07/12/2005	DUTY	PEND NAVY GAIN	32915	12/16/2005	TRF
09/01/2005	DUTY	PEND NAVY GAIN	32915	12/18/2005	TRF
10/10/2005	TEM DU	S NJUSTSCH NPTRI	30451	12/16/2005	TRF
12/17/2005	DUTY	RLSO SE DET	39703	12/31/2008	TRF
12/31/2008	DUTY	NLSO SE DET MYPT	39292	02/28/2010	RAD
03/01/2010	DUTY	PEND NAVY GAIN	32915	01/11/2013	TRF
01/11/2013	IDT	VTU LAW 0614	3511R	09/12/2018	TRF
09/13/2018	IDT	NR KE WASH	82887	02/14/2019	DIS

<b>NAME (LAST, FIRST MIDDLE)</b> DESANTIS, RONALD DION	<b>SOCIAL SECURITY NUMBER</b> (b)(6)	<b>RANK/RATE</b> LCDR
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DEPARTMENT OF THE NAVY  
NAVY PERSONNEL COMMAND  
5720 INTEGRITY DRIVE  
MILLINGTON TN 38055-0000

1920  
PERS-91  
14 Feb 19

From: Commander, Navy Personnel Command (PERS-91)  
To: LCDR Ronald D. DeSantis, JAGC, USNR, (b)(6) 2505

Subj: VOLUNTARY SEPARATION ORDER AND DISCHARGE FROM THE UNITED STATES NAVY RESERVE

Ref: (a) SECNAVINST 1920.6C  
(b) Your ltr of 6 Feb 19

Encl: (1 (b)(6) Discharge Certificate (b)(6)

1. Per references (a) and (b), the Secretary of the Navy accepted your voluntary request to resign your commission as an officer in the United States Navy Reserve. Accordingly, you have been (b)(6) discharged from the Navy Reserve effective 14 February 2019. Enclosure (1) is provided for your records.

2. In view of your discharge, you are no longer entitled to possess the armed forces identification/common access card. Please forward your card to Commander, Navy Personnel Command (PERS-911D), 5720 Integrity Drive, Millington, TN 38055-9110, or the nearest identification card facility.

(b)(6)

By direction

Copy to:  
COMNAVPERSCOM (PERS-311, 831)  
NOSC Washington

FINISHED FILE PERS-911



# TRAINING EDUCATION AND QUALIFICATION HISTORY

## CIVILIAN EDUCATION

### YEARS EDUCATION

### EDUCATION CERTIFICATION

DEGREE	SCHOOL	MAJOR	COMPLETED
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## SPECIAL QUALIFICATION TEST SCORES

NAPT CD	NAPT SCORE	AFQT	DLAB	SONAR	RADAR	ETST
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## RECORD OF OFF-DUTY EDUCATION, VOC/TECH TRAINING AND CORRESPONDENCE COURSES

TITLE	SCHOOL/NAVEDTRA NUMBER	COMPLETED	GRADE	LENGTH
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## NAVY SERVICE SCHOOLS/MILITARY TRAINING EDUCATION COURSES

TITLE	SCHOOL	COMPLETED	GRADE	LENGTH	NEC
ADAMS FOR LEADERS	S-501-0130	11/10/2012	P	1 Days	
DEFENDING COMPLEX CASES	S-5F-0036	05/15/2009	P	1 Days	
BASIC LAWYER	S-5F-0013	12/16/2005	P	1 Days	
DIVISION OFFICER CAPSTONE	P-7C-0039	09/16/2005	P	5 Days	
DIV OFF CAPSTONE	P-7C-0039	09/16/2005	P	5 Days	
OFFICER INDOCTRINATION BASIC	P-9E-4302	09/09/2005	P	26 Days	
OFFINDOCBASIC	P-9E-4302	09/09/2005	P	26 Days	
BAS SHPBD DC WET TRN	V-9B-0003	08/25/2005	P	1 Days	
BUTTERCUP	V-9B-0003	08/25/2005	P	1 Days	
NAVY REMEDIAL SWIM COURSE	A-060-2222	08/18/2005	P	6 Days	
NAVY REMEDIAL SWIM COURSE	A-060-2222	08/17/2005	P	5 Days	
NAVY REMEDIAL SWIM COURSE	A-060-2222	08/17/2005	P	5 Days	

## OTHER TRAINING COURSES/INSTRUCTIONS COMPLETED

TITLE	LOCATION	COMPLETED	LENGTH
PERSONALLY IDENT INFO - PII	DOD-PII-2.0	12/29/2017	1 Days
UNCLE SAMS OPSEC	NIOC-USOPSEC-2.0	12/28/2017	1 Days
COMB TRFKNG IN PERS (CTIP) C	DOD-CTIP-2.0	12/28/2017	1 Days
DOD CYBER AWARENESS CHALLENG	DOD-IAA-V15.0	12/28/2017	1 Days
BLENDED RETIREMENT SYS OPT-I	JKDDC-BRS-OPT-IN-1.0	12/27/2017	1 Days
ANTITERRORISM LVL I AWARENES	CENSECFOR-AT-010-1.0	12/27/2017	1 Days
NCIS CNTR INTEL/INSIDER THRE	DON-CIAR-1.0	12/27/2017	1 Days
UNCLE SAMS OPSEC	NIOC-USOPSEC-2.0	12/30/2016	1 Days
ANTITERRORISM LVL I AWARENES	CENSECFOR-AT-010-1.0	12/30/2016	1 Days
COMB TRFKNG IN PERS (CTIP) C	DOD-CTIP-2.0	12/30/2016	1 Days
PERSONALLY IDENT INFO - PII	DOD-PII-2.0	12/19/2016	1 Days
THE ACTIVE SHOOTER	CNIC-TRTAS-1.1	12/19/2016	1 Days

NAME (Last, First Middle)

DESANTIS, RONALD DION

SOCIAL SECURITY NUMBER

(b)(6)

BRANCH AND CLASS

USNR

NAVPERS 1070/881 (REV 8-2010)



# TRAINING EDUCATION AND QUALIFICATION HISTORY

DOD CYBER AWARENESS CHALLENGE	DOD-IAA-V14.0	12/19/2016	1	Days
PERSONALLY IDENT INFO - PII	DOD-PII-2.0	11/10/2012	1	Days
EO SEXUAL HARSMNT SUPVR	CPPD-GMT-EOSHS-1.0	11/10/2012	1	Days
SAPR LDRSHIP CMD TRNG (E7/ABOV	SAPR-L	09/16/2012	1	Days
ALCOHOL&DRUG ABUSE MGRS/SUPV	S-501-0120	06/10/2012	1	Days
OPERATIONAL STRESS CNTL SUPV	CPPD-GMT-OSCS-1.0	06/10/2012	1	Days
ALCOHOL ABUSED	CPPD-GMT-AA-1.0	06/10/2012	1	Days
PERSONALLY IDENT INFO - PII	DOD-PII-V1	03/11/2012	1	Days
TRAFF IN PERS GENL AWARE TRN	JKDDC-TIP-2.0	03/11/2012	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V10.0	02/12/2012	1	Days
INTRO TO STRESS MANAGEMENT	CPPD-GMT-OSCONS-1.0	09/19/2011	1	Days
REPEAL DON'T ASK DON'T TELL	NFAAS-RDADT-TIER-3	05/23/2011	1	Days
REPEAL DON'T ASK DON'T TELL	NFAAS-RDADT-TIER-1	05/22/2011	1	Days
PERSONALLY IDENT INFO - PII	DOD-PII-V1	01/08/2011	1	Days
INTRO TO SUICIDE PREVENTION	CPPD-GMT08-013	12/11/2010	1	Days
PERS FIN MGT-MONEY MANAGEMEN	CPPD-GMT10-026	12/11/2010	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V9.0	12/11/2010	1	Days
FY07 GMT UNIT 3.1 SEXUAL HAR	CPD-GMT07-031	12/11/2010	1	Days
ALCOHOL MISUSE ENABLING	CPPD-GMT09-023	12/11/2010	1	Days
SEXUAL ASSAULT VICTIM INTRVN	CPPD-GMT10-025	12/11/2010	1	Days
TRAFF IN PERS BASIC AWARE TR	JKDDC-TIP-1	09/17/2010	1	Days
ATFP LVL1 AWR TRNG SMBRS CON	CANSF-ATFP-CONUS-1.0	09/13/2010	1	Days
ATFP LVLI AWR TRG SVCMBRS O	CANSF-ATFP-OCONUS-1.0	09/13/2010	1	Days
INTRO TO STRESS MANAGEMENT	CPPD-GMT-OSCONS-1.0	08/07/2010	1	Days
INTRO TO SUICIDE PREVENTION	CPPD-GMT08-013	07/05/2010	1	Days
PERS FIN MGT-MONEY MANAGEMEN	CPPD-GMT10-026	07/05/2010	1	Days
ALCOHOL MISUSE ENABLING	CPPD-GMT09-023	07/06/2010	1	Days
SEXUAL ASSAULT VICTIM INTRVN	CPPD-GMT10-025	07/06/2010	1	Days
FY07 GMT UNIT 3.1 SEXUAL HAR	CPD-GMT07-031	07/05/2010	1	Days
PERSONALLY IDENT INFO - PII	DOD-PII-V1	04/18/2010	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V8.0	04/18/2010	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V8.0	03/29/2010	1	Days
INTRO TO STRESS MANAGEMENT	CPPD-GMT09-009	03/26/2009	1	Days
INTRO TO ANGER MANAGEMENT	CPPD-GMT09-010	03/26/2009	1	Days
INTRO TO NAVY POLICY ON HAZI	CPPD-GMT09-015	03/26/2009	1	Days
PERSONAL FINANCIAL MANAGEMEN	CPPD-GMT09-022	03/26/2009	1	Days
CODE OF CONDUCT - LEVEL A	CPPD-GMT09-003	03/25/2009	1	Days
INTRO STRESS&SUICIDE AWARENE	CPPD-GMT09-024	03/25/2009	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V7.0	02/02/2009	1	Days
INTRO SEXUAL CONDUCT POLICY	CPPD-GMT08-011	07/03/2008	1	Days
INTRO TO SUICIDE PREVENTION	CPPD-GMT08-013	07/03/2008	1	Days
OPS SECURITY NEXT GENERATION	CPPD-GMT08-017	07/03/2008	1	Days
PHYSICAL READINESS PREP PRT	CPPD-GMT08-018	07/03/2008	1	Days
SEXUAL ASSAULT RESP & PREV	CPPD-GMT08-021	07/03/2008	1	Days

NAME (Last, First Middle)

DESANTIS, RONALD DION

SOCIAL SECURITY NUMBER

(b)(6)

BRANCH AND CLASS

USNR

NAVPERS 1070/881 (REV 8-2010)



# TRAINING EDUCATION AND QUALIFICATION HISTORY

INTRO NAVYS ALCOHOL USE POLI	CPPD-GMT08-002	07/03/2008	1	Days
INTRO NAVYS DRUG ABUSE POLI	CPPD-GMT08-004	07/03/2008	1	Days
EQUAL OPPORTUNITY IN THE NAV	CPPD-GMT08-005	07/03/2008	1	Days
INT NAVY FRATERNIZATION POLI	CPPD-GMT08-006	07/03/2008	1	Days
PERSONAL FIN MGNT PRED LENDI	CPPD-GMT08-007	07/03/2008	1	Days
INTRO TOBACCO CESSATION POLI	CPPD-GMT08-008	07/03/2008	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V5.0	08/19/2008	1	Days
IA WARRIOR SKILLS (USN)	2E-F235/010-F37 (OS)	08/10/2007	1	Days
M9 SERVICE PISTOL TRAINING	CANS-M9SP-1.0	07/23/2007	1	Days
BUILDING A QUALITY MGT SYSTE	CANS-M16WS-1.0	07/23/2007	1	Days
M16 WEAPON SAFETY	CANS-M16WS-1.0	07/23/2007	1	Days
CUST SATISF THRU RESOURCE MG	CANS-M9SP-1.0	07/23/2007	1	Days
PWRPNT 02 CUST/OFF XP INTEGR	CPD-GMT06-022	07/20/2007	1	Days
INTRODUCTION TO ACCESS 2002	CPD-GMT06-032	07/20/2007	1	Days
GETTING STARTED W/PROJECT 20	CPD-GMT06-033	07/20/2007	1	Days
TRAFF IN PERS BASIC AWARE TR	JKDDC-TIP-1	07/20/2007	1	Days
FY06 GMT 2.2 ANGR MGT/SUIC A	CPD-GMT06-022	07/20/2007	1	Days
FY06 GMT UNIT 3.3 SEXUAL ASS	CPD-GMT06-033	07/20/2007	1	Days
FY06 GMT 3.2 FRAT/SEXUAL HAR	CPD-GMT06-032	07/20/2007	1	Days
CONNECTING NETWORKS	NPDC-SAEDA-1	07/20/2007	1	Days
SAEDA BRIEFING	NPDC-SAEDA-1	07/20/2007	1	Days
RESOLV ISSUES W/INTERNE EXPL	NPDC-USAV-1	07/20/2007	1	Days
UNITED STATES ARMY VALUES	NPDC-USAV-1	07/20/2007	1	Days
TRAFFIC IN PERSONS BASIC AWA	JKDDC-TIP-1	07/20/2007	1	Days
DIVERSITY ALL-HANDS TRAINING	CPPD-GMT07-001	07/19/2007	1	Days
COLD WEATHER INJURIES	NPDC-CWI-1	07/19/2007	1	Days
HOT WEATHER INJURIES	NPDC-HWI-1	07/19/2007	1	Days
BASIC A/C HYDRAULIC POWER SY	NPDC-CWI-1	07/19/2007	1	Days
INTRO TO HYDRA TROUBLESHOOTI	NPDC-HWI-1	07/19/2007	1	Days
FY07 GMT OPERATIONS SECURITY	CPD-GMT07-013	07/19/2007	1	Days
ATFP LVLI AWR TRG SVCMBRS O	CANSF-ATFP-OCONUS-1.0	07/19/2007	1	Days
FY07 GMT UNIT 1.3 OPSEC	CPD-GMT07-013	07/19/2007	1	Days
LEVEL B - CODE OF CONDUCT	CPD-LEVELB-1.0	11/20/2006	1	Days
TRAFF IN PERS BASIC AWARE TR	JKDDC-TIP-1	11/20/2006	1	Days
DOD INFO ASSURANCE AWARENESS	DOD-IAA-V2.0	11/20/2006	1	Days

## PQS

DATE	PQS STATION#	PQS TITLE
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NAME (Last, First Middle)

DESANTIS, RONALD DION

SOCIAL SECURITY NUMBER

(b)(6)

BRANCH AND CLASS

USNR

NAVPERS 1070/881 (REV 8-2010)

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS RONALD D</b>				2. Grade/Rate <b>ENS</b>		3. Desig <b>1955</b>		4. SSN <b>(b)(6)</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC <b>66949</b>		7. Ship/Station <b>OTC NEWPORT RI</b>			8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>05AUG13</b>
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: <b>05AUG13</b> 15. To: <b>05SEP16</b>						
16. Not Observed Report <input checked="" type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>			
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>		23. Grade <b>CAPT</b>	24. Desig <b>2300</b>	25. Title <b>DIRECTOR</b>		26. UIC <b>62661</b>	27. SSN <b>(b)(6)</b>		
28. Command employment and command achievements. <b>DUIN - Duty under instruction at Officer Indoctrination School (OIS).</b>									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>STUDENT</b> The student attended the four week Officer Indoctrination Course (P-9E-4302), and the one week Division Officer Capstone (P-7C-0039).									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Disc. Counseled <b>NOT REQ</b>		31. Counselor		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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
(b) (6)					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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. to value differences from cultural diversity.	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage/support subordinates personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths. Foster 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 cohesion by valuing differences as strengths.
(b) (6)					
35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
(b) (6)					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
(b) (6)					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
(b) (6)					

# FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS RONALD D</b>		2. Grade/Rate <b>ENS</b>		3. Desig <b>1955</b>		4. SSN <b>(b)(6)</b>	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perserveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>		
<b>(b) (6)</b>							
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>		
<b>(b) (6)</b>							
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<b>(b)(6)</b>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	(b)(6)						DIRECTOR
43. SUMMARY							OFFICER INDOCTRINATION SCHOOL 291 KOLLMAYER STREET NEWPORT RI 02841-1524
45. Signature of Reporting Senior <b>(b)(6)</b>				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. <b>(b)(6)</b> do not intend to submit a statement. <b>(b)(6)</b>			
Date: <i>16 Sep 05</i>				Date: <i>9/14/05</i>			
Member Trait Average:		Summary Group Average:					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LTJG		3. Desig 2500		4. SSN (b)(6)		
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 39703		7. Ship/Station TSO SE DET MAYPORT		8. Promotion Status REGULAR		
9. Date Reported 05DEC20		10. Occasion for Report Periodic <input checked="" type="checkbox"/>		11. Detachment of Individual <input type="checkbox"/>		12. Detachment of Reporting Senior <input type="checkbox"/>		
13. Special <input type="checkbox"/>		14. Period of Report From: 05DEC17		15. To: 06FEB28		16. Not Observed Report <input checked="" type="checkbox"/>		
17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness (b)(6)		
21. Biller Subcategory (if any) NA		22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade CAPT		24. Desig 2500		
25. Title CO		26. UIC 39703		27. SSN (b)(6)		28. Command employment and command achievements. Provision of prosecution, command advice, and court reporting services w/in AOR comprised of 11 Southeastern States, Cuba, Mexico, Puerto Rico, and Central and South America.		
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) TC Trial Counsel-2; Command Services Attorney-2. COLL: Recruiting Officer-2. 17-19 DEC 05 - Leave and Transit.								
For Mid-term Counseling Use (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled NOT REQ		31. Counselor		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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
(b)(6)					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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 goals. Active in decreasing attrition. - 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/EEQ 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 cohesion by valuing differences as strengths.
(b)(6)					
35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
(b)(6)					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
(b)(6)					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
(b)(6)					



# FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>	2. Grade/Rate <b>LTJG</b>	3. Desig <b>2500</b>	(b)(6)
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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. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

(b) (6) (b) (6)

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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(b) (6)

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12. Pitch (10 or 12 Point) only. Use upper and lower case.

(b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER TRIAL SERVICE OFFICE SE PO BOX 280036, NAVAL STATION MAYPORT, FL 32228-0036
42. INDIVIDUAL	(b)(6)						

(b)(6)

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement (b)(6) do not intend to submit a statement. (b)(6)	Date: <u>21 APR 06</u> (b)(6)
Average:	Date: <u>21 APR 06</u>

47. Typed name, grade, command, OIC, and signature of Regular Reporting Senior

Date:

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>(b)(6)</b>
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> A7/ADSW/203 <input type="checkbox"/>	6. UIC <b>39703</b>	7. Ship/Station <b>RLSO SE</b>		8. Promotion Status <b>REGULAR</b>
9. Date Reported <b>05DEC20</b>		10. Occasion for Report Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		
14. Period of Report From: <b>06MAR01</b> To: <b>07JAN31</b>		16. Not Observed Report <input type="checkbox"/> 17. Type of Report Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		
20. Physical Readiness <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>		
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>	23. Grade <b>CAPT</b>	24. Desig <b>2500</b>	25. Title <b>CO</b>	26. UIC <b>39703</b>
27. SSN <b>(b)(6)</b>				

28. Command employment and command achievements.  
Provision of prosecution, command advice, and court-reporting services within AOR comprised of 7 Southeastern States and Guantanamo Bay, Cuba.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**TC** Trial Counsel-11; Command Services Attorney-11; PT Coordinator-11; Recruiting Officer-9. JTF-GTMO scheduler/administrative officer-6; Emergency Management Officer-6.

For Mid-term Counseling Use (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)  
30. Date Counseled **06AUG04** 31. Counselor **(b)(6)**

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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	<ul style="list-style-type: none"> <li>Lacks basic professional knowledge to perform effectively.</li> <li>Cannot apply basic skills.</li> <li>Fails to develop professionally or achieve timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>Has thorough professional knowledge.</li> <li>Competently performs both routine and new tasks.</li> <li>Steadily improves skills, achieves timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>Recognized expert, sought after to solve difficult problems.</li> <li>Exceptionally skilled, develops and executes innovative ideas.</li> <li>Achieves early/highly advanced qualifications.</li> </ul>
(b)(6)					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> <li>Actions counter to Navy's retention/realistment goals.</li> <li>Uninvolved with mentoring or professional development of subordinates.</li> <li>Actions counter to good order and discipline and negatively affect Command/Organizational climate.</li> <li>Demonstrates exclusionary behavior to value differences from cultural diversity.</li> </ul>		<ul style="list-style-type: none"> <li>Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.</li> <li>Actions adequately encourage/support subordinates' personal/professional growth.</li> <li>Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.</li> <li>Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.</li> </ul>		<ul style="list-style-type: none"> <li>Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment.</li> <li>Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.</li> <li>The model of achievement. Develops cohesion by valuing differences as strengths.</li> </ul>
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> <li>Consistently unsatisfactory appearance.</li> <li>Unsatisfactory demeanor or conduct.</li> <li>Unable to meet one or more physical readiness standards.</li> <li>Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>Excellent personal appearance.</li> <li>Excellent demeanor or conduct.</li> <li>Complies with physical readiness program.</li> <li>Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>Exemplary personal appearance.</li> <li>Exemplary representative of Navy.</li> <li>A leader in physical readiness.</li> <li>Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>
(b)(6)					
36. TEAMWORK: Contributions towards team building and team results.	<ul style="list-style-type: none"> <li>Creates conflict, unwilling to work with others, puts self above team.</li> <li>Fails to understand team goals or teamwork techniques.</li> <li>Does not take direction well.</li> </ul>		<ul style="list-style-type: none"> <li>Reinforces others' efforts, meets personal commitments to team.</li> <li>Understands team goals, employs good teamwork techniques.</li> <li>Accepts and offers team direction.</li> </ul>		<ul style="list-style-type: none"> <li>Team builder, inspires cooperation and progress.</li> <li>Talented mentor, focuses goals and techniques for team.</li> <li>The best at accepting and offering team direction.</li> </ul>
(b)(6)					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	<ul style="list-style-type: none"> <li>Lacks initiative.</li> <li>Unable to plan or prioritize.</li> <li>Does not maintain readiness.</li> <li>Fails to get the job done.</li> </ul>		<ul style="list-style-type: none"> <li>Takes initiative to meet goals.</li> <li>Plans/prioritizes effectively.</li> <li>Maintains high state of readiness.</li> <li>Always gets the job done.</li> </ul>		<ul style="list-style-type: none"> <li>Develops innovative ways to accomplish mission.</li> <li>Plans/prioritizes with exceptional skill and foresight.</li> <li>Maintains superior readiness, even with limited resources.</li> <li>Gets jobs done earlier and far better than expected.</li> </ul>
(b)(6)					

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D	2. Grade/Rate LT	3. Desig 2500	(b)(6)
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

(b)(6)

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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(b)(6)

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

(b)(6) (b)(6)

41. COMMENTS ON PERFORMANCE. \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

(b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	(b)(6)						REGION LEGAL SERVICE OFFICE SOUTHEAST PO BOX 280036, NAVAL STATION MAYPORT, FL 32228-0036
43. SUMMARY							

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." (b)(6)

I intend to submit a statement. (b)(6) to not intend to submit a statement. (b)(6)

Date: 28 Feb 07 (b)(6)

Group Average: (b)(6) Date: 29 FEB 07

Signature of Regular Reporting Senior: (b)(6) Date:



DEPARTMENT OF THE NAVY

REGION LEGAL SERVICE OFFICE SOUTHEAST

P.O. BOX 116, NAVAL AIR STATION

JACKSONVILLE, FL 32212-0116

1610  
(b)(6)

07 Mar 09

From: Commanding Officer, Region Legal Service Office Southeast

To: Commander, Navy Personnel Command (PERS-311)

Subj: FITNESS REPORT EXTENSION/SUPPLEMENT

1. Identification of original report

a. Blocks 1-4: DESANTIS, RONALD D, LT, 2500, (b)(6)

b. Blocks 14-15: 06MAR01 - 07JAN31

c. Blocks 17-19: REGULAR

d. Block 22: (b)(6)

2. Extension data

a. Blocks 10-13: Add 12. Detachment of Reporting Senior

b. Blocks 14-15: Change to 06MAR01 - 07MAR08

3. If there are any questions, I can be reached at commercial (904) 270-5708  
ext. 3030 / DSN 960. (b)(6)

Copy to:  
LT DeSantis

OFFICIAL

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>(b)(6)</b>
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC <b>39703</b>	7. Ship/Station <b>RLSO SE</b>		8. Promotion Status <b>REGULAR</b>
9. Date Reported <b>05DEC20</b>		10. Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		
14. From: <b>07MAR09</b>		15. To: <b>07SEP12</b>		
16. Not Observed Report <input type="checkbox"/>	17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>
20. Physical Readiness <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>		
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>	23. Grade <b>CDR</b>	24. Desig <b>2500</b>	25. Title <b>CO</b>	26. UIC <b>39703</b>
27. SSN <b>(b)(6)</b>				
28. Command employment and command achievements. Provision of prosecution, command advice, and court-reporting services within AOR comprised of 7 Southeastern States and Guantanamo Bay, Cuba.				
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>TC</b> Trial Counsel-6; DESRON 14 SJA-2. COLL: Recruiting Officer-4; Disaster Preparedness Officer-4.				
For Mid-term Counseling Use: (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled <b>NOT REQ</b>	31. Counselor	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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	<ul style="list-style-type: none"> <li>- Lacks basic professional knowledge to perform effectively.</li> <li>- Cannot apply basic skills.</li> <li>- Fails to develop professionally or achieve timely qualifications.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Has thorough professional knowledge.</li> <li>- Competently performs both routine and new tasks.</li> <li>- Steadily improves skills, achieves timely qualifications.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Recognized expert, sought after to solve difficult problems.</li> <li>- Exceptionally skilled, develops and executes innovative ideas.</li> <li>- Achieves early/highly advanced qualifications.</li> </ul>
<b>(b)(6)</b>					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> <li>- Actions counter to Navy's retention/reenlistment goals.</li> <li>- Uninvolved with mentoring or professional development of subordinates.</li> <li>- Actions counter to good order and discipline and negatively affect Command/Organizational climate.</li> <li>- Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.</li> <li>- Actions adequately encourage/support subordinates' personal/professional growth.</li> <li>- Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.</li> <li>- Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>- Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment.</li> <li>- Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.</li> <li>- The model of achievement. Develops cohesion by valuing differences as strengths.</li> </ul>
<b>(b)(6)</b>					
35. MILITARY BEARING CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> <li>- Consistently unsatisfactory appearance.</li> <li>- Unsatisfactory demeanor or conduct.</li> <li>- Unable to meet one or more physical readiness standards.</li> <li>- Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Excellent personal appearance.</li> <li>- Excellent demeanor or conduct.</li> <li>- Complies with physical readiness program.</li> <li>- Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Exemplary personal appearance.</li> <li>- Exemplary representative of Navy.</li> <li>- A leader in physical readiness.</li> <li>- Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>
<b>(b)(6)</b>					
36. TEAMWORK: Contributions towards team building and team results.	<ul style="list-style-type: none"> <li>- Creates conflict, unwilling to work with others, puts self above team.</li> <li>- Fails to understand team goals or teamwork techniques.</li> <li>- Does not take direction well.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Reinforces others' efforts, meets personal commitments to team.</li> <li>- Understands team goals, employs good teamwork techniques.</li> <li>- Accepts and offers team direction.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Team builder, inspires cooperation and progress.</li> <li>- Talented mentor, focuses goals and techniques for team.</li> <li>- The best at accepting and offering team direction.</li> </ul>
<b>(b)(6)</b>					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission	<ul style="list-style-type: none"> <li>- Lacks initiative.</li> <li>- Unable to plan or prioritize.</li> <li>- Does not maintain readiness.</li> <li>- Fails to get the job done.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Takes initiative to meet goals.</li> <li>- Plans/prioritizes effectively.</li> <li>- Maintains high state of readiness.</li> <li>- Always gets the job done.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Develops innovative ways to accomplish mission.</li> <li>- Plans/prioritizes with exceptional skill and foresight.</li> <li>- Maintains superior readiness, even with limited resources.</li> <li>- Gets jobs done earlier and far better than expected.</li> </ul>
<b>(b)(6)</b>					

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D	2. Grade/Rate LT	3. Desig 2500	4. SSN (b)(6)
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

(b) (6) (b) (6)

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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(b) (6)

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

(b)(6) (b)(6)

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12. Pitch (10 or 12 Point) only. Use upper and lower case.

(b)(6)

Promotion Recommendation	NOR	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER RLSO SOUTHEAST PO BOX 280036, NAVAL STATION MAYPORT, FL 32228-0036
42. INDIVIDUAL	(b)(6)						
43. SUMMARY							

45. Signature of Reporting Senior  
(b)(6)

Date: 11SEP07

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. (b)(6) do not intend to submit a statement. (b)(6)

Date: 27 SEP 07

Member Trait Average: (b)(6) Summary Group Average: (b)(6)

47. Typed name, grade, command, OIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LT	3. Desig 2500	4. SSN (b)(6)
5. ACT <input checked="" type="checkbox"/> TAB <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC 39703	7. Ship/Station RLSO SE		8. Promotion Status REGULAR
9. Date Reported 05DEC17			10. Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/> 13. Special <input type="checkbox"/>	
11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/>		14. From: 07SEP13		15. To: 08JAN31
16. Not Observed Report <input checked="" type="checkbox"/>	Type of Report <input checked="" type="checkbox"/> 17. Regular <input type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>	20. Physical Readiness (b)(6)		21. Billet Subcategory (if any) NA
22. Reporting Senior (Last, FI MI) (b)(6)	23. Grade CAPT	24. Desig 2500	25. Title CO	26. UIC 39706
27. SSN (b)(6)				

28. Command employment and command achievements.  
Provides prosecution, command advice, legal assistance, and court-reporting services within AOR comprised of 7 southeastern states and Guantanamo Bay, Cuba.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
TRIAL COUNSEL Trial Counsel-1; Recruiting Officer-1, Disaster Preparedness Officer-1. TEMADD 07SEP13 - 08JAN31, TF-134 IRAQ.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date COUNSELED NOT REQ	31. Counselor	32. Signature of Individual COUNSELED
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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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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 to value differences from cultural diversity.	-	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - 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, civilians, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)

# FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>	2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>(b)(6)</b>
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, create problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

**(b) (6)**

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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**(b) (6)**

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

**(b)(6)**

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	(b)(6)						COMMANDING OFFICER RLSO SOUTHEAST PO BOX 280036, NAVAL STATION MAYPORT, FL 32228-0036
43. SUMMARY							

45. Signature of Reporting Senior  
**(b)(6)**

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."  
I intend to submit a statement.  do not intend to submit a statement.

Date: **19 Feb 08**

Member Trait Average: **(b)(6)** Summary Group Average: **(b)(6)** Certified Copy Provided Date:

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:



# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>(b)(6)</b>
5. ACT <input checked="" type="checkbox"/> FAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>	6. UIC <b>39703</b>	7. Ship/Station <b>SEAL TEAM ONE</b>		8. Promotion Status <b>REGULAR</b>
9. Date Reported <b>07AUG01</b>		10. Occasion for Report Periodic <input type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		
16. Not Observed Report <input type="checkbox"/>	17. Regular <input type="checkbox"/>		18. Concurrent <input checked="" type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>
20. Physical Readiness <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>		
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>	23. Grade <b>CDR</b>	24. Desig <b>1130</b>	25. Title <b>CO</b>	26. UIC <b>(b)(3)(B)</b>
27. SSN <b>(b)(6)</b>				

28. Command employment and command achievements.  
 Conducts Special Operations including Direct Action, Special Reconnaissance, Intelligence, and Foreign Internal Defense operations in support of Commander, Multinational Corps - Iraq, and Commander, Joint Special Operations Task Force - Arabian Peninsula.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  

<b>SJA</b>	Staff Jag Advocate-8; Detention Operations-8.
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For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date Counseled <b>NOT REQ</b>	31. Counselor	32. Signature of Individual Counseled
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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 EXPERTISE: Professional knowledge, proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
<b>(b)(6)</b>					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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 goals. Active in decreasing attrition. - 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.
<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
<b>(b)(6)</b>					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
<b>(b)(6)</b>					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
<b>(b)(6)</b>					

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>	2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSM <b>(b)(6)</b>
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

(b) (6)

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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(b) (6)

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

(b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address SEAL TEAM ONE 2534 TRIDENT WAY SAN DIEGO, CA 92155
42. INDIVIDUAL	(b)(6)						
43. SUMMARY							

(b)(6)

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."  
Date: 14 APR 08

Member Trait Average: Summary Group Average: Date: 14 APR 08

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Com  
RLSO SOUTHEAST, 39703 Date: 5 May 08

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>				2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>(b)(6)</b>		
5. ACT <input checked="" type="checkbox"/> TAB <input type="checkbox"/> INACT <input type="checkbox"/> A7/ADSW/ 265		6. UIC <b>39703</b>		7. Ship/Station <b>RLSO SE</b>			8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>05DEC19</b>	
10. Occasion for Report Periodic <input type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>			14. Period of Report From: <b>08FEB01</b> To: <b>08AUG06</b>			15. Billet Subcategory (if any) <b>NA</b>			16. Not Observed Report <input type="checkbox"/>	
17. Type of Report Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical <b>(b)(6)</b>		21. Reporting Senior (Last, FI MI) <b>(b)(6)</b>		22. Grade <b>CAPT</b>		23. Desig <b>2500</b>		
24. Title <b>CO</b>		25. UIC <b>39706</b>		26. SSN <b>(b)(6)</b>		27. Command employment and command achievements. Provides prosecution, command advice, legal assistance, and court-reporting services within AOR comprised of 7 southeastern states and Guantanamo Bay, Cuba.				
28. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>SAUSA SAUSA-3; IA (Iraq) 08FEB01 - 08APR30.</b>										
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled <b>NOT REQ</b>		31. Counselor		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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
(b)(6)					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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 to value differences from cultural diversity.	(b)(6)	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - 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.	(b)(6)	- 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 cohesion by valuing differences as strengths.
(b)(6)					
35. MILITARY BEARING/CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
(b)(6)					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
(b)(6)					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
(b)(6)					

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D	2. Grade/Rate LT	3. Desig 2500	4. SSN (b)(6)
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

(b) (6) (b) (6)

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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(b) (6)

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School. (b)(6) (b)(6)

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. (b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER RLSO SOUTHEAST PO BOX 280036, NAVAL STATION MAYPORT, FL 32228-0036
42. INDIVIDUAL	(b)(6)						
43. SUMMARY							

(b)(6) 46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand (b)(6) to make a statement." (b)(6)  
I intend to submit a statement (b)(6) do not intend to submit a statement.  
Date: 6 AUG 2008 (b)(6)

Member Trait Average: (b)(6) Summary Group Average: (b)(6) Date: 6 AUG 08

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Counseling Report  
Date:

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>				2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>(b)(6)</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC <b>39703</b>		7. Ship/Station <b>RLSO SE</b>			8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>05DEC17</b>
10. Periodic <input type="checkbox"/>			11. Detachment of Individual <input checked="" type="checkbox"/>		12. Detachment of Reporting Senior <input type="checkbox"/>		13. Special <input type="checkbox"/>		14. Period of Report From: <b>08AUG07</b> To: <b>08DEC31</b>
16. Not Observed Report <input type="checkbox"/>		17. Type of Report Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness <b>(b)(6)</b>	21. Billet Subcategory (if any) <b>NA</b>
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>			23. Grade <b>CAPT</b>	24. Desig <b>2500</b>	25. Title <b>CO</b>		26. UIC <b>39706</b>	27. SSN <b>(b)(6)</b>	

28. Command employment and command achievements.  
Provides prosecution, command advice, legal assistance, and court-reporting services within ACR comprised of 7 southeastern states and Guantanamo Bay, Cuba.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**SAUSA SAUSA-5.**

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled <b>NOT REQ</b>		31. Counselor		32. Signature of Individual Counseled	
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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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
(b) (6)					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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 goals. Active in decreasing attrition. - 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 EOEOO 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 unity/cohesion by valuing differences as strengths.
(b) (6)					
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
(b) (6)					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
(b) (6)					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
(b) (6)					

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>	2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>(b)(6)</b>
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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. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>
<b>(b)(6)</b>					<b>(b)(6)</b>

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
<b>(b)(6)</b>					<b>(b)(6)</b>

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

(b)(6) (b)(6)

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12. Pitch (10 or 12 Point) only. Use upper and lower case.

