

**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 11F3H
5. PERIOD OF REPORT From: 20 Feb 2003 Thru: 19 Feb 2004		6. NO. DAYS SUPERVISION 365	7. REASON FOR REPORT Annual	
8. ORGANIZATION, COMMAND, LOCATION 34th Fighter Squadron (ACC), Hill Air Force Base, Utah				9. PAS CODE HP1CFM2F

**II. UNIT MISSION DESCRIPTION**

Conducts flying operations to maintain combat readiness of a 23-aircraft F-16CG squadron consisting of 28 pilots and 20 support staff, including intelligence, flight management, life support, orderly room personnel, and over \$550 million in assets. Prepared to deploy worldwide to conduct day/night air-superiority and precision-strike sorties employing laser-guided and inertially aided munitions in contingencies/combat.

**III. JOB DESCRIPTION**

1. DUTY TITLE:  
ASSISTANT WEAPONS OFFICER/F-16 PILOT

2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:  
Mission-ready fighter pilot in the unit's worldwide air-to-air and air-to-ground tasking. Plans/executes complex operational training and combat missions during both day and night, using night vision equipment to execute air-to-air and air-to-ground missions. Employs all conventional, laser-guided and inertially aided munitions (IAMS). Responsible for updating and managing squadron ops factors program. Tracks and updates all IAMS mission-planning COMSEC materials. Responsible for all conventional/computed mission-planning equipment and networks within the squadron allowing pilots to successfully accomplish their job of fighting and winning.

**IV. IMPACT ON MISSION ACCOMPLISHMENT**

- Impeccable performance in Operation NOBLE EAGLE: 22 sorties/102 hours of vital top cover for POTUS
- 34 FS #1 mission-planning expert; maintained the system/instructed pilots; critical enabler of mission success
- Planning-software wizard; maintained/instructed pilots on deployable network; increased bombing accuracy
- Integrated eight new training imagery sets; 150% increase in tactically-effective urban training targets
- His innovative standardization of hardware/software ended confusion, streamlined mission-planning process
- Personally taught use of new standard attack techniques; aligned 34 FS with the 388 FW--one team, one fight!
- Crafted three executive summaries of lessons learned from new weapons research and Operation IRAQI FREEDOM; critical info in digestable format to 388 FW leadership/34 FS pilots improved mission success
- Hard-charging tactician; expert execution of seven Oct '03 ORE sorties; 100% mission effective, ready for war

**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.

- Capt Lukowski is one of my brightest young officers; his analytical mind and in-depth academics stand out!
- Handpicked for the highly-demanding flight lead upgrade; proved himself ready to lead warriors into combat
- Brilliant execution of nine sorties in Sep '04 AIR WARRIOR; direct support built close air support capability
- 100% compliance in ensuring IAMS COMSEC material security; safeguarded vital combat edge for US forces
- Sought-after briefer; his weapons academics to 388 FW Intel shop "right on the mark" and praised by attendees
- Laser boresight program manager; laser designators accurate to 1/20th of a degree--bombs on target assured
- Innovative leader in the successful 34 FS Weapons Shop relocation for remodeling; shop didn't miss a beat!
- Ensured 34 FS pilot safety; kept digital terrain database up to the minute for extra low-level ops safety margin
- Always a professional; Capt Lukowski is ready for SOS in residence and a shop chief position upon his return

Last performance feedback was accomplished on: 07 Aug 2003 (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
PETER W. SCHOLL, Capt, USAF 34th Fighter Squadron (ACC) Hill Air Force Base, Utah	Flight Commander/F-16 IP	19 Apr 2004
	SSN 1645	SIGNATURE <i>Peter W. Scholl</i>

VII. ADDITIONAL RATER OVERALL ASSESSMENT  CONCUR  NONCONCUR

- Capt Lukowski is a very capable, efficient officer and pilot; his mission-planning leadership ensures success!
- One real-world threat intercept ensured National Capital Region safety during Operation NOBLE EAGLE
- Outfitted new briefing rooms with \$3,000 of top-notch audiovisual equipment; usable training space up 30%
- Skilled mentor; thorough F-16 orientation to 729 ACS made for more effective strike control for frontline ops
- Solid-gold aviator and outstanding CGO; send to SOS in residence ASAP, ready for shop chief in my squadron

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
VALENTINO BAGNANI III, Lt Col, USAF 34th Fighter Squadron (ACC) Hill Air Force Base, Utah	Commander	4 MAY 04
	SSN 4635	SIGNATURE <i>Valentino Bagnani III</i>

VIII. REVIEWER  CONCUR  NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	DUTY TITLE	DATE
CHARLES W. LYON, Col, USAF 388th Fighter Wing (ACC) Hill Air Force Base, Utah	Commander	3 May 04
	SSN 1257	SIGNATURE <i>Charles W. Lyon</i>

**Instructions**

**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.

**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.

**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.

**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.

IX. ACQUISITION EXAMINER/AIR FORCE ADVISOR  
(Indicate applicable review by marking the appropriate box(es).)

<input type="checkbox"/>	ACQUISITION EXAMINER (If applicable)	<input type="checkbox"/>	AIR FORCE ADVISOR (If applicable)
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NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE