

COMPANY GRADE OFFICER PERFORMANCE REPORT (2LT thru CAPT)

I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) LUKOWSKI, JEREMY M.		2. SSN [REDACTED]	3. GRADE CAPT
4. DAFSC J11F3U			
5. PERIOD OF REPORT From: 16 Aug 2005 Thru: 09 Nov 2006		6. NO. DAYS SUPERVISION 60	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION Detachment 1, 3d Air Support Operations Squadron (PACAF), Fort Richardson AIN AK			9. PAS CODE ELORFFXS

II. UNIT MISSION DESCRIPTION
 Combat-ready squadron that supports ground operations by destroying enemy forces through lethal application of airpower. Primary USAF liaison to the commanders of 1-25 Stryker Brigade Combat Team (SBCT), 4-25 Airborne Brigade and subordinate battalions on the employment of close air support (CAS), theater airlift, and reconnaissance. Operates the Fort Wainwright airfield weather station and provides combat weather support.

III. JOB DESCRIPTION
 1. DUTY TITLE:
 Tactical Air Control Party Flight Commander, Brigade (BDE) Air Liaison Officer (ALO)
 2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:
 Primary AF liaison for 4-25 Airborne BDE, instructing Army personnel about close air support, weapons effectiveness, and other aircraft capabilities. Trained to make operational decisions with Army brigade commander and operations officer to integrate airpower into Army battle planning and execution. Supervises two non-commissioned officers. Maintains airborne qualification to parachute from aircraft with self-sustaining combat-capable equipment as part of a rapid deployment capability inherent in the airborne brigade's mission. **SIGNIFICANT ADDITIONAL DUTIES:** OIC of Detachment Scheduling and Unit Deployment Monitor.

IV. IMPACT ON MISSION ACCOMPLISHMENT

- First "boots on ground" in new detachment, worked months as sole supervisor at geographically-separated unit
- Set the foundation for future relations between brand new unit, Army BDE leadership and other personnel
- Received, stored and inventoried new equipment for the unit--prepared detachment for its first operations
- Participated in week-long leadership planning TDY with BDE leadership--established trusting relationships
- Officer in charge of 10 tactical air control personnel during unit's first-ever field training exercise (FTX)
- Integrated 2-weeks of B-52, F-16, and A-10 sorties into BDE's live-fire exercises/convoys--key to joint ops
- Central AF-participant in joint command post exercise; briefed Army CC on tactical air control party mission
- Taught classes on close air support to artillery regiment NCOs--educated them on AF aircraft capabilities
- Participated in parachute operations--integrated into the airborne capability of the 4/25 Brigade Combat Team

V. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Leadership Skills Sets and enforces standards. Works well with others. Fosters teamwork. Displays initiative. Self-confident.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Organizational Skills Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities. Requires minimal supervision.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>

VI. RATER OVERALL ASSESSMENT		RATEE NAME: LUKOWSKI, JEREMY M.	
<ul style="list-style-type: none"> - Wing CC selected as "CGO of the Qtr"--#1 out of 21 CGOs at Kunsan Air Base; outstanding pilot and leader - SOS flight commander described him as "leader of this flight" and awarded him "top-third" graduate status - Hailed by Army's 4-25 BDE Commander as "essential" to Iraq deployment for his preparation and dedication - Explored new territory--led mobility pallet build for gear bound for Iraq and unit's second deployment wave - Motivated unit's combat-capable Airmen, ensured mission-ready status to support the Global War on Terror - Expert professional relationship skills linked Army assets to detachment needs--integrated joint operations - Educated unit's young Airmen about aircraft/weapons capabilities from a pilot perspective--skilled instructor - Dedicated officer; deployments, ancillary training and mobility readiness tracked--combat capability assured - Intellectual and articulate; communicated AF exercise concerns from FTX to Army--ready for next challenge! 			
Last performance feedback was accomplished on: <u>01 Oct 2006</u> (Consistent with the direction in AFI 36-2406. If not accomplished, state the reason)			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
MARK B. HOOVER, Maj, USAF Det 1, 3d Air Support Operations Squadron (PACAF) Fort Richardson AIN AK		Director of Operations	30 Mar 2007
		SSN 0346	SIGNATURE <i>Mark B Hoover</i>
VII. ADDITIONAL RATER OVERALL ASSESSMENT		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - Hand-picked to be first officer assigned to new detachment--airpower expertise/leadership got unit off ground - Improved squadron morale; set up squadron Thanksgiving dinner, led rigorous unit physical fitness sessions - Performed fabulously as liaison to Army; infantry brigade commander hailed his contribution "vital" to brigade - Talented; my best Army liaison--set up convoy training and Combat Lifesaver Course--increased survivability - Experienced fighter pilot, officer and ALO; joint expert and AF ambassador--ready for more responsibility 			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
JOSEPH H. KOPACZ, Lt Col, USAF Det 1, 3d Air Support Operations Squadron (PACAF) Fort Richardson AIN AK		Detachment Commander	MAY 08 2007
		SSN 8437	SIGNATURE <i>J. H. Kopacz</i>
VIII. REVIEWER		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
DAVID J. SCOTT, Brig Gen, USAF 354th Fighter Wing (PACAF) Eielson AFB AK		Commander	13 May 07
		SSN 8237	SIGNATURE <i>David J Scott</i>
Instructions			
<p>All: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in PME, advanced education, previous or anticipated promotion recommendations on AF Form 709, OER endorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion. All evaluators enter only the last four numbers of SSN.</p> <p>Rater: Focus your evaluation in Section IV on what the officer did, how well he or she did it and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section VI may include recommendations for assignment.</p> <p>Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.</p> <p>Reviewer: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark the form "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NONCONCUR" and explain in Section VIII. Do not use "NONCONCUR" simply to provide comments on the report.</p>			
IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box(es).)		ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATURE	DATE