**(b)(6)**

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER RLSO SOUTHEAST PO BOX 116, NAVAL AIR STATION JACKSONVILLE, FL 32212-0116
42. INDIVIDUAL	(b)(6)						
43. SUMMARY							

45. Signature of Reporting Senior: **(b)(6)**

46. Signature of Individual Evaluated: "I have seen this report, been apprised of my performance, and understand my right to make a statement." **(b)(6)**

I intend to submit a statement. **(b)(6)** do not intend to submit a statement.

Date: **15 DEC 08** **(b)(6)**

Member Trait Average: **(b)(6)** Summary Group Average: **(b)(6)** Date: **12/19/08**

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Command Report

Date:

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>(b)(6)</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC <b>39292</b>		7. Ship/Station <b>NLSO SE DET MYPT</b>		8. Promotion Status <b>REGULAR</b>	
9. Date Reported <b>09JAN01</b>		10. Occasion for Report Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. Period of Report From: <b>09JAN01</b> To: <b>09JAN31</b>		15. Date Reported <b>09JAN01</b>	
16. Not Observed Report <input checked="" type="checkbox"/>		17. Type of Report Regular <input type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>	
22. Reporting Senior (Last, FIMI) <b>(b)(6)</b>		23. Grade <b>CAPT</b>		24. Desig <b>2500</b>		25. Title <b>CO</b>	
26. UIC <b>68365</b>		27. SSN <b>(b)(6)</b>		28. Command employment and command achievements. <b>Serves the Navy's third largest concentration of commands and personnel by providing defense assistance for Florida; Georgia; South Carolina; Cuba; Gulf of Mexico; Caribbean Sea; West Indies; and South America</b>			
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>DEF ATTY</b> PRI: Defense Counsel-1. COLL: Asst. CFL-1.							

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled <b>NOT REQ</b>		31. Counselor		32. Signature of Individual Counseled	
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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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.  <b>(b)(6)</b>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. <b>(b)(6)</b>	- Actions counter to Navy's retention/reenlistment 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. <b>(b)(6)</b>		- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - 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. <b>(b)(6)</b>		- 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. <b>(b)(6)</b>
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. <b>(b)(6)</b>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards team building and team results. <b>(b)(6)</b>	- 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission <b>(b)(6)</b>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.

# FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>(b)(6)</b>	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>		
(b) (6)							
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>		
(b) (6)							
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
(b)(6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address <b>NAVLEGSVCOFF SOUTHEAST BOX 107, NAVAL AIR STATION JACKSONVILLE, FL 32212-0107</b>
42. INDIVIDUAL	(b)(6)						
43. SUMMARY	(b)(6)						
45. Signature of Reporting Senior:  Date: <b>13 MAR 09</b>				46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. (b)(6) to not intend to submit a statement.			
Member Trait Average: _____				Summary Group Average: _____			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior							Date: <b>13 Mar 09</b>
							Date:



# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>				2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>(b)(6)</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC <b>39292</b>		7. Ship/Station <b>NLSO SE DET MYPT</b>			8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>09JAN01</b>
Occasion for Report 10. Periodic <input type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: <b>09FEB01</b> 15. To: <b>09MAY28</b>					
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>			20. Physical Readiness <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>		
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>			23. Grade <b>CAPT</b>	24. Desig <b>2500</b>	25. Title <b>CO</b>		26. UIC <b>68365</b>	27. SSN <b>(b)(6)</b>	

28. Command employment and command achievements.  
Serves the Navy's third largest concentration of commands and personnel by providing defense and legal assistance processing for Florida; Georgia; South Carolina; Cuba; Puerto Rico; Gulf of Mexico; Caribbean Sea; West Indies; and South America.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**DEF ATTY** PRI: Defense Counsel - 4. COLL: Detachment Physical Fitness Coordinator - 4. WATCH: CDO - 4; PERSREP Duty Attorney - 4.

For Mid-term Counseling Use. (When completing FTTREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled <b>NOT REQ</b>		31. Counselor		32. Signature of Individual Counseled	
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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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualification.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
<b>(b)(6)</b>					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- Actions counter to Navy's retention/reenlistment 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 goals. Active in decreasing attrition. - 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 EOMEEO 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 cohesion by valuing differences as strengths.
<b>(b)(6)</b>					
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
<b>(b)(6)</b>					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
<b>(b)(6)</b>					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
<b>(b)(6)</b>					

FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LT		3. Desig 2500		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. 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.	(b)(6)	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience.	-	- Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. - Warfare skills in specialty equal to others of same rank and experience.	-	- Fully qualified at appropriate level for rank and experience. - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.	(b)(6)	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Point must be 10 or 12. Each (10 or 12) Point only. Use upper and lower case.							
(b)(6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	(b)(6)						NAVLEGSVCOFF SOUTHEAST BOX 107, NAVAL AIR STATION JACKSONVILLE, FL 32212-0107
43. SUMMARY							
45. (b)(6)			46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." (b)(6)				
			I intend to submit a statement. (b)(6) do not intend to submit a statement				
Date: 26 May 09 (b)(6)							
Memoer (rank) Average: (b)(6)			Summary Group Average: (b)(6)				
47. Typed name, grade, command, UIC, and signature of Regular Reporting Ser							
Date: 26 May 09							

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>(b)(6)</b>
5. <input checked="" type="checkbox"/> ACT <input type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/365	6. UIC <b>39292</b>	7. Ship/Station <b>NLSO SE</b>		8. Promotion Status <b>REGULAR</b>
9. Date Reported <b>09JAN01</b>		10. Occasion for Report Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/> 13. Special <input type="checkbox"/>		
11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/>		14. From: <b>09MAY29</b>		15. To: <b>10JAN31</b>
16. Not Observed Report <input type="checkbox"/>	Type of Report 17. Regular <input checked="" type="checkbox"/>	18. Concurrent <input type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>	20. Physical Readiness <b>(b)(6)</b>
21. Billet Subcategory (if any) <b>NA</b>		22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>		
23. Grade <b>CAPT</b>	24. Desig <b>2500</b>	25. Title <b>CO</b>	26. UIC <b>39292</b>	27. SSN <b>(b)(6)</b>

28. Command employment and command achievements.  
Serves the Navy's third largest concentration of commands and personnel by providing defense and legal assistance services in Florida; Georgia; South Carolina; Cuba; Puerto Rico; Gulf of Mexico; Caribbean Sea; West Indies; and South America.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**RDC** PRI: Region Defense Counsel-2; Defense Attorney-8. COLL: Assistant Command Fitness Leader-8; Recruiting Officer-2.  
**(b)(6)**

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)

30. Date Counseled **09AUG18** 31. Counselor **(b)(6)**

PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet standards; 3.0 - Meets 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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
<b>(b)(6)</b>					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- 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 goals. Active in decreasing attrition. - 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.
<b>(b)(6)</b>	<b>(b)(6)</b>		<b>(b)(6)</b>		<b>(b)(6)</b>
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
<b>(b)(6)</b>					
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
<b>(b)(6)</b>					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
<b>(b)(6)</b>					

FITNESS REPORT AND COUNSELING RECORD (E7-06) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D	2. Grade/Rate LT	3. Desig 2500	(b)(6)
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>
(b)(6)					

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
(b)(6)					

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) (b)(6) (b)(6)  
 Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.  
 (b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address NAVLEGSVCOFF SOUTHEAST PO BOX 280017, NAVAL STATION MAYPORT JACKSONVILLE, FL 32228-0017
42. INDIVIDUAL	(b)(6)						
43. SUMMARY	(b)(6)						

45. Signature of Reporting Senior  
 (b)(6) Date: 2/3/2010

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."  
 (b)(6) (b)(6) intend to submit a statement. (b)(6)

Member Trait Average: (b)(6) Summary Group Average: (b)(6) Date: 3 Feb 10

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior  
 Date:

1610  
(b)(6)

28 Feb 10

From: (b)(6) JAGC, USN, Naval Legal  
Service Office Southeast, Naval Station, Box 280017,  
Jacksonville Florida, 32228-0017  
To: Commander, Navy Personnel Command (Pers-311)

Subj: FITNESS REPORT EXTENSION

1. Identification of original report

- a. Blocks 1-4: DESANTIS, RONALD D., LT, 2500, (b)(6)
- b. Blocks 14-15: 09MAY29 - 10JAN31
- c. Blocks 17-19: REGULAR
- d. Blocks 22, 27: (b)(6)

2. Extension data

- a. Blocks 10-13: Add 11. Detachment of Individual
- b. Blocks 14-15: Change to 09MAY29 - 10FEB28

3. If there are any questions, I can be reached at commercial  
904-270-5445/DSN 270.

(b)(6)

Copy to:  
LT DeSantis

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LT	3. Desig 2505	4. SSN (b)(6)
5. ACT <input type="checkbox"/>	TAR <input type="checkbox"/>	ENACT <input checked="" type="checkbox"/>	AT-ADS <sup>265</sup> <input type="checkbox"/>	6. UIC 84201
7. Ship/Station NR RLSD SE			8. Promotion Status REGULAR	9. Date Reported 10MAR27
Occasion for Report 10. Periodic <input checked="" type="checkbox"/>		11. Detachment of Individual <input type="checkbox"/>		12. Detachment of Reporting Senior <input checked="" type="checkbox"/>
13. Special <input type="checkbox"/>		14. Period of Report From: 10MAR27		15. To: 10OCT31
16. Not Observed Report <input type="checkbox"/>	Type of Report 17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>	19. Ops Cdr <input type="checkbox"/>
20. Physical Readiness (b)(6)		21. Billet Subcategory (if any) NA		
22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade CAPT	24. Desig 2505	25. Title CO
26. UIC 84201		27. SSN (b)(6)		

28. Command employment and command achievements.  
Military Justice support Region Legal Service Office providing prosecution, command advice, and court-reporting services within AOR consisting of 11 Southeastern States, Cuba, Mexico, Puerto Rico, Central and South America

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  

GEN ATTY	General Attorney - 10;
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 Collateral Duties: Active Duty Coordinator -10; Facilities Coordinator-10; Asst. Urinalysis Coordinator-10;

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)	30. Date Counseled NOT REQ	31. Counselor	32. Signature of Individual Counseled
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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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- 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.	(b)(6)	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. - Actions adequately encourage support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence in Command climate. - Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	(b)(6)	- 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 and cohesion by valuing differences as strengths.
35. MILITARY BEARING CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.	(b)(6)	- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	(b)(6)	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
36. TEAMWORK: Contributions towards 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.	(b)(6)	- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	(b)(6)	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	(b)(6)	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	(b)(6)	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than personnel.
(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)	(b)(6)

# FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LT		3. Desig 2505		4. SSN (b)(6)	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>		
(b) (6)							
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>		
(b) (6)							
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OTC, CO, Major Command, War College, PG School.				(b)(6)		(b)(6)	

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. First must be 10 or 12. Rich (10 or 12. Point) only. Use upper and lower case.  
(b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address (b)(6)
42. INDIVIDUAL	(b)(6)						(b)(6)
43. SUMMARY	(b)(6)						

(b)(6)

Date: JUN 11

46. Signature of Individual Evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement. (b)(6) do not intend to submit a statement. (b)(6)

Member Trait Average: (b)(6) Summary Group Average: (b)(6)

"Certified Copy Provided" Date:

47. Typed name, grade, command, etc., and signature of Regular Reporting Senior on Concurrent Report

Date:

# FITNESS REPORT & COUNSELING RECORD (W2-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>			2. Grade/Rate <b>LT</b>		3. Desig <b>2505</b>		4. SSN <b>(b)(6)</b>	
5. ACT <input type="checkbox"/>	FTS <input type="checkbox"/>	INACT <input checked="" type="checkbox"/>	AT/ADSW/265 <input type="checkbox"/>	6. UIC <b>84201</b>	7. Ship/Station <b>NR RLSO SE</b>		8. Promotion Status <b>SELECTED</b>	9. Date Reported <b>10MAR20</b>
Occasion for Report						Period of Report		
10. Periodic <input type="checkbox"/>	11. of Individual <input type="checkbox"/>	12. Reporting Senior <input checked="" type="checkbox"/>	13. Special <input type="checkbox"/>	14. From: <b>12JUN01</b>		15. To: <b>12NOV30</b>		
16. Not Observed Report <input type="checkbox"/>	Type of Report		17. Regular <input checked="" type="checkbox"/>	18. Concurrent <input type="checkbox"/>	19. OpsCdr <input type="checkbox"/>	20. Official Address <b>(b)(6)</b>		21. Billet Subcategory (if any) <b>NA</b>
22. Reporting Senior (Last, FI, MI) <b>(b)(6)</b>			23. Grade <b>CDR</b>	24. Desig <b>2505</b>	25. Title <b>CO</b>	26. UIC <b>84201</b>	27. SSN <b>(b)(6)</b>	

28. Command employment and command achievements.  
Provide direct support to RLSO SE in military justice and command services within AOR consisting of 11 Southeastern States, Cuba, Mexico, Puerto Rico, and Central and South America.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**GEN ATTY** PRI: General Attorney-6. COLL: Awards Officer-6. PFA: 12-2.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled <b>NOT REQ</b>	31. Counselor	32. Signature of Individual Counseled
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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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications.	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	-	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	-	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.
<b>(b)(6)</b>					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	- 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 goals. Active in decreasing attrition. - 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.
<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>	<b>(b)(6)</b>
35. MILITARY BEARING/CHARACTER: Appearance, conduct physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.
<b>(b)(6)</b>					
36. TEAMWORK: Contributions toward 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	-	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
<b>(b)(6)</b>					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	-	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	-	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.
<b>(b)(6)</b>					



# FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>	2. Grade/Rate <b>LT</b>	3. Desig <b>2505</b>	4. SSN <b>(b)(6)</b>
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>-Neglects growth/development or welfare of subordinates.</li> <li>-Fails to organize, creates problems for subordinates.</li> <li>-Does not set or achieve goals relevant to command mission and vision.</li> <li>-Lacks ability to cope with or tolerate stress.</li> <li>-Inadequate communicator.</li> <li>-Tolerates hazards or unsafe practices.</li> </ul>	-	<ul style="list-style-type: none"> <li>-Effectively stimulates growth/development in subordinates.</li> <li>-Organizes successfully, implementing process improvements and efficiencies.</li> <li>-Sets/achieves useful realistic goals that support command mission.</li> <li>-Performs well in stressful situations.</li> <li>-Clear, timely communicator.</li> <li>-Ensures safety of personnel and equipment.</li> </ul>	-	<ul style="list-style-type: none"> <li>-Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>-Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>-Leadership achievements dramatically further command mission and vision.</li> <li>-Perseveres through the toughest challenges and inspires others.</li> <li>-Exceptional communicator.</li> <li>-Makes subordinates safety-conscious, maintains top safety record.</li> <li>-Constantly improves the personal and professional lives of others.</li> </ul>

**(b)(6)** **(b)(6)**

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>-Has difficulty attaining qualification expected for the rank and experience.</li> <li>-Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>-Below others in knowledge and employment.</li> <li>-Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>-Attains qualifications as required and expected.</li> <li>-Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>-Warfare skills in specialty equal to others of same rank and experience.</li> </ul>	-	<ul style="list-style-type: none"> <li>-Fully qualified at appropriate level for rank and experience.</li> <li>-Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>-Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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**(b)(6)**

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) **(b)(6)**  
 Recommendations may be for competitive schools or duty assignments such as:  
 SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School. **(b)(6)**

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12. Pitch (10 or 12. Point) only. Use upper and lower case.  
**(b)(6)**

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	<b>(b)(6)</b>						1254 CHARLES MORRIS ST., SE BLDG. 58, STE. 100 WASHINGTON, DC 20374
43. SUMMARY							

**(b)(6)**

46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."  
 I intend to submit a statement.  I do not intend to submit a statement.

