

**COMPANY GRADE OFFICER PERFORMANCE REPORT (2L thru CAPT)**

**I. RATEE IDENTIFICATION DATA** (Read AFI 36-2406 carefully before filling in any item)

1. NAME (Last, First, Middle Initial) <b>LUKOWSKI, JEREMY M.</b>		2. SSN [REDACTED]	3. GRADE <b>CAPT</b>	4. DAFSC <b>11F3H</b>
5. PERIOD OF REPORT From: <b>10 Nov 2004</b>	Thru: <b>15 Aug 2005</b>	6. NO. DAYS SUPERVISION <b>279</b>	7. REASON FOR REPORT <b>CRO</b>	
8. ORGANIZATION, COMMAND, LOCATION <b>80th Fighter Squadron (PACAF), Kunsan Air Base, Republic of Korea</b>				9. PAS CODE <b>KU0RFC6J</b>

**II. UNIT MISSION DESCRIPTION**

Combat-ready F-16C/D fighter squadron conducting air operations throughout the Pacific theater. Employs 32 pilots, 20 operations support personnel, 21 aircraft, and resources valued in excess of \$725 million to generate and fly over 4,100 sorties per year. Flies interdiction, offensive/defensive counterair (OCA/DCA), and close air support (CAS) missions. Employs night vision goggles (NVGs) and precision guided munitions (PGMs).

**III. JOB DESCRIPTION**

1. DUTY TITLE

**F-16 C/D Fighter Pilot, Chief of Scheduling**

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES

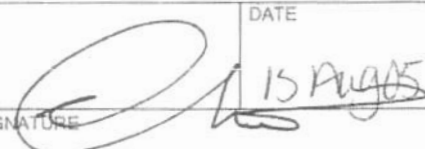


Maintains mission-ready status in a wide range of demanding operations, employing state-of-the-art weapons, and enforcing the United Nations Armistice Agreement with North Korea. Performs 24-hour alert manning for high-value asset protection and contingency operations. Conducts joint air operations with US and Korean ground forces located along the Korean Demilitarized Zone (DMZ). As Chief of Scheduling, responsible for programming 32 pilots' training requirements, 28 aircraft configurations, and multi-national and dissimilar combat operations. **ADDITIONAL DUTIES:** Functional Check Flight Pilot, and Supervisor of Flying (SOF).

**IV. IMPACT ON MISSION ACCOMPLISHMENT**

- Impassioned effort, unerring skill & sensational results as both squadron Chief of Scheduling & Chief of Safety
- Led 4-ship of F-16s in six large force employment sorties during the ORI with two IGs in the flight--100% hits
- Contributed to astounding 96% ORI hit rate and 8 FW's overall "Excellent" rating--best in 10 years for Kunsan
- Unflappable flight lead (FL) in Exercises FOAL EAGLE, FOCUS EFFORT & six OREs/ORI--100% effective
- Cool and composed SOF--quick analysis instrumental in safe recovery of \$20M F-16 with serious malfunction
- Masterful chief; maximized training amid crushing ops tempo/personnel turnover--kept Sq 95% mission-ready
- Implemented phased-based training plan; ensured pilots met sortie requirements--increased combat capability
- Deterred North Korean aggression--superbly flew five CAS sorties in politically sensitive DMZ buffer zone
- Fortified relations with allies--deftly led 100% successful combat-cross service mission to ROKAF F-16 base

**V. PERFORMANCE FACTORS**

	DOES NOT MEET STANDARDS	MEETS STANDARDS
<b>1. Job Knowledge</b> Has knowledge required to perform duties effectively Strives to improve knowledge.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>2. Leadership Skills</b> Sets and enforces standards. Works well with others. Fosters teamwork Displays initiative Self-confident	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>3. Professional Qualities</b> 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"/>
<b>4. Organizational Skills</b> Demonstrates ability to plan, coordinate, schedule effectively, and uses resources effectively and efficiently. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>5. Judgment and Decisions</b> 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"/>
<b>6. Communication Skills</b> 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"> <li>- Phenomenal performance; his dauntless leadership and flying prowess ensured ORI success with no losses</li> <li>- In-depth aircraft systems knowledge coupled with expert flight skills led to selection as Functional Check Pilot</li> <li>- Singled out for Sensitive Reconnaissance Operations flight lead--protected \$500M airborne assets &amp; aircrew</li> <li>- Commented/summarized/disseminated mishap messages weekly--marked upsurge in pilot safety awareness</li> <li>- Vigilant; identified a faulty fire alarm in a Sq dormitory--coordinated with the fire dept to eliminate hazard</li> <li>- Maintained the squadron's Operational Risk Management program--100% personnel trained with no mishaps</li> <li>-- Mitigated risk by ensuring 100% compliance with Comprehensive Assessment of Risk &amp; Evaluation system</li> <li>- Terrific leader--mentored four schedulers on techniques to maximize combat capability and maintain morale</li> <li>- Magnificent officer; intelligent, organized shop chief &amp; gifted pilot; ready for Flight CC, then in-residence IDE</li> </ul>			
Last performance feedback was accomplished on: <u>5 May 05</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
JULIAN M. CHESNUTT, Lt Col, USAF 80th Fighter Squadron (PACAF) Kunsan Air Base, Republic of Korea		Director of Operations	15 Aug 05
		SSN 1796	SIGNATURE 
VII. ADDITIONAL RATER OVERALL ASSESSMENT		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> <li>- Consummate leader in dynamic scheduling shop whose stewardship of safety led to zero Class A/B/C mishaps</li> <li>- Hand picked CAS/DCA alert FL--both missions earned rare ORI "Outstanding" &amp; IG "commendable" ratings</li> <li>- Investigated, analyzed &amp; briefed the 8 FW/CC on nosewheel malfunctions--recommendation ended incidents</li> <li>- Tireless effort &amp; attention to detail instrumental--perfect implementation of \$19M 2005 Flying Hour Program</li> <li>- Banner fighter pilot &amp; leader; unflinching professionalism in air and on ground--Flight CC followed with IDE</li> </ul>			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
STEPHEN A. LANGFORD, Lt Col, USAF 80th Fighter Squadron (PACAF) Kunsan Air Base, Republic of Korea		Commander	15 Aug 05
		SSN 7388	SIGNATURE 
VIII. REVIEWER		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<p><b>Instructions</b></p> <p><b>All:</b> 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><b>Rater:</b> 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><b>Additional Rater:</b> 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><b>Reviewer:</b> 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>			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
BRIAN T. BISHOP, Col, USAF 8th Fighter Wing (PACAF) Kunsan Air Base, Republic of Korea		Commander	8 SEP 05
		SSN 9241	SIGNATURE 
IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR		ACQUISITION EXAMINER	AIR FORCE ADVISOR
(Indicate applicable review by marking the appropriate box(es).)		(If applicable)	(If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATURE	DATE