Date: 13 Feb 23

Member Trait Average: **(b)(6)** Summary Group Average: **(b)(6)** *Certified copy provided* Date:

47. Typed name, grade, command/UIC, and signature of Regular Reporting Senior on Concurrent Report

Date:

FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D			2. Grade/Rate LT		3. Desig 2505		4. SSN (b)(6)		
5. ACT <input type="checkbox"/> FTS <input type="checkbox"/> INACT <input checked="" type="checkbox"/> A/T/ADSW/ 265		6. UIC 84201		7. Ship/Station NR RLSO SE		8. Promotion Status SELECTED		9. Date Reported 10MAR20	
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input checked="" type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From: 12DEC01 15. To: 13JAN10						
16. Not Observed Report <input checked="" type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		20. Physical Readiness (b)(6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI, MI) (b)(6)		23. Grade CAPT	24. Desig 2505	25. Title CO		26. UIC 84201	27. SSN (b)(6)		

28. Command employment and command achievements  
Provide direct support to RLSO SE in military justice, command services and legal assistance within AOR consisting of eleven Southeastern States, Cuba, Mexico, Puerto Rico, and Central and South America.

29. Primary/Collateral/Watchstanding duties: (Enter primary duty abbreviation in box.)  
GEN ATTY Gen Atty-1.5

For Mid-term Counseling Use: (When completing FITREP, enter JO and 31 from counseling worksheet, sign 32.)		30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
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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 3.0. Standards are not all inclusive.

PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	<ul style="list-style-type: none"> <li>-Lacks basic professional knowledge to perform effectively.</li> <li>-Cannot apply basic skills.</li> <li>-Fails to develop professionally or achieve timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>-Has thorough professional knowledge.</li> <li>-Competently performs both routine and new tasks.</li> <li>-Steadily improves skills, achieves timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>-Recognized expert, sought after to solve difficult problems.</li> <li>-Exceptionally skilled, develops and executes innovative ideas.</li> <li>-Achieves early/highly advanced qualifications.</li> </ul>
(b)(6)					
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community.	<ul style="list-style-type: none"> <li>-Actions counter to Navy's retention/recruitment goals.</li> <li>-Uninvolved with mentoring or professional development of subordinates.</li> <li>-Actions counter to good order and discipline and negatively affect Command/Organizational climate.</li> <li>-Demonstrates exclusionary behavior to value differences from cultural diversity.</li> </ul>		<ul style="list-style-type: none"> <li>-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.</li> <li>-Actions adequately encourage/support subordinates' personal/professional growth.</li> <li>-Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.</li> <li>-Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.</li> </ul>		<ul style="list-style-type: none"> <li>-Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>-Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment.</li> <li>-Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.</li> <li>-The model of achievement. Develops cohesion by valuing differences as strengths.</li> </ul>
(b)(6)					
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> <li>-Consistently unsatisfactory appearance.</li> <li>-Unsatisfactory demeanor or conduct.</li> <li>-Unable to meet one or more physical readiness standards.</li> <li>-Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>-Excellent personal appearance.</li> <li>-Excellent demeanor or conduct.</li> <li>-Complies with physical readiness program.</li> <li>-Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>-Exemplary personal appearance.</li> <li>-Exemplary representative of Navy.</li> <li>-A leader in physical readiness.</li> <li>-Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>
(b)(6)					
36. TEAMWORK: Contributions toward team building and team results.	<ul style="list-style-type: none"> <li>-Creates conflict, unwilling to work with others, puts self above team.</li> <li>-Fails to understand team goals or teamwork techniques.</li> <li>-Does not take direction well.</li> </ul>		<ul style="list-style-type: none"> <li>-Reinforces others' efforts, meets personal commitments to team.</li> <li>-Understands team goals, employs good teamwork techniques.</li> <li>-Accepts and offers team direction.</li> </ul>		<ul style="list-style-type: none"> <li>-Team builder, inspires cooperation and progress.</li> <li>-Talented mentor, focuses goals and techniques for team.</li> <li>-The best at accepting and offering team direction.</li> </ul>
(b)(6)					
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	<ul style="list-style-type: none"> <li>-Lacks initiative.</li> <li>-Unable to plan or prioritize.</li> <li>-Does not maintain readiness.</li> <li>-Fails to get the job done.</li> </ul>		<ul style="list-style-type: none"> <li>-Takes initiative to meet goals.</li> <li>-Plans/prioritizes effectively.</li> <li>-Maintains high state of readiness.</li> <li>-Always gets the job done.</li> </ul>		<ul style="list-style-type: none"> <li>-Develops innovative ways to accomplish missions.</li> <li>-Plans/prioritizes with exceptional skill and foresight.</li> <li>-Maintains superior readiness, even with limited resources.</li> <li>-Gets jobs done earlier and far better than expected.</li> </ul>
(b)(6)					

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D	2. Grade/Rate LT	3. Desig 2505	4. SSN (b)(6)
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PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>

(b) (6) (b) (6)

39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>
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(b) (6)

40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two)  
Recommendations may be for competitive schools or duty assignments such as:  
SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable.  
Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.

(b)(6)

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address (b)(6)
42. INDIVIDUAL	(b)(6)						
43. SUMMARY							

(b)(6) 46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."  
I intend to submit a statement.  I do not intend to submit a statement.

Member Trait Average: (b)(6) Summary Group Average: (b)(6) Certified, copy provided Date: 10 Feb 2013

47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report  
Date:

FITNESS REPORT & COUNSELING RECORD (W2-06)

RCS BUPERS 1810-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D.				2. Grade/Rate LCDR		3. Desig 2505		(b)(6)	
4. ACT <input type="checkbox"/> PFS <input type="checkbox"/> INACT <input checked="" type="checkbox"/> NT/ADSWY <input type="checkbox"/> 265		5. UIC 3511R		7. Ship/Station NR VTU 0614G		8. Promotion Status REGULAR		9. Date Reported 13JAN03	
10. Occasion for Report Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>				14. From: 14JUN13 15 To: 14OCT13					
16. Was Observed Report <input checked="" type="checkbox"/>		17. Regular <input type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		20. Physical Readiness (b)(6)		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) (b)(6)			23. Grade CAPT	24. Desig 1117	25. Title CO	26. UIC 62243		(b)(6)	
28. Command employment and command achievements. Mission of Volunteer Training Unit is to support NAF Washington, area commands, and Navy Commands worldwide, by providing fully trained Naval Reservists from a broad pool of military professionals, across a wide range of specialties and expertise.									
29. Primary/Colonel/Watchstanding duties. (Enter primary duty abbreviation in box) VTU MEMBER									
30. PFA: 14-2.									
For Mid-term Counseling Use (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counselor NOT PERF		(b)(6)		31. Signature of Individual Counselor	
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 Not progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	-Lacks basic professional knowledge to perform effectively -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.	-	-Has thorough professional knowledge -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.	-	-Recognized expert, sought after to solve difficult problems -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.				
(b)(6)									
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human work, community	-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.	(b)(6)	-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actively and equitably encourages/supports subordinate 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.	(b)(6)	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/employee 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 inclusiveness. Develops or (b)(6) cohesion by valuing differences as strengths (b)(6)				
(b)(6)									
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values	-Consistently unsatisfactory appearance -Unsatisfactory demeanor or conduct -Unable to meet one or more physical readiness standards -Fails to live up to his or her Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	-	-Exemplary personal appearance. -Exemplary representative of Navy -A leader in physical readiness -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT				
(b)(6)									
36. TEAMWORK: Contributes to overall 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 give direction well.	-	-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques -Accents and offers team direction	-	-Team builder, inspires cooperation and progress -Talented mentor, focuses goals and techniques for team -The best at accepting and offering team direction				
(b)(6)									
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission.	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.	-	-Takes initiative to meet goals. -Plans/prioritizes effectively -Maintains high state of readiness. -Always gets the job done.	-	-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.				
(b)(6)									

FITNESS REPORT & COUNSELING RECORD (W2-06) (cont'd)

RCS BUPERS 1616-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D.	2. Grade/Rank LCDR	3. Desig 2505	4. SSN
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PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP Organizing, activating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates</li> <li>- Fails to organize, creates problems for subordinates</li> <li>- Does not set or achieve goals relevant to command mission and vision</li> <li>- Lacks ability to cope with or tolerate stress</li> <li>- Inadequate communicator</li> <li>- Tolerates hazards or unsafe practices</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates</li> <li>- Organizes successfully, implementing process improvements and efficiencies</li> <li>- Sets/achieves useful realistic goals that support command mission</li> <li>- Performs well in stressful situations</li> <li>- Clear, timely communication</li> <li>- Ensures safety of personnel and equipment</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies</li> <li>- Leadership achievements dramatically further command mission and vision</li> <li>- Promotes through the toughest challenges; inspires others</li> <li>- Exceptional communicator</li> <li>- Makes subordinates safety-conscious, maintains high safety record</li> <li>- Constantly improves his personal and professional lives of others</li> </ul>

(b) (6)

39. TACTICAL PERFORMANCE (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualifications expected for the rank and experience</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment</li> <li>- Below others in knowledge and employment</li> <li>- Warfare skills in specialty are below standard compared to others of same rank and experience</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment</li> <li>- Warfare skills in specialty equal to others of same rank and experience</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment</li> <li>- Warfare skills in specialty exceed others of same rank and experience</li> </ul>
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(b) (6)

40. Recommendations concerning this individual for next career milestone(s) as follows: (maximum of two)  
 Recommendations may be for competitive schools or duty assignments such as:  
 SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE: \* All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable (not used for 31 or 32, Pict 110 or 12, Point Only, The rating and lower one)

(b) (6)

Promotion Recommendation	NDB	Significant Problems	Progressing	Promotable	Meets Probable	Early Promote	44. Reporting Senior Address 1 SAN DIEGO LOOP BLDG 3282 J5 ANDREWS, MD 20762-5518
42. INDIVIDUAL	(b) (6)						
43. SUMMARY	(b) (6)						

(b) (6)

46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement  I do not intend to submit a statement

Date: 16 FEB 2016

Member/Trak Average: (b) (6) Summary Group Average: (b) (6)

47. Typed name, grade, and signature of Regular Reporting Senior (or Concurrent Report)

Date:

FITNESS REPORT & COUNSELING RECORD (W2-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>			2. Grade/Rate <b>LCDR</b>	3. Desig <b>2505</b>	(b)(6)		
4. ACT <input type="checkbox"/> FTS <input type="checkbox"/> IMACT <input checked="" type="checkbox"/> AT/ADSW <input type="checkbox"/> 365	6. UIC <b>3511R</b>	7. Ship/Station <b>NR VTU 0614G</b>	8. Promotion Status <b>REGULAR</b>	9. Date Reported <b>13 JAN 03</b>			
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>			14. From: <b>14 NOV 01</b> 15. To: <b>150</b>				
16. Not Observed Report <input checked="" type="checkbox"/>	Type of Report 17. Regular <input type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness <b>(b)(6)</b>		21. Direct Subcategory (if any) <b>NA</b>		
(b)(6)			22. Grade <b>CAPT</b>	24. Desig <b>1117</b>	25. Title <b>CO</b>	26. UIC <b>62243</b>	

28. Continued employment and command achievements  
Mission of Volunteer Training Unit is to support NAF Washington, area commands, and Navy Commands worldwide, by providing fully trained Naval Reservists from a broad pool of military professionals, across a wide range of specialties and expertise.

29. Primary/Callaway/Waiver/standing duties. (Enter primary duty abbreviation in box)  
**VTU MEMBER**

PFA: 15-1/15-2.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32) 30. Date Conducted **(b)(6)** 31. Signature of Individual Counselor

PERFORMANCE TRAITS: 1.0 - Below standards/no 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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	<ul style="list-style-type: none"> <li>Lacks ample professional knowledge to perform effectively.</li> <li>Cannot apply basic skills.</li> <li>Fails to develop professionally or achieve timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>Has thorough professional knowledge.</li> <li>Competently performs both routine and new tasks.</li> <li>Steadily improves skills, achieves timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>Recognized expert, sought after to solve difficult problems.</li> <li>Exceptionally skilled, develops and executes innovative ideas.</li> <li>Achieves early/highly advanced qualifications.</li> </ul>
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human needs, equanimity.	<ul style="list-style-type: none"> <li>Actions counter to Navy's retention/recruitment goals.</li> <li>Uninvolved in mentoring or professional development of subordinates.</li> <li>Actions counter to good order and discipline and negatively affect Command Organizational climate.</li> <li>Does not recognize/examine behaviors to value differences from cultural diversity.</li> </ul>		<ul style="list-style-type: none"> <li>Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.</li> <li>Actively encourages/encourages/supports subordinates' personal/professional growth.</li> <li>Demonstrates appreciation for excellence of Navy personnel. Positive influence on Command climate.</li> <li>Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EO policy.</li> </ul>		<ul style="list-style-type: none"> <li>Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>Proactive leader/exemplary mentor, involved in subordinates' personal development leading to professional growth/retention.</li> <li>Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.</li> <li>The model of achievement. Develops and releases by valuing differences as strengths.</li> </ul>
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	<ul style="list-style-type: none"> <li>Consistently unsatisfactory appearance.</li> <li>Unsatisfactory demeanor or conduct.</li> <li>Unable to meet one or more physical readiness standards.</li> <li>Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>Excellent personal appearance.</li> <li>Excellent demeanor or conduct.</li> <li>Develops with physical readiness program.</li> <li>Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>Exemplary personal appearance.</li> <li>Exemplary representative of Navy.</li> <li>A leader in physical readiness.</li> <li>Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.</li> </ul>
36. TEAMWORK: Contributes toward team building and team results.	<ul style="list-style-type: none"> <li>Creates conflict, unwilling to work with others, puts self above team.</li> <li>Fails to understand team goals or teamwork techniques.</li> <li>Does not take direction well.</li> </ul>		<ul style="list-style-type: none"> <li>Relieves others' efforts, meets personal commitments to team.</li> <li>Understands team goals, employs good teamwork techniques.</li> <li>Accepts and offers team direction.</li> </ul>		<ul style="list-style-type: none"> <li>Team builder, inspires, empowers and progresses.</li> <li>Talented mentor, fosters team's and techniques for team.</li> <li>The best at accepting and offering team direction.</li> </ul>
37. MISSION ACCOMPLISHMENT AND INITIATIVES: Taking initiative, planning/prioritizing, achieving mission.	<ul style="list-style-type: none"> <li>Lacks initiative.</li> <li>Unable to plan or prioritize.</li> <li>Does not maintain readiness.</li> <li>Fails to get the job done.</li> </ul>		<ul style="list-style-type: none"> <li>Takes initiative to meet goals.</li> <li>Plans/prioritizes effectively.</li> <li>Maintains high state of readiness.</li> <li>Always gets the job done.</li> </ul>		<ul style="list-style-type: none"> <li>Develops innovative ways to accomplish mission.</li> <li>Plans/prioritizes with exceptional skill and foresight.</li> <li>Maintains superior readiness, even with limited resources.</li> <li>Gets job done earlier and far better than expected.</li> </ul>

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUMS 160-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rank <b>LCDR</b>		3. Desig <b>2505</b>		4. SSN	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Fog-pressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP. Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>-Neglects growth/development or welfare of subordinates.</li> <li>-Fails to organize, creates problems for subordinates.</li> <li>-Does not set or achieve goals relevant to command mission and vision.</li> <li>-Lacks ability to cope with or tolerate stress.</li> <li>-Inadequate communicator.</li> <li>-Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>-Effectively stimulates growth/development in subordinates.</li> <li>-Organizes successfully implementing process improvements and efficiencies.</li> <li>-Sets/achieves useful realistic goals that support command mission.</li> <li>-Performs well in stressful situations.</li> <li>-Clear, timely communicator.</li> <li>-Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>-Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>-Support organizer, great thought, develops process improvements and efficiencies.</li> <li>-Leadership actions merit dramatically further command mission and vision.</li> <li>-Perseveres through the toughest challenges and inspires others.</li> <li>-Exceptional communicator.</li> <li>-Makes subordinates safety-conscious, maintains top safety record.</li> <li>-Consistently improves the personal and professional lives of others.</li> </ul>	(b) (6)	
39. TACTICAL PERFORMANCE (Warfare qualified officers only) Basic and tactical employment of weapons systems	<ul style="list-style-type: none"> <li>-Has difficulty attaining qualifications expected for the rank and experience.</li> <li>-Has difficulty in ship(s) control or weapons systems employment. Below others in knowledge and employment.</li> <li>-Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>-Attains qualifications as required and expected.</li> <li>-Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>-Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>-Fully qualified at appropriate level for rank and experience.</li> <li>-Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>-Warfare skills in specialty exceed others of same rank and experience.</li> </ul>	(b) (6)	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCF, Dept Head, XO, OIC, CO, Major Command, War College, PG School							
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 31 must be specifically substantiated in comments. Comments must be verifiable. (See page 10, 11 or 12, Block (10 or 12) below) notes the source and how you know.							
(b) (6)							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Next Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	(b) (6)						1 SAN DIEGO LOOP BLDG 3282 JB ANDREWS, MD 20762-5516
43. SUMMARY							
45. Signature of Reporting Senior	46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."			I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/>			
(b) (6)	Date: 16 FEB 2018			Date:			
Member Team Average: (b) (6)	Summary Group Average: (b) (6)						
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Comment Report							
Date:							

# FITNESS REPORT & COUNSELING RECORD (W2-06)

RCS BUPERS 1613-1

1. Name (Last, First MI Suffix) <b>DESANTIS, RONALD D</b>			2. Grade/Rate <b>LCDR</b>	3. Desig <b>2505</b>	4. (b)(6)			
5. ACT <input type="checkbox"/>	6. FIS <input type="checkbox"/>	7. INACT <input checked="" type="checkbox"/>	8. ATADSW <input type="checkbox"/>	9. 365 <input type="checkbox"/>	6. UIC <b>3511R</b>	7. Ship/Station <b>NR VTU 0614G</b>	8. Promotion Status <b>REGULAR</b>	9. Date Reported <b>16AUG27</b>
10. Occasion for Report Periodic <input type="checkbox"/> Detachment <input type="checkbox"/> Detachment of Reporting Senior <input checked="" type="checkbox"/> Special <input type="checkbox"/>				11. Period of Report 14. From: <b>15NOV01</b> 15. To: <b>16AUG27</b>				
16. Not Observed Report <input checked="" type="checkbox"/>		17. Type of Report Regular <input type="checkbox"/> Concurrent <input type="checkbox"/> OpsCdr <input type="checkbox"/>		18. (b)(6)		21. Billet Subcategory (if any) <b>NA</b>		
22. Reporting Senior (Last, FI MI) <b>(b)(6)</b>		23. Grade <b>CAPT</b>	24. Desig <b>1117</b>	25. Title <b>CO</b>	26. UIC <b>62243</b>			27. (b)(6)

28. Complete employment and command achievements  
**Mission of Volunteer Training Unit is to support NAF Washington, area commands, and Navy Commands worldwide, by providing fully trained Naval Reservists from a broad pool of military professionals, across a wide range of specialties and expertise.**

29. Primary Cell/Command/Station duties. (Enter primary duty abbreviation in box)  
**VTU MEMBER**

PFA: **16-1**

For Mid-term Counseling Use (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32)	30. Date Counselor <b>NOT PERF</b>	31. Counselor <b>(b)(6)</b>	32. Signature of Individual Counselor
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PERFORMANCE TRAITS: 1.0 - Below standards/not progressing on 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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications.	<ul style="list-style-type: none"> <li>Lacks basic professional knowledge to perform effectively.</li> <li>Cannot apply basic skills.</li> <li>Fails to develop professionally or achieve timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>Has thorough professional knowledge.</li> <li>Consistently performs both routine and non-routine tasks.</li> <li>Steadily improves skills, achieves timely qualifications.</li> </ul>		<ul style="list-style-type: none"> <li>Recognized expert, sought after to solve difficult problems.</li> <li>Exceptionally skilled, develops and executes innovative ideas.</li> <li>Achieves early/highly advanced qualifications.</li> </ul>
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human work, command (b)(6)	<ul style="list-style-type: none"> <li>Actions counter to Navy's retention and retention goals.</li> <li>Uninvolved with mentoring or professional development of subordinates.</li> <li>Actions counter to good order and discipline and negatively affect Command's Organizational climate.</li> <li>Demonstrates unconscious inclination to value differences from cultural diversity.</li> </ul>		<ul style="list-style-type: none"> <li>Positive leadership supports Navy's increased retention goals. Active in decreasing attrition.</li> <li>Actions actively encourage/support subordinates' personal/professional growth.</li> <li>Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate.</li> <li>Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.</li> </ul>		<ul style="list-style-type: none"> <li>Measurably contributes to Navy's increased retention and reduced attrition objectives.</li> <li>Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/advanced commitment to professional growth/advanced commitment to professional growth.</li> <li>Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate.</li> <li>The model of achievement. Develops and cohesion by valuing differences as strengths.</li> </ul>
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values	<ul style="list-style-type: none"> <li>Consistently unsatisfactory appearance.</li> <li>Unsuitable demeanor or conduct.</li> <li>Unable to meet one or more physical readiness standards.</li> <li>Fails to live up to one or more Navy Core Values HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>Excellent personal appearance.</li> <li>Excellent demeanor or conduct.</li> <li>Complies with physical readiness program.</li> <li>Always lives up to Navy Core Values HONOR, COURAGE, COMMITMENT.</li> </ul>		<ul style="list-style-type: none"> <li>Exemplary personal appearance.</li> <li>Exemplary representative of Navy.</li> <li>A leader in physical readiness.</li> <li>Exemplifies Navy Core Values HONOR, COURAGE, COMMITMENT.</li> </ul>
36. TEAMWORK: Contributions toward team building and team results	<ul style="list-style-type: none"> <li>Creates conflict, unwilling to work with others, puts self above team.</li> <li>Fails to understand team goals or teamwork techniques.</li> <li>Does not take direction well.</li> </ul>		<ul style="list-style-type: none"> <li>Reinforces others' efforts, meets personal commitments to team.</li> <li>Understands team goals, employs good teamwork techniques.</li> <li>Accepts and offers team direction.</li> </ul>		<ul style="list-style-type: none"> <li>Team builder, inspires cooperation and progress.</li> <li>Talented mentor, focuses goals and techniques for team.</li> <li>The best at accepting and offering team direction.</li> </ul>
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission (b)(6)	<ul style="list-style-type: none"> <li>Lacks initiative.</li> <li>Unable to plan or prioritize.</li> <li>Does not maintain readiness.</li> <li>Fails to get the job done.</li> </ul>		<ul style="list-style-type: none"> <li>Takes initiative to meet goals.</li> <li>Plans/prioritizes effectively.</li> <li>Maintains high state of readiness.</li> <li>Always gets the job done.</li> </ul>		<ul style="list-style-type: none"> <li>Develops innovative ways to accomplish mission.</li> <li>Plans/prioritizes with exceptional skill and foresight.</li> <li>Maintains superior readiness, even with limited resources.</li> <li>Gets jobs done earlier and far better than expected.</li> </ul>



FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

NAVY SUPERS 1510-1

1. Name (Last, First and Suffix) <b>DESANTIS, RONALD D</b>		2. Grade/Rank <b>LCDR</b>		3. Duty Station <b>2505</b>		4. SSN	
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP. Organizing, motivating and developing others to accomplish goals.	-Neglects growth/development or welfare of subordinates. -Fails to recognize, create problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or relieve stress. -Inadequate communication. -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 communication. -Ensures safety of personnel and equipment.		-Inspiring motivator and teamer, subordinates reach highest level of growth and development. -Superior organizer, good foresight, develops process improvements and efficiencies. -Laudably achievements demonstrate further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communication. -Makes subordinates safety-conscious, maintaining top safety record. -Consistently improves the personal and professional lives of others.		
<b>(b) (6)</b>							
39. TACTICAL PERFORMANCE. (Warfare qualified officers only) Basic and tactical employment of weapons systems.	-Has difficulty meeting qualifications expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapon system employment below others in knowledge and employment. -Warfare skills in specialty are below standards compared in others of same rank and experience.		-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal in others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.		-Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience.		
<b>(b) (6)</b>							
40. I recommend promoting this individual for next career milestone(s) as follows (maximum of two). Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.							
41. COMMENTS ON PERFORMANCE * All 1.0 marks, three 2.0 marks, and 3.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Form may be 10 or 12. Part 10 or 12. 1 only. Use space and lower case.							
<b>(b) (6)</b>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44 Reporting Senior Address 1 SAN DIEGO LOOP BLDG 3282 JB ANDREWS, MD 20762-5518
42. INDIVIDUAL	<b>(b) (6)</b>						
43. SUMMARY	<b>(b) (6)</b>						
45. Signature of Reporting Senior <b>(b) (6)</b>				46. Signature of Individual evaluated "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement <input type="checkbox"/> I do not intend to submit a statement <input type="checkbox"/>			
Mentor's Average <b>(b) (6)</b>		Summary Group Average <b>(b) (6)</b>		Date			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date							

# FITNESS REPORT & COUNSELING RECORD (W2 - O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LCDR		3. Desig 2505		4. SSN (b)(6)	
5. ACT <input type="checkbox"/> FTS <input type="checkbox"/> INACT <input checked="" type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 3511R		7. Ship/Station NR VTU LAW 0614		8. Promotion Status REGULAR	
9. Date Reported 13Jan11		10. Occasion for Report Periodic <input checked="" type="checkbox"/>		11. Detachment of Individual <input type="checkbox"/>		12. Detachment of Reporting Senior <input type="checkbox"/>	
13. Special <input type="checkbox"/>		14. Period of Report From: 17Jan19		15. To: 17Oct31		16. Not Observed Report <input type="checkbox"/>	
17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness (b)(6)	
21. Billet Subcategory (if any) SPECIAL01		22. Reporting Senior (Last, FI MI) (b)(6)		23. Grade CAPT		24. Desig 2505	
25. Title CO		26. UIC 89537		27. SSN [REDACTED]		28. Command employment and command achievements Provides mission-capable officers in non-pay status (Individual Ready Reserve and Standby Reserve) to the JAG Corps and the Navy Reserve Law Program team.	
29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.) GENERAL ATTY PRI: General Attorney-10. Provides support to JAG Corps and Navy Reserve Law Program operations in a non-pay status (Standby Reserve-Active members may not receive pay, allowances, or travel allowances for any drill participation or active duty performed). PFA: 17-1/17-2							
For Mid-term Counseling Use. (When completing FITREP, Enter 30 and 31 from counseling worksheet sign 32.)		30. Date Counseled 17May20		31. Counselor (b)(6)		32. Signature of Individual Counseled COUNSELED VIA PHONE	
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 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.		- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.		- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications.	(b)(6)	
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Professional knowledge, proficiency, and qualifications	- Actions counter to Navy's retention/reenlistment 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 goals. Active in decreasing attrition. - 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 EOE/EO 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.	(b)(6)	
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - 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 demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.		- Exemplary personal appearance. - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	(b)(6)	
36. TEAMWORK: Contributions towards 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 personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.		- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.	(b)(6)	
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.	(b)(6)	

# FITNESS REPORT & COUNSELING RECORD (W2 - O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) DESANTIS, RONALD D		2. Grade/Rate LCDR		3. Desig 2505		4. SSN (b)(6)			
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
38. <b>LEADERSHIP:</b> Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>				
	(b)(6)								
39. <b>TACTICAL PERFORMANCE:</b> (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualifications expected for rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Below others in knowledge and employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>				
	(b)(6)								
40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two) Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						(b)(6)		(b)(6)	
41. COMMENTS ON PERFORMANCE. *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.								Font 10	
(b)(6)									
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address		
42. INDIVIDUAL	(b)(6)						NR ADMINISTRATIVE LAW (89537) 1 SAN DIEGO LOOP, BLDG. 3282 JOINT BASE ANDREWS MD 20762-5518		
43. SUMMARY									
45. Signature of Reporting Senior (b)(6)			Date: 18 Feb 15			46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement <input type="checkbox"/>			
Member Trait Average: (b)(6)		Summary Group Average: (b)(6)		CERTIFIED, COPY PROVIDED		Date: 18 Feb 15			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report								Date:	

From: Millington MSG Center [Message.Center@PersNet.Navy.Mil]
Posted At: Wednesday, September 07, 2005 2:13 AM
Conversation: BUPERS ORDER//
Posted To: Pers0080
Subject: BUPERS ORDER//

ADMINISTRATIVE MESSAGE

ROUTINE

R 061208Z SEP 05 ZYB

FM DEPCHNAVPERS MILLINGTON TN//PERS4416/PERS455//

TO NAVRESREDCOM SE JACKSONVILLE FL//JJJ//
TRISVCOFF SE MAYPORT FL//JJJ//
NAVJUSTSCOL NEWPORT RI//JJJ//
NAVY JAG WASHINGTON DC//JJJ//
PERSUPP DET NEWPORT RI//JJJ//
PERSUPP DET JACKSONVILLE FL//JJJ//
PERSUPP DET MAYPORT FL//JJJ//

INFO COMNAVLEGSVCCOM WASHINGTON DC//JJJ//
NETC PENSACOLA FL//JJJ//
COMNAVRESFORCOM NEW ORLEANS LA//JJJ//

UNCLAS //N01321//

MSGID/GENADMIN/CHNAVPERS//

SUBJ/BUPERS ORDER//

RMKS/ (b)(6) 1955 (PERS-4416E)
BUPERS ORDER: 2425 (01)

OFFICIAL MODIFICATION TO RECALL ORDERS FOR
ENS RONALD DION DESANTIS, USNR

XX
IN CARRYING OUT/PROCESSING THESE ORDERS, BOTH PARTS ONE AND TWO
MUST BE READ AND LISTED INSTRUCTIONS COMPLIED WITH.
XX

PART ONE

- HOME ADDRESS:

(b)(6)

- WITHIN SEVEN DAYS AFTER RECEIPT OF THESE ORDERS
PROCEED AND REPORT MEDICAL OFFICER DESIGNATED BY
COMNAVRESREDCOM REG SOUTHEAST FOR PHYSICAL
EXAMINATION AND SCREENING FOR HUMAN IMMUNODEFICIENCY VIRUS (HIV)
EXPOSURE. NEGATIVE HIV TEST RESULTS MUST BE VERIFIED AND DOCUMENTED
WITHIN 24 MONTHS PRIOR TO EXECUTION OF THE ORDERS. INCLUDE A
FLIGHT PHYSICAL IF BEING ORDERED TO DUTY INVOLVING FLYING. IF FOUND
NOT PHYSICALLY QUALIFIED IMMEDIATELY RETURN ABOVE ADDRESS, UPON
ARRIVAL CONSIDER RELEASED FROM TEMPORARY ACTIVE DUTY. IF FOUND
PHYSICALLY QUALIFIED IMMEDIATELY RETURN ABOVE ADDRESS, UPON ARRIVAL
CONSIDER RELEASED FROM TEMPORARY ACTIVE DUTY UNTIL SUCH TIME AS
NECESSARY TO COMMENCE TRAVEL IN OCT 2005 AND IN TIME TO REPORT AS
DIRECTED BELOW:

- MEMBER ADVISED: REQUIRED TO CONTACT HIS/HER NEAREST MILITARY
TREATMENT FACILITY (MTF), MEDICAL DEPARTMENT REPRESENTATIVE, OR
TRICARE SERVICE CENTER PRIOR TO TRANSFER FOR COUNSELING ON URGENT
OR EMERGENCY MEDICAL CARE DURING PCS MOVES. UPON ARRIVAL AT NEW DUTY
STATION, MEMBER IS REQUIRED TO CONTACT THE NEAREST MTF, MEDICAL

DEPARTMENT REPRESENTATIVE, OR TRICARE SERVICE CENTER TO SELECT A PRIMARY CARE PROVIDER. THESE POINTS OF CONTACT CAN ALSO PROVIDE INFORMATION ON HEALTH CARE OPTIONS AVAILABLE FOR FAMILY MEMBERS NOT ENROLLED IN TRICARE PRIME. GENERAL TRICARE INFORMATION IS AVAILABLE ON THE WEB AT: [HTTP://WWW.TRICARE.OSD.MIL](http://www.tricare.osd.mil).

----- INTERMEDIATE (01) ACTIVITY (M) -----

REPORT NET 09 OCT 05 BUT NLT 11 OCT 05 EDA: 11 OCT 05  
TO NAVJUSTSCOL NEWPORT RI UIC: 62750  
LOCATION: RI, NEWPORT  
FOR TEMPORARY DUTY UNDER INSTRUCTION ACC: 341  
FOR APPROXIMATELY 4 DAY(S)  
PERSONNEL ACCOUNTING SUPPORT: PERSUPPDET NEWPORT RI UIC: 43099

TO INCLUDE 4 DAY(S) AT BOLT  
CLASS: CONV: 051011 GRAD: 051014 CDP:  
UPON COMPLETION OF TEMPORARY DUTY UNDER INSTRUCTION  
AND WHEN DIRECTED, DETACH. EDD: 14 OCT 05

- REPORT NOT LATER THAN 0730 11 OCT 05 AND NOT EARLIER THAN 09 OCT 05 . REPORTING PRIOR TO NOT EARLIER THAN DATE WILL TERMINATE LEAVE STATUS AND RESULTS IN NON-PAYMENT OF PER DIEM FOR PERIOD PRIOR TO THE NOT EARLIER THAN DATE SPECIFIED UNLESS AUTHORIZED UNDER MILPERSMAN 1320-140.

----- INTERMEDIATE (02) ACTIVITY (M) -----

REPORT NET 15 OCT 05 BUT NLT 17 OCT 05 EDA: 17 OCT 05  
TO STU NAVJUSTSCOL NEWPORT RI UIC: 30451  
LOCATION: RI, NEWPORT  
FOR TEMPORARY DUTY UNDER INSTRUCTION ACC: 341  
FOR APPROXIMATELY 61 DAY(S)  
PERSONNEL ACCOUNTING SUPPORT: PERSUPPDET NEWPORT RI UIC: 43099

TO INCLUDE 61 DAY(S) AT BASIC LAWYER  
CLASS: CONV: 051017 GRAD: 051216 CDP: 0257  
UPON COMPLETION OF TEMPORARY DUTY UNDER INSTRUCTION  
AND WHEN DIRECTED, DETACH. EDD: 16 DEC 05

- REPORT NOT LATER THAN 17 OCT 05 AND NOT EARLIER THAN 15 OCT 05 . REPORTING PRIOR TO NOT EARLIER THAN DATE WILL TERMINATE LEAVE STATUS AND RESULTS IN NON-PAYMENT OF PER DIEM FOR PERIOD PRIOR TO THE NOT EARLIER THAN DATE SPECIFIED UNLESS AUTHORIZED UNDER MILPERSMAN 1320-140.

- MEMBER DIRECTED: FOR EACH INTERMEDIATE STOP(S), IF GOVERNMENT QUARTERS ARE AVAILABLE (BOQ) AND THE BASE HAS A GOVERNMENT MESS APPROPRIATED FUND FOOD SERVICE ACTIVITY/GALLEY AVAILABLE TO THE TRAVELER, USE OF THE GOVERNMENT MESS AND GOVERNMENT MEAL PER DIEM RATE IS DIRECTED. IF GOVERNMENT MESSING IS NOT AVAILABLE OR IS PARTIALLY AVAILABLE, OBTAIN AN ENDORSEMENT TO THAT EFFECT FROM THE HOST COMMAND. JFTR PARA U4400 AND CNO WASHINGTON DC NAVADMIN 223/96 (172134Z SEP 96) AND NAVADMIN 223/96 (302056Z SEP 96) APPLY. NO PER DIEM/LODGING REIMBURSEMENT IS AUTHORIZED IF THIS INTERMEDIATE STOP IS IN THE SAME GEOGRAPHIC LOCATION AS ULTIMATE STATION.

- FOR MORE INFORMATION ON YOUR NEXT PERMANENT CHANGE OF STATION (PCS) VISIT [HTTP://WWW.HOUSING.NAVY.MIL](http://www.housing.navy.mil) THIS WEBSITE PROVIDES ON AND OFF BASE HOUSING AND GENERAL INFORMATION ABOUT NAVY AND MARINE CORPS LOCATIONS WORLDWIDE.

----- ULTIMATE ACTIVITY (M) -----

REPORT NOT LATER THAN JAN 06 EDA: JAN 06  
TO TRISVCOFF SE MAYPORT FL UIC: 39703  
PERMANENT DUTY STATION FL, MAYPORT  
FOR DUTY ACC: 100  
BSC: 45017  
PRD: 0901

- SAVE MONEY THE WELCOME CENTERS HAVE NEW PROGRAM INITIATIVES THAT SAVE MONEY ON RENT, SECURITY DEPOSITS, AND HOME BUYING COST. REDUCE TIME SPENT ON FINDING SUITABLE AND AFFORDABLE HOUSING. LEARN ABOUT PROGRAMS THAT WILL SAVE TIME AND MONEY BY VISITING THE LOCAL WELCOME CENTER.

- IT IS IMPERATIVE THAT THE SUPPORTING PERSUPPDET THAT PROCESSES THESE ORDERS NOTIFY NAVPERSCOM MILLINGTON (PERS-80C3 AND PERS-8023)

IMMEDIATELY UPON THE EXECUTION OF THESE ORDERS. THIS NOTIFICATION IS REQUIRED TO ENSURE ACTIVATION OF SNO'S ACTIVE FILE FROM THE NAVAL RESERVE TO ACTIVE DUTY. ALSO THE ASSIGNMENT OF PROPER ACCOUNTING CLASSIFICATION CODE (ACC 100), AND THEREBY ENSURING PROPER CONSIDERATION ON SNO'S FILE WITH PERTINENT ACTIVE SELECTION BOARDS. IF PERS-80C3 IS NOT NOTIFIED OF THE ACTUAL REPORTING DATE (THE DATE THE MEMBER REPORTED) OF THESE ORDERS. IT WILL RESULT IN THE SNO MEMBER HAVING PAY AND PROMOTIONAL PROBLEMS. POC: EMAIL P80C3@PERSNET.NAVY.MIL PHONE COMM:(901) 874-3209 OR DSN 882-3209. POC FOR PERS-8023 EMAIL: P8023@PERSNET.NAVY.MIL PHONE COMM: (901) 874-4537 OR DSN: 882-4537.

- MEMBER ADVISED: FOR NAVY LODGE INFORMATION VISIT WEBSITE WWW.NAVY-LODGE.COM CALL THE NAVY LODGE CENTRAL RESERVATION TOLL FREE (1-800-NAVY-INN/1-800-628-9466) TO DETERMINE NAVY LODGE AVAILABILITY IN THE VICINITY OF OLD AND NEW PERMANENT DUTY STATIONS. RESERVATIONS ARE REQUIRED TO ENSURE ROOM AVAILABILITY. FOR A MEMBER TRAVELING IN A "PCS WITH FAMILY" STATUS, RESERVATIONS MAY BE MADE ANYTIME. REFER TO SECNAVINST 11107.2 SERIES.

----- ADDITIONAL DUTY ACTIVITY -----

- BECAUSE ABOVE SHIP, OR SHIP BASED UNIT, MAY BE DEPLOYED AWAY FROM ITS HOME PORT, MEMBER DIRECTED TO PROCEED TO THE PORT IN WHICH ABOVE UNIT MAY BE LOCATED. UPON ARRIVAL REPORT CO OF UNIT FOR ABOVE DUTY.

- WELCOME TO NAVAL STATION MAYPORT. FOR MORE INFORMATION ON NAVAL STATION MAYPORT AND TENANT COMMANDS, PLEASE VISIT WEBSITE AT: HTTP://WWW.NSMAYPORT.NAVY.MIL. FOR WELCOME CENTER INFORMATION CALL AT (904) 270-5401 OR DSN 960-5401.

----- ACCOUNTING DATA -----

MAC CIC: (b)(6)

CIC: AE2J51BF

PCS ACCOUNTING DATA:

N2J6 1761453.2250 R 068566 AE 2J6/1/B/F (b)(6)

TEMDUINS ACCOUNTING DATA FOR FY-06

1761804.22MB 000 00022/0 068892 2J6/1/B/F (b)(6)

P A R T T W O

BUPERS ORDER: 2425 (01) (b)(6) '1955 (PERS-4416E)

OFFICIAL MODIFICATION TO RECALL ORDERS FOR

ENS RONALD DION DESANTIS, USNR

- COMMAND DELIVERING ORDERS AND ULTIMATE COMMAND: DIRECTED TO COMPLY WITH MILPERSMAN 1740-010 REGARDING THE NAVY SPONSOR PROGRAM.

MEMBER ADVISED: INFORMATION ON ULTIMATE DUTY STATION CAN BE OBTAINED FROM YOUR LOCAL FAMILY SERVICE CENTER.

- DETACHING COMMAND: IF TRANSOCEANIC TRAVEL WILL BE PERFORMED BY MEMBER, PORT CALL ASSIGNED BY THE NAVY PASSENGER TRANSPORTATION OFFICE WILL CANCEL THE REPORT NOT LATER THAN DATE, AT RECEIVING COMMAND, AND SHALL CONSTITUTE THE SPECIFIC DATE MEMBER IS TO REPORT FOR TRANSPORTATION. IF THIS IS AN ORDER MODIFICATION, CANCELLATION OR MODIFICATION OF PORT CALL MAY BE REQUIRED. IF SO, IMMEDIATELY CONTACT SERVICING NPTO. OPNAVINST 4650.1S SERIES REFERS.

- COMPLY WITH MILPERSMAN 1320-110 REGARDING TRAVEL TIME AUTHORIZED IN EXECUTION OF THESE ORDERS.

- MEMBER ADVISED: IF YOU WERE PREVIOUSLY RELEASED FROM ACTIVE DUTY UNDER SPECIAL SEPARATION BENEFITS (SSB) OR VOLUNTARY SEPARATION INCENTIVE (VSI) PROGRAMS, OR RECEIVED SEPARATION PAY, PAYMENTS RECEIVED WILL BE DEDUCTED FROM RETIRED PAY SHOULD YOU SUBSEQUENTLY QUALIFY FOR SUCH PAY. YOU ARE DIRECTED TO REVIEW APPLICABLE DIRECTIVE IN TITLE 10, U.S. CODE, SECTIONS 1174 AND 1175.

- DETACHING COMMAND: ENSURE MEMBER HAS A COMPLETED AND DOCUMENTED HIV TEST WITHIN 24 MONTHS OF EDD. EVERY EFFORT SHOULD BE MADE TO ENSURE RESULTS ARE RECEIVED PRIOR TO TRANSFER. HOWEVER, IF RESULTS ARE NOT RECEIVED, ENSURE MEMBER'S MEDICAL/DENTAL RECORD REFLECTS THAT THE MEMBER'S TEST WAS COMPLETED AND AWAITING RESULTS. TEST RESULTS SHOULD BE FORWARDED TO NEW DUTY STATION UPON RECEIPT FOR INCORPORATION IN MEDICAL/DENTAL RECORDS.

----- SPECIAL INSTRUCTIONS -----

- MEMBER ADVISED: FOR QUESTIONS AND GUIDANCE CONCERNING SHIPMENT OF YOUR HOUSEHOLD GOODS, TRANSPORTATION SPECIALIST ARE ON DUTY TO SERVE



Oct 25

From: Millington MSG Center  
 Sent: Wednesday, August 31, 2005 4:13 AM  
 To: Pers000C; N13; Pers0044; 'MILL\_N13@NAVY.MIL  
 Pers0045; Pers0045; Pers0008; Pers0081; Pers0083; Pers0090; PERS-911; PERS-913;  
 Pers0092; Pers4416; Pers4417; MDS Transfer; Pers455D5; Pers0080; 'MILL\_PERS0044  
 @NAVY.MIL ; 'MILL\_PERS4416@NAVY.MIL  
 ; 'MILL\_MDSPERS0008@NAVY.MIL ; 'MILL\_PERS0092  
 'MILL\_PERS000C@NAVY.MIL ; 'MILL\_PERS4417@NAVY.MIL  
 @NAVY.MIL ; 'MILL\_PERS0081@NAVY.MIL ; 'MILL\_PERS0082  
 ; 'MILL\_PERS0083@NAVY.MIL ; 'MILL\_PERS455D5  
 ; 'MILL\_PERS0090@NAVY.MIL ; 'MILL\_PERS0002@NAVY.MIL  
 @NAVY.MIL ; 'MILL\_PERS0080@NAVY.MIL ; 'MILL\_MDSPERS46  
 @NAVY.MIL ; 'MILL\_MDSPERS464@NAVY.MIL  
 ; Pers0046; 'MILL\_MDSPERS464@NAVY.MIL  
 Subject: BUPERS ORDER//

ADMINISTRATIVE MESSAGE

ROUTINE

R 301202Z AUG 05 ZYB

FM DEPCHNAVPERS MILLINGTON TN//PERS4416/PERS455//

TO NAVRESREDCOM SE JACKSONVILLE FL//JJJ//  
 TRISVCOFF SE MAYPORT FL//JJJ//  
 NAVJUSTSCOL NEWPORT RI//JJJ//  
 NAVY JAG WASHINGTON DC//JJJ//  
 PERSUPP DET NEWPORT RI//JJJ//  
 PERSUPP DET JACKSONVILLE FL//JJJ//  
 PERSUPP DET MAYPORT FL//JJJ//

INFO COMNAVLEGSVCCOM WASHINGTON DC//JJJ//  
 NETC PENSACOLA FL//JJJ//  
 COMNAVRESFORCOM NEW ORLEANS LA//JJJ//

UNCLAS //N01321//

MSGID/GENADMIN/CHNAVPERS//

SUBJ/BUPERS ORDER//

RMKS/  
 BUPERS ORDER: 2425 (b)(6) (PERS-4416E)

OFFICIAL RECALL ORDERS FOR  
 ENS RONALD DION DESANTIS, USNR  
 XX  
 IN CARRYING OUT/PROCESSING THESE ORDERS, BOTH PARTS ONE AND TWO  
 MUST BE READ AND LISTED INSTRUCTIONS COMPLIED WITH.  
 XX

PART ONE

- HOME ADDRESS:

(b)(6)

- WITHIN SEVEN DAYS AFTER RECEIPT OF THESE ORDERS  
 PROCEED AND REPORT MEDICAL OFFICER DESIGNATED BY  
 COMNAVRESREDCOM REG SOUTHEAST FOR PHYSICAL  
 EXAMINATION AND SCREENING FOR HUMAN IMMUNODEFICIENCY VIRUS (HIV)



EXPOSURE. NEGATIVE HIV TEST RESULTS MUST BE VERIFIED AND DOCUMENTED WITHIN 24 MONTHS PRIOR TO EXECUTION OF THE ORDERS. INCLUDE A FLIGHT PHYSICAL IF BEING ORDERED TO DUTY INVOLVING FLYING. IF FOUND NOT PHYSICALLY QUALIFIED IMMEDIATELY RETURN ABOVE ADDRESS, UPON ARRIVAL CONSIDER RELEASED FROM TEMPORARY ACTIVE DUTY. IF FOUND PHYSICALLY QUALIFIED IMMEDIATELY RETURN ABOVE ADDRESS, UPON ARRIVAL CONSIDER RELEASED FROM TEMPORARY ACTIVE DUTY UNTIL SUCH TIME AS NECESSARY TO COMMENCE TRAVEL IN OCT 2005 AND IN TIME TO REPORT AS DIRECTED BELOW:

- MEMBER ADVISED: REQUIRED TO CONTACT HIS/HER NEAREST MILITARY TREATMENT FACILITY (MTF), MEDICAL DEPARTMENT REPRESENTATIVE, OR TRICARE SERVICE CENTER PRIOR TO TRANSFER FOR COUNSELING ON URGENT OR EMERGENCY MEDICAL CARE DURING PCS MOVES. UPON ARRIVAL AT NEW DUTY STATION, MEMBER IS REQUIRED TO CONTACT THE NEAREST MTF, MEDICAL DEPARTMENT REPRESENTATIVE, OR TRICARE SERVICE CENTER TO SELECT A PRIMARY CARE PROVIDER. THESE POINTS OF CONTACT CAN ALSO PROVIDE INFORMATION ON HEALTH CARE OPTIONS AVAILABLE FOR FAMILY MEMBERS NOT ENROLLED IN TRICARE PRIME. GENERAL TRICARE INFORMATION IS AVAILABLE ON THE WEB AT: [HTTP://WWW.TRICARE.OSD.MIL](http://www.tricare.osd.mil).

----- INTERMEDIATE (01) ACTIVITY (M) -----

REPORT NET 09 OCT 05 BUT NLT 11 OCT 05                    EDA: 11 OCT 05  
TO NAVJUSTSCOL NEWPORT RI                                    UIC: 62750  
LOCATION: RI, NEWPORT  
FOR TEMPORARY DUTY UNDER INSTRUCTION                    ACC: 341  
FOR APPROXIMATELY 4 DAY(S)  
PERSONNEL ACCOUNTING SUPPORT: PERSUPPDET NEWPORT RI  
UIC: 43099

TO INCLUDE 4 DAY(S) AT BOLT

CLASS: CONV: 051011 GRAD: 051014                    CDP:

UPON COMPLETION OF TEMPORARY DUTY UNDER INSTRUCTION  
AND WHEN DIRECTED, DETACH.                                    EDD: 14 OCT 05

- REPORT NOT LATER THAN 0730 11 OCT 05 AND NOT EARLIER THAN  
09 OCT 05. REPORTING PRIOR TO NOT EARLIER THAN DATE WILL  
TERMINATE LEAVE STATUS AND RESULTS IN NON-PAYMENT OF PER DIEM FOR  
PERIOD PRIOR TO THE NOT EARLIER THAN DATE SPECIFIED UNLESS AUTHORIZED  
UNDER MILPERSMAN 1320-140.

----- INTERMEDIATE (02) ACTIVITY (M) -----

REPORT NET 15 OCT 05 BUT NLT 17 OCT 05                    EDA: 17 OCT 05  
TO STU NAVJUSTSCOL NEWPORT RI                                    UIC: 30451  
LOCATION: RI, NEWPORT  
FOR TEMPORARY DUTY UNDER INSTRUCTION                    ACC: 341  
FOR APPROXIMATELY 61 DAY(S)  
PERSONNEL ACCOUNTING SUPPORT: PERSUPPDET NEWPORT RI  
UIC: 43099

TO INCLUDE 61 DAY(S) AT BASIC LAWYER

CLASS: CONV: 051017 GRAD: 051216                    CDP: 0257

UPON COMPLETION OF TEMPORARY DUTY UNDER INSTRUCTION  
AND WHEN DIRECTED, DETACH.                                    EDD: 16 DEC 05

- REPORT NOT LATER THAN 17 OCT 05 AND NOT EARLIER THAN  
15 OCT 05. REPORTING PRIOR TO NOT EARLIER THAN DATE WILL  
TERMINATE LEAVE STATUS AND RESULTS IN NON-PAYMENT OF PER DIEM FOR  
PERIOD PRIOR TO THE NOT EARLIER THAN DATE SPECIFIED UNLESS AUTHORIZED  
UNDER MILPERSMAN 1320-140.

- MEMBER DIRECTED: FOR EACH INTERMEDIATE STOP(S), IF GOVERNMENT  
QUARTERS ARE AVAILABLE (BOQ) AND THE BASE HAS A GOVERNMENT MESS  
APPROPRIATED FUND FOOD SERVICE ACTIVITY/GALLEY AVAILABLE TO THE  
TRAVELER, USE OF THE GOVERNMENT MESS AND GOVERNMENT MEAL PER DIEM  
RATE IS DIRECTED. IF GOVERNMENT MESSING IS NOT AVAILABLE OR IS  
PARTIALLY AVAILABLE, OBTAIN AN ENDORSEMENT TO THAT EFFECT FROM THE  
HOST COMMAND. JFTR PARA U4400 AND CNO WASHINGTON DC NAVADMIN 223/96  
(172134Z SEP 96) AND NAVADMIN 223/96 (302056Z SEP 96) APPLY. NO PER  
DIEM/LODGING REIMBURSEMENT IS AUTHORIZED IF THIS INTERMEDIATE STOP IS  
IN THE SAME GEOGRAPHIC LOCATION AS ULTIMATE STATION.  
- FOR MORE INFORMATION ON YOUR NEXT PERMANENT CHANGE OF STATION (PCS)

VISIT [HTTP://WWW.HOUSING.NAVY.MIL](http://WWW.HOUSING.NAVY.MIL) THIS WEBSITE PROVIDES ON AND OFF BASE HOUSING AND GENERAL INFORMATION ABOUT NAVY AND MARINE CORPS LOCATIONS WORLDWIDE.

----- ULTIMATE ACTIVITY (M) -----

REPORT NOT LATER THAN OCT 06  
TO TRISVCOFF SE MAYPORT FL  
PERMANENT DUTY STATION FL, MAYPORT  
FOR DUTY ACC: 100

EDA: OCT 06  
UIC: 39703

BSC: 45017  
PRD: 0910

- SAVE MONEY THE WELCOME CENTERS HAVE NEW PROGRAM INITIATIVES THAT SAVE MONEY ON RENT, SECURITY DEPOSITS, AND HOME BUYING COST. REDUCE TIME SPENT ON FINDING SUITABLE AND AFFORDABLE HOUSING. LEARN ABOUT PROGRAMS THAT WILL SAVE TIME AND MONEY BY VISITING THE LOCAL WELCOME CENTER.

- IT IS IMPERATIVE THAT THE SUPPORTING PERSUPDET THAT PROCESSES THESE ORDERS NOTIFY NAVPERSCOM MILLINGTON (PERS-80C3 AND PERS-8023) IMMEDIATELY UPON THE EXECUTION OF THESE ORDERS. THIS NOTIFICATION IS REQUIRED TO ENSURE ACTIVATION OF SNO'S ACTIVE FILE FROM THE NAVAL RESERVE TO ACTIVE DUTY. ALSO THE ASSIGNMENT OF PROPER ACCOUNTING CLASSIFICATION CODE (ACC 100), AND THEREBY ENSURING PROPER CONSIDERATION ON SNO'S FILE WITH PERTINENT ACTIVE SELECTION BOARDS. IF PERS-80C3 IS NOT NOTIFIED OF THE ACTUAL REPORTING DATE (THE DATE THE MEMBER REPORTED) OF THESE ORDERS. IT WILL RESULT IN THE SNO MEMBER HAVING PAY AND PROMOTIONAL PROBLEMS. POC: EMAIL P80C3@PERSNET.NAVY.MIL PHONE COMM:(901) 874-3209 OR DSN 882-3209. POC FOR PERS-8023 EMAIL: P8023@PERSNET.NAVY.MIL PHONE COMM: (901) 874-4537 OR DSN: 882-4537.

- MEMBER ADVISED: FOR NAVY LODGE INFORMATION VISIT WEBSITE [WWW.NAVY-LODGE.COM](http://WWW.NAVY-LODGE.COM) CALL THE NAVY LODGE CENTRAL RESERVATION TOLL FREE (1-800-NAVY-INN/1-800-628-9466) TO DETERMINE NAVY LODGE AVAILABILITY IN THE VICINITY OF OLD AND NEW PERMANENT DUTY STATIONS. RESERVATIONS ARE REQUIRED TO ENSURE ROOM AVAILABILITY. FOR A MEMBER TRAVELING IN A "PCS WITH FAMILY" STATUS, RESERVATIONS MAY BE MADE ANYTIME. REFER TO SECNAVINST 11107.2 SERIES.

----- ADDITIONAL DUTY ACTIVITY -----

- BECAUSE ABOVE SHIP, OR SHIP BASED UNIT, MAY BE DEPLOYED AWAY FROM ITS HOME PORT, MEMBER DIRECTED TO PROCEED TO THE PORT IN WHICH ABOVE UNIT MAY BE LOCATED. UPON ARRIVAL REPORT CO OF UNIT FOR ABOVE DUTY.

- WELCOME TO NAVAL STATION MAYPORT. FOR MORE INFORMATION ON NAVAL STATION MAYPORT AND TENANT COMMANDS, PLEASE VISIT WEBSITE AT: [HTTP://WWW.NSMAYPORT.NAVY.MIL](http://WWW.NSMAYPORT.NAVY.MIL). FOR WELCOME CENTER INFORMATION CALL AT (904) 270-5401 OR DSN 960-5401.

----- ACCOUNTING DATA -----

MAC CIC: (b)(6)

CIC: AE2J61BF

PCS ACCOUNTING DATA:

N2J6 1761453.2250 R 068566 AE 2J6/1/B/F (b)(6)

TEMDUINS ACCOUNTING DATA FOR FY-06

1761804.22MB 000 00022/0 068892 2J6/1/B/F (b)(6)

PART TWO

BUPERS ORDER: 2425 (b)(6) 1955 (PERS-4416E)

OFFICIAL RECALL ORDERS FOR

ENS RONALD DION DESANTIS, USNR

- COMMAND DELIVERING ORDERS AND ULTIMATE COMMAND: DIRECTED TO COMPLY WITH MILPERSMAN 1740-010 REGARDING THE NAVY SPONSOR PROGRAM.

MEMBER ADVISED: INFORMATION ON ULTIMATE DUTY STATION CAN BE OBTAINED FROM YOUR LOCAL FAMILY SERVICE CENTER.

- DETACHING COMMAND: IF TRANSOCEANIC TRAVEL WILL BE PERFORMED BY MEMBER, PORT CALL ASSIGNED BY THE NAVY PASSENGER TRANSPORTATION OFFICE WILL CANCEL THE REPORT NOT LATER THAN DATE, AT RECEIVING COMMAND, AND SHALL CONSTITUTE THE SPECIFIC DATE MEMBER IS TO REPORT FOR TRANSPORTATION. IF THIS IS AN ORDER MODIFICATION, CANCELLATION

OR MODIFICATION OF PORT CALL MAY BE REQUIRED. IF SO, IMMEDIATELY CONTACT SERVICING NPTO. OPNAVINST 4650.1S SERIES REFERS.

- COMPLY WITH MILPERSMAN 1320-110 REGARDING TRAVEL TIME AUTHORIZED IN EXECUTION OF THESE ORDERS.

- MEMBER ADVISED: IF YOU WERE PREVIOUSLY RELEASED FROM ACTIVE DUTY UNDER SPECIAL SEPARATION BENEFITS (SSB) OR VOLUNTARY SEPARATION INCENTIVE (VSI) PROGRAMS, OR RECEIVED SEPARATION PAY, PAYMENTS RECEIVED WILL BE DEDUCTED FROM RETIRED PAY SHOULD YOU SUBSEQUENTLY QUALIFY FOR SUCH PAY. YOU ARE DIRECTED TO REVIEW APPLICABLE DIRECTIVE IN TITLE 10, U.S. CODE, SECTIONS 1174 AND 1175.

- DETACHING COMMAND: ENSURE MEMBER HAS A COMPLETED AND DOCUMENTED HIV TEST WITHIN 24 MONTHS OF EDD. EVERY EFFORT SHOULD BE MADE TO ENSURE RESULTS ARE RECEIVED PRIOR TO TRANSFER. HOWEVER, IF RESULTS ARE NOT RECEIVED, ENSURE MEMBER'S MEDICAL/DENTAL RECORD REFLECTS THAT THE MEMBER'S TEST WAS COMPLETED AND AWAITING RESULTS. TEST RESULTS SHOULD BE FORWARDED TO NEW DUTY STATION UPON RECEIPT FOR INCORPORATION IN MEDICAL/DENTAL RECORDS.

----- SPECIAL INSTRUCTIONS -----

- MEMBER ADVISED: FOR QUESTIONS AND GUIDANCE CONCERNING SHIPMENT OF YOUR HOUSEHOLD GOODS, TRANSPORTATION SPECIALIST ARE ON DUTY TO SERVE YOU AND CAN BE CONTACTED AT 1-800-444-7789 MONDAY THROUGH FRIDAY 0800-1700 EASTERN TIME. ARRANGE YOUR HOUSEHOLD GOODS SHIPMENT (S) ONLINE USING SMARTWEB MOVE (SWM) AT WWW.SMARTWEBMOVE.NAVSUP.NAVY.MIL SWM HANDLES MOST PCS MOVE ARRANGEMENTS AND ELIMINATES THE NEED FOR A PERSONAL VISIT TO YOUR LOCAL PERSONAL PROPERTY OFFICE FOR A COUNSELING SESSION. WHEN YOU KNOW YOUR NEW ADDRESS, YOU CAN USE THE FREE ON-LINE NEX MOVING CENTER AT WWW.NAVY-NEX.COM TO SET UP ESSENTIAL UTILITIES AND SERVICES FOR YOUR NEW HOME ANYWHERE IN CONUS AND HAWAII.

- MEMBER DIRECTED: FOR INFORMATION REGARDING YOUR ULTIMATE DUTY STATION CONTACT THE NEAREST DEPARTMENT OF DEFENSE FAMILY SERVICE CENTER OR RELOCATION ASSISTANCE OFFICE.

- YOU ARE ORDERED TO TEMPORARY ACTIVE NAVAL SERVICE FOR THE PURPOSE OF PHYSICAL EXAMINATION AND CONSIDERED IN TEMPORARY ACTIVE DUTY STATUS DURING TIME REQUIRED AND TRAVEL NECESSARY.

- IF FOUND NOT PHYSICALLY QUALIFIED EXAMINING MEDICAL OFFICER ADVISE CHNAVPERS BY MESSAGE, (ATTN: PERS-4416E) REFERENCING THESE ORDERS, STATING DEFECTS IN DETAIL WITH ACTION TAKEN AND RECOMMENDATIONS, IF ANY, WITH INFORMATION COPIES TO BUMED AND COURTESY COPY ADDRESSEES ON THIS ORDER.

- MEMBER ADVISED: TRAVEL VIA PRIVATE OWNED CONVEYANCE IS PERMITTED AT YOUR OPTION FOR YOUR CONVENIENCE.

- IF SERVING UNDER ORDERS AUTHORIZING YOUR PARTICIPATION IN THE NAVAL RESERVE TRAINING PROGRAM IN A PAY OR NON-PAY STATUS, YOU ARE DIRECTED TO REQUEST TERMINATION OF YOUR INACTIVE DUTY TRAINING ORDERS, VIA THE APPROPRIATE CHAIN OF COMMAND, TO BE EFFECTIVE NOT LATER THAN THE DAY PRECEDING THE DATE OF REPORTING TO ACTIVE DUTY IN COMPLIANCE WITH THESE ORDERS.

- TRANSFERRING COMMAND: ENSURE MEMBER COMPLETES APPLICABLE ITEMS ON BOTH SIDES OF TRAVEL INFORMATION FORM (NAVPERS 7041/1), AS REQUIRED BY BUPERSINST 7040.6 OR 7040.7. UPON COMPLETION SUBMIT FORM TO DIRECTOR, PERMANENT CHANGE OF STATION, VARIANCE COMPONENT, 1240 EAST EAST 9TH STREET, SUITE 967, CLEVELAND, OHIO, 44199-2088.

- NAVRESPERScen NEW ORLEANS LA PASS COPIES THESE ORDERS TO CODE 41 (RR).

- WHEN PCSING, AN EXCELLENT AND VERY USEFUL SOURCE OF INFORMATION IS THE NAVY AND MARINE CORPS LIFELINES SERVICES NETWORK (LSN) AVAILABLE ON THE INTERNET AT [HTTP://WWW.LIFELINES.NAVY.MIL](http://WWW.LIFELINES.NAVY.MIL). YOU'LL FIND TIPS ON MOVING YOUR HOUSEHOLD GOODS OR SHIPPING YOUR CAR, INFORMATION ON YOUR NEW DUTY STATION, HOW TO STAY CONNECTED WITH FAMILIES, MOVING PETS, HOW TO FIND HOUSING AT YOUR NEW DUTY STATION, AND A WEALTH OF RELOCATION AND SUPPORT RESOURCES FOR YOU AND YOUR FAMILY.

- FOR COMMAND MAILING ADDRESS CONSULT THE STANDARD NAVAL DISTRIBUTION LIST (SNDL) ONLINE AT [HTTP://NEDS.NEBT.DAPS.MIL/SNDL.HTM](http://NEDS.NEBT.DAPS.MIL/SNDL.HTM) OR VISIT

YOUR PSA, PSD OR ADMIN OFFICE.

- COMMANDING OFFICER: ENSURE SERVICEMEMBER COMPLETES ARGUS QUESTIONNAIRE (AS REQUIRED BY OPNAV 1040.10) PRIOR TO EXECUTION OF ORDERS. WEBSITE: HTTP:WWW.BOL.NAVY.MIL

- PROVIDED NO EXCESS LEAVE INVOLVED, MEMBER IS AUTHORIZED TO DELAY FOURTEEN DAYS IN REPORTING TO COUNT AS LEAVE (MILPERSMAN 1050-150). KEEP OLD AND NEW DUTY STATION ADVISED LEAVE ADDRESS. FOR CIRCUITOUS TRAVEL AND LEAVE VISITS TO FOREIGN COUNTRIES SEE NAVMILPERSCOMINST 4650.2 SERIES, CHAPTER VII, SECTIONS A AND E; ALSO SEE MILPERSMAN 1050-250.

- SHIPMENT AUTHORIZATION OPTION HOR<sup>(b)(6)</sup>

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EXECUTION OF THESE ORDERS IS CONTINGENT UPON RECEIPT OF SUCCESSFUL BAR RESULTS. LEAVE MAY BE TAKEN AT OPTION OF MEMBER AND IS NOT REQUIRED BY THESE ORDERS.

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(SIGNED)

J. M. STEWART, JR.

REAR ADMIRAL, U. S. NAVY

COMMANDER NAVY PERSONNEL COMMAND

PERS4416

BT  
NNNN

**From:** bupersmsgctr2.ftc  
**Sent:** Thursday, October 15, 2009 12:46 AM  
**To:** MILL\_DMS\_PERS00C; MILL\_DMS\_Pers83; MILL\_DMS\_PERS02; MILL\_DMS\_Pers81; MILL\_DMS\_Pers44; MILL\_DMS\_Pers4416; MILL\_DMS\_Pers455; MILL\_DMS\_ARCHIVE; MILL\_NPC Duty Officer; MILL\_DMS\_DMSTESTTEMP  
**Subject:** DMS:R 141008Z OCT 09 BUPERS ORDER// OU=COMNAVPERSCOM MILLINGTON TN(UC),L=MILLINGTON,L=TENNESSEE,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US  
**Importance:** Low  
**Attachments:** Org\_Adde.txt; Dis\_Adde.txt



Org\_Adde.txt (252 B) Dis\_Adde.txt (701 B)

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ROUTINE

R 141008Z OCT 09

FM OU=COMNAVPERSCOM MILLINGTON TN(UC),L=MILLINGTON,L=TENNESSEE,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US

TO OU=NAVLEGSVCOFF SE DET MAYPORT FL(UC),L=MAYPORT,L=FLORIDA,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US  
 OU=BUPERS MILLINGTON TN(UC),L=MILLINGTON,L=TENNESSEE,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US  
 OU=DFAS CLEVELAND OH(UC),OU=ORGANIZATIONS,OU=DFAS,OU=DOD,O=U.S. GOVERNMENT,C=US  
 OU=COMNAVCUITCOM MILLINGTON TN(UC),L=MILLINGTON,L=TENNESSEE,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US  
 OU=PERSUPP DET MAYPORT FL(UC),L=MAYPORT,L=FLORIDA,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US

INFO OU=COMNAVREG SE JACKSONVILLE FL(UC),L=JACKSONVILLE,L=FLORIDA,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US

BT  
 UNCLAS FOUO  
 //N01920//

MSGID/GENADMIN/COMNAVPERSCOM//

PASS TO OFFICE CODES:

FM COMNAVPERSCOM MILLINGTON TN//PERS25/PERS455// TO NAVLEGSVCOFF SE DET MAYPORT FL//JJJ//  
 BUPERS MILLINGTON TN//JJJ// DFAS CLEVELAND OH//JJJ// COMNAVCUITCOM MILLINGTON TN//JJJ//  
 PERSUPP DET MAYPORT FL//JJJ// INFO COMNAVREG SE JACKSONVILLE FL//JJJ// PASS TO OFFICE CODES:

FM COMNAVPERSCOM MILLINGTON TN//PERS25/PERS455// TO NAVLEGSVCOFF SE DET MAYPORT FL//JJJ//  
 BUPERS MILLINGTON TN//JJJ// DFAS CLEVELAND OH//JJJ// COMNAVCUITCOM MILLINGTON TN//JJJ//  
 PERSUPP DET MAYPORT FL//JJJ// INFO COMNAVREG SE JACKSONVILLE FL//JJJ//

SUBJ/BUPERS ORDER//

(b)(6)

RMKS/  
 BUPERS ORDER: 2889 (b)(6) /2500 (PERS-253C)

OFFICIAL SEPARATION ORDERS FOR  
 LT RONALD DION DESANTIS, JAGC USN

XX  
 IN CARRYING OUT/PROCESSING THESE ORDERS, BOTH PARTS ONE AND TWO

MUST BE READ AND LISTED INSTRUCTIONS COMPLIED WITH.

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PART ONE

----- DETACHING ACTIVITY /M/ -----

WHEN DIRECTED BY REPORTING SENIOR, DETACH IN FEB 10  
FROM NLSO SOUTHEAST DET MAYPORT FL  
PERMANENT DUTY STATION FL, MAYPORT  
FROM DUTY  
PERSONNEL ACCOUNTING SUPPORT: PERSUPPDET MAYPORT FL

EDD: FEB 10  
UIC: 39292

ACC: 100

U  
I  
C: 42975

- PRESENT CO DIRECTED TO DETACH MEMBER IN TIME TO PERMIT COMPLETION SEPARATION PROCESSING NOT LATER THAN 28 FEB 2010;
- ACCORDANCE MILPERSMAN 1910-812 REPORT PRESENT CO FOR TEMPORARY DUTY IN CONNECTION WITH SEPARATION PROCESSING.
- UPON COMPLETION AND WHEN DIRECTED DETACH.

----- ACCOUNTING DATA ----- MAC CIC: (b)(6)

CIC: AE5J019W

PCS ACCOUNTING DATA:

N5J0 1701453.2254 T 068566 AE 5J0/1/9/W (b)(6)

PART TWO

BUPERS ORDER: 2889 (b)(6) /2500 (PERS-253C)

OFFICIAL SEPARATION ORDERS FOR

LT RONALD DION DESANTIS, JAGC USN

MEMBER ADVISED: NO PERDIEM/LODGING REIMBURSEMENT AUTHORIZED AT ANY INTERMEDIATE STOP/S/ IN THE SAME GEOGRAPHIC LOCATION AS THE ULTIMATE DUTY STATION.

----- DETACHING ACTIVITY /M/ -----

- BY DIRECTION OF THE PRESIDENT, THE SECRETARY OF THE NAVY HAS ACCEPTED YOUR RESIGNATION OF YOUR PRESENT COMMISSION IN THE U.S. NAVAL SERVICE SUBMITTED ON 11 MAR 2009, EFFECTIVE UPON REQUIRED ACCEPTANCE OF APPOINTMENT IN U.S. NAVAL RESERVE ON THE DATE OF DETACHMENT FROM ACTIVITY AT WHICH SEPARATED.
- ON DATE OF SEPARATION, YOU WILL NOT HAVE COMPLETED YOUR COMMISSIONED SERVICE OBLIGATION, THEREFORE, ACCEPTANCE OF APPOINTMENT IN U.S. NAVAL RESERVE IS REQUIRED ON THE DATE OF DETACHMENT. CO IS DIRECTED TO DISCONTINUE SEPARATION PROCESSING SHOULD OFFICER DECLINE ACCEPTANCE OF APPOINTMENT IN U.S. NAVAL RESERVE AND ADVISE PERS-813C PROMPTLY.
- PERMANENT CHANGE OF STATION (PCS) TRAVEL INFORMATION DETAILS:  
PER BUPERSINST 7041 (SERIES): TRANSFERRING COMMANDS PASS/PERSONNEL SERVICING OFFICES ARE RESPONSIBLE FOR ENSURING MEMBERS FULLY COMPLETE THE PCS TRAVEL INFORMATION FORM (NAVPERS 7041/1) WITHIN 3 DAYS OF TRANSFER. COMMANDS USING NSIPS WEB SHOULD DIRECT MEMBER TO CREATE AND THEN USE THEIR OWN SELF SERVICE ACCOUNT TO COMPLETE AND SUBMIT THE 7041/1 ON-LINE. INSTRUCTIONS TO CREATE A SELF SERVICE ESR (ELECTRONIC SERVICE RECORD) ACCOUNT ARE LOCATED ON THE NSIPS SPLASH SCREEN, [HTTPS://NSIPS.NMCI.NAVY.MIL/](https://nsips.nmci.navy.mil/) (UNDER 'USER INFORMATION'). MEMBER SHOULD LOGON TO THEIR ESR ACCOUNT, THEN DOUBLE-CLICK THE 'UPDATE PCS TRAVEL' ICON ON THEIR HOMEPAGE TO ACCESS THE AUTOMATED NAVPERS 7041 TRAVEL INFORMATION FORM. FOR CONVENIENCE, THERE IS AN 'AUTO-FILL' FEATURE WHICH AUTOMATICALLY COMPLETES THE PCS ITINERARY FROM THE MEMBER'S CURRENT ACTIVE ORDERS. MEMBER NEED ONLY COMPLETE OR ADJUST PCS DETAILS SPECIFIC TO DEPENDENT TRAVEL, HOUSEHOLD GOODS WEIGHTS AND/OR POV SHIPMENTS. COMMANDS PASS/PERSONNEL SERVICING OFFICES NOT USING NSIPS WEB SHOULD PROVIDE THE NAVPERS 7041/1 FORM TO MEMBER, AND UPON MEMBER'S COMPLETION, VERIFY THEN MAIL TO: DIRECTOR, PERMANENT CHANGE STATION VARIANCE COMPONENT, 1240 EAST 9TH STREET, SUITE 967, CLEVELAND OH 44199-2088.
- DETACHING COMMAND: IF TRANSOCEANIC TRAVEL WILL BE PERFORMED BY MEMBER, PORT CALL ASSIGNED BY THE NAVY PASSENGER TRANSPORTATION OFFICE WILL CANCEL THE REPORT NOT LATER THAN DATE, AT RECEIVING COMMAND, AND SHALL CONSTITUTE THE SPECIFIC DATE MEMBER IS TO REPORT FOR TRANSPORTATION. IF THIS IS AN ORDER MODIFICATION, CANCELLATION OR MODIFICATION OF PORT CALL MAY BE REQUIRED. IF SO, IMMEDIATELY CONTACT SERVICING NPTO. OPNAVINST 4650.1S SERIES REFERS.
- COMPLY WITH MILPERSMAN 1320-110 REGARDING TRAVEL TIME AUTHORIZED IN EXECUTION OF THESE ORDERS.

----- SPECIAL INSTRUCTIONS -----

- MEMBER ADVISED: SHIPPING HHG? HAVE MOVE QUESTIONS? WANT TO MAKE A DIFFERENCE? NEED ASSISTANCE WITH UTILITIES? NOW YOU CAN PROCESS YOUR HHG SHIPMENT APPLICATION AND RECEIVE

COUNSELING ON LINE AT YOUR CONVENIENCE AT: WWW.SMARTWEBMOVE.NAVSUP.NAVY.MIL. CONTACT TRANSPORTATION SPECIALIST TO ANSWER QUESTIONS AND PROVIDE GUIDANCE CONCERNING YOUR HHG SHIPMENT MONDAY THROUGH FRIDAY 0800-1700 EASTERN TIME AT 800-444-7789 OR BY EMAIL AT WWW.NVTRNSHHGHELPLINE@NAVY.MIL.

COMPLETE A CUSTOMER SATISFACTION SURVEY AT THE END OF YOUR MOVE AT: [HTTPS://ICSS.ETA.SDDC.ARMY.MIL](https://icss.eta.sddc.army.mil) BECAUSE PERFORMANCE VICE LOWEST COST DRIVES WHICH TRANSPORTATION SERVICE PROVIDER WILL MOVE YOUR PROPERTY IN THE FUTURE. TO SET UP ESSENTIAL UTILITIES AND SERVICES FOR YOUR NEW HOME ANYWHERE IN CONUS AND HAWAII USE THE FREE ON-LINE NEX MOVING CENTER AT: [WWW.NAVY-NEX.COM](http://www.navy-nex.com).

- TRAVEL OF MEMBERS AND DEPENDENTS MUST BE COMPLETED AND APPLICATION FOR HOUSEHOLD GOODS SHIPMENT MADE TO A TRANSPORTATION OFFICER OR DESIGNATED REPRESENTATIVE PRIOR TO THE EXPIRATION OF 180 DAYS.

PERSONAL AND DEPENDENT TRAVEL ENTITLEMENT TERMINATES ON THE 181ST DAY AND SHIPMENT OF HOUSEHOLD GOODS WILL ALSO TERMINATE IF APPLICATION WAS NOT MADE PRIOR TO THE 181ST DAY FOLLOWING SEPARATION FROM THE SERVICE OR RELIEF FROM ACTIVE DUTY. (REFER JFTR, PAR. U5125-D, U5225-H AND U5360-G).

- SHIPMENT AUTHORIZATION OPTIONS HOME OF RECORD DALLAS TX, ENTRY ACTIVE DUTY DALLAS TX.

- WHEN PCSING, AN EXCELLENT AND VERY USEFUL SOURCE OF INFORMATION IS THE NAVY AND MARINE CORPS LIFELINES SERVICES NETWORK (LSN) AVAILABLE ON THE INTERNET AT

[HTTP://WWW.LIFELINES.NAVY.MIL](http://www.lifelines.navy.mil). YOU'LL FIND TIPS ON MOVING YOUR HOUSEHOLD GOODS OR SHIPPING YOUR CAR, INFORMATION ON YOUR NEW DUTY STATION, HOW TO STAY CONNECTED WITH FAMILIES, MOVING PETS, HOW TO FIND HOUSING AT YOUR NEW DUTY STATION, AND A WEALTH OF RELOCATION AND SUPPORT RESOURCES FOR YOU AND YOUR FAMILY.

- COMMANDING OFFICER: ENSURE SERVICEMEMBER COMPLETES ARGUS QUESTIONNAIRE (AS REQUIRED BY OPNAV 1040.10) PRIOR TO EXECUTION OF ORDERS. WEBSITE: [HTTPS://WWW.BOL.NAVY.MIL](https://www.bol.navy.mil)

- CO OF ACTIVITY AT WHICH SEPARATED DIRECTED TO FAX COPY OF COMPLETED DD-214 TO OFFICER PERFORMANCE SEPARATIONS BRANCH (PERS-834). (901)

874-2625 DSN: 882-2625. VOICE DSN: 882-4424/2090.

- YOUR DEDICATED SERVICE TO THE NAVY AND YOUR COUNTRY IS DEEPLY APPRECIATED. MAY YOU ENJOY EVERY SUCCESS AND HAPPINESS IN THE FUTURE.

- YOU ARE REQUIRED TO CONTACT THE CAREER TRANSITION OFFICE (CTO) IMMEDIATELY AT CTO.OFFICER@NAVY.MIL OR (901) 874-4192. TRANSITION ASSISTANTS (TA) ARE LOCATED IN MILLINGTON, TN (CENTRAL STANDARD TIME) TO COORDINATE AND FACILITATE YOUR TRANSITION FROM THE ACTIVE COMPONENT (AC) TO THE RESERVE COMPONENT (RC). DO NOT CONTACT A RECRUITER FOR RESERVE AFFILIATION PROCESSING.

(SIGNED)

D. P. QUINN

REAR

ADMIRAL, U.

S. NAVY

COMMANDER

NAVY

PERSONNEL COMMAND FORMAT 005: REMEMBER TO READ YOUR ORDERS

IN THEIR ENTIRETY

PERS93 , PERS4416 , PERS25

BT

#0001

NNNN

**From:** bupersmsgctr2.ftc  
**Sent:** Thursday, October 15, 2009 12:45 AM  
**To:** MILL\_DMS\_PERS00C; MILL\_DMS\_Pers83; MILL\_DMS\_PERS02; MILL\_DMS\_Pers81; MILL\_DMS\_Pers455; MILL\_DMS\_ARCHIVE; MILL\_NPC Duty Officer; MILL\_DMS\_DMSTESTTEMP  
**Subject:** DMS:R 141009Z OCT 09 BUPERS ORDER// OU=COMNAVPERSCOM MILLINGTON TN(UC),L=MILLINGTON,L=TENNESSEE,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US

**Importance:** Low

**Attachments:** Org\_Adde.txt; Dis\_Adde.txt



Org\_Adde.txt (252 B) Dis\_Adde.txt (591 B)

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ROUTINE

R 141009Z OCT 09

FM OU=COMNAVPERSCOM MILLINGTON TN(UC),L=MILLINGTON,L=TENNESSEE,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US

TO OU=PERSUPP DET MAYPORT FL(UC),L=MAYPORT,L=FLORIDA,OU=ORGANIZATIONS(UC),OU=NAVY,OU=DOD,O=U.S. GOVERNMENT,C=US

BT  
UNCLAS FOUO  
//N01920//

MSGID/GENADMIN/COMNAVPERSCOM//  
PASS TO OFFICE CODES:

FM COMNAVPERSCOM MILLINGTON TN//PERS25/PERS455// TO PERSUPP DET MAYPORT FL//JJJ// PASS TO OFFICE CODES:

FM COMNAVPERSCOM MILLINGTON TN//PERS25/PERS455// TO PERSUPP DET MAYPORT FL//JJJ//

SUBJ/BUPERS ORDER//

RMKS/

CERTIFICATE OF RELEASE OR DISCHARGE FROM  
ACTIVE DUTY DD FORM 214 (1 JUL 79) IN CONNECTION  
WITH BUPERS ORDER 2889 (b)(6) 2500

1. THE DD FORM 214 PROVIDES THE MILITARY SERVICES WITH INFORMATION FOR ADMINISTRATIVE PROCESSING AS WELL AS DATA REQUIRED BY THE SEPARATEE FOR PERSONAL USE. FOR ASSISTANCE IN FILLING OUT THE DD FORM 214 COMPLETELY AND ACCURATELY, YOU SHOULD USE ENCLOSURE (1) TO NAVMILPERSCOMINST 1900.1 (SERIES) WHICH PROVIDES DETAILED BLOCK-BY-BLOCK INSTRUCTIONS. MARGINAL ENTRIES SHOULD BE AVOIDED AND ALL DD FORM 214 BLOCKS SHOULD CONTAIN AN AUTHORIZED ENTRY.
2. YOUR ATTENTION IS INVITED TO THE SPECIAL ADDITIONAL INFORMATION SECTION WHICH SHOULD BE COMPLETED AND CONTAIN THE SEPARATION CODE FBK IN BLOCK 26.
3. TO ENSURE PROPER DISTRIBUTION OF DD FORM 214, DISTRIBUTION SHOULD BE IN ACCORDANCE WITH ENCLOSURE (1) TO NAVMILPERSCOMINST 1900.1 (SERIES). IF THE MEMBER REQUESTS COPY 4 OF THE DD FORM 214 IT IS MANDATORY THAT THE MEMBER INITIAL BLOCK 30.



4. THE DD FORM 214 IS A SENSITIVE DOCUMENT VULNERABLE TO FRAUDULENT USE; AS A RESULT, SPECIAL PRECAUTIONS SHOULD BE TAKEN DURING PROCESSING. IN CASES WHERE YOUR COMMAND IS NOT PROCESSING THE MEMBER FOR SEPARATION, THIS LETTER OF INSTRUCTION SHOULD BE DETACHED FROM MEMBER'S AUTHORIZATION, PLACED IN A SEALED ENVELOPE ADDRESSED TO THE SEPARATING AUTHORITY AND CARRIED BY THE MEMBER ALONG WITH HIS OR HER SERVICE RECORD.

BT  
#0001  
NNNN

OFFICIAL RECORD COPY