

OFFICER EVALUATION REPORT

For use of this form, see AR 623-3, the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

Form containing administrative data: a. NAME (Last, First, Middle Initial) KELLY, PAUL T; b. SSN; c. RANK CPT; d. DATE OF RANK 20090901; e. BRANCH AR; f. DESIGNATED SPECIALTIES / PMOS (WO) 19A; g.1. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND HHT, 1-14 CAV, 3-2 SBCT, JBLM, WA 98433; g.2. STATUS CODE 03; h. REASON FOR SUBMISSION Change of Rater; i. PERIOD COVERED FROM 20120428 THRU 20130306; j. RATED MONTHS 10; k. NONRATED CODES; l. NO. OF ENCL 0; m. RATED OFFICER'S AKA EMAIL ADDRESS paul.t.kelly@us.army.mil; n. UIC WJHJTO; o. CMD CODE FC; p. PSB CODE UA20

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

Authentication section with signatures and dates: a. NAME OF RATER (Last, First, MI) DUNIVAN, JAMES K. SSN [redacted] RANK LTC POSITION Squadron Commander SIGNATURE [redacted] DATE 20130227; b. NAME OF INTERMEDIATE RATER (Last, First, MI) SSN [redacted] RANK [redacted] POSITION [redacted] SIGNATURE [redacted] DATE [redacted]; c. NAME OF SENIOR RATER (Last, First, MI) WEBSTER, CHARLES R. JR. SSN [redacted] RANK COL POSITION Brigade Commander SIGNATURE [redacted] DATE 20130325; SENIOR RATER'S ORGANIZATION HQs, 3rd Brigade (SBCT), 2nd, Infantry Division JBLM, WA 98433; d. This is a referred report, do you wish to make comments? [] Yes, comments are attached [] No; e. SIGNATURE OF RATED OFFICER KELLY, PAUL THOMAS 1283574 DATE 20130325

PART III - DUTY DESCRIPTION

Duty description section: a. PRINCIPAL DUTY TITLE Troop Commander; b. POSITION AOC/BR 19C00/AR; c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1. Commands Horseman Troop, 1st Squadron, 14th Cavalry Regiment, 3rd Stryker Brigade Combat Team. Responsible for all Troop missions in addition to the fulfillment of the FOB Mayoral role during Operation Enduring Freedom '11-'12. Responsible for the health, welfare and morale of over 160 Soldiers and their families, consisting of an Engineer Platoon, Medical Platoon, Forward Logistic Element, Troop Headquarters Section, and 10 staff sections. Responsible for both organic and theatre equipment valued at nearly \$150 million, including Stryker Combat Vehicles, MRAPs, MaxxPros and various rolling stock.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

ARMY VALUES table with columns Yes/No and rows: 1. HONOR: Adherence to the Army's publicly declared code of values; 2. INTEGRITY: Possesses high personal moral standards, honest in word and deed; 3. COURAGE: Manifests physical and moral bravery; 4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier; 5. RESPECT: Promotes dignity, consideration, fairness, & EO; 6. SELFLESS-SERVICE: Places Army priorities before self; 7. DUTY: Fulfills professional, legal, and moral obligations.

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.

LEADER ATTRIBUTES / SKILLS / ACTIONS table with columns YES/NO and rows: b.1. ATTRIBUTES (Select 1) 1. MENTAL, 2. PHYSICAL, 3. EMOTIONAL; b.2. SKILLS (Competence) (Select 2) 1. CONCEPTUAL, 2. INTERPERSONAL, 3. TECHNICAL, 4. TACTICAL; b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform, influencing, operating, and improving: 1. COMMUNICATING, 2. DECISION-MAKING, 3. MOTIVATING, 4. PLANNING, 5. EXECUTING, 6. ASSESSING, 7. DEVELOPING, 8. BUILDING, 9. LEARNING.

c. APFT: PASS DATE: 20121015 HEIGHT: 73 WEIGHT: 205 YES

d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s. YES NO [X]

NAME KELLY, PAUL T

SSN [REDACTED]

PERIOD COVERED 20120428

20130306

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE, MUST PROMOTE SATISFACTORY PERFORMANCE, PROMOTE UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE OTHER (Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.

One of the two best Troop commanders in the Squadron, CPT Paul Kelly demonstrated outstanding leadership during combat operations in Afghanistan as he successfully enabled the Squadron with staff functions, base defense, route clearance, healthcare, logistics, vehicle recovery and maintenance for six different tactical infrastructure sites located across our vast OE. He was also designated as the FOB Mayor with the enormous task of coordinating among several military units and civilian agencies to ensure base defense and efficient operations, all while expanding the footprint to accommodate and additional BDE Headquarters and two BNs. CPT Kelly partnered with the CSS Kandak, where he focused on improving their healthcare and CASEVAC systems as well as their ability to conduct generator maintenance and repair. He partnered his engineer platoon with coalition assets and Afghan forces to construct and open the road to Deh Chopan, a critical initiative of RC-S. Throughout the deployment he ran an outstanding FRG which provided a conduit of information and touched the lives of hundreds of friends and Family members within the Troop. Upon redeployment he quickly established homestation systems across all lines of effort to ensure his Troop was prepared to execute. Officer has completed an Army MSAF/360 within the last two years.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Absolutely unlimited potential. Promote below the zone to major and send to ILE ahead of peers.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Would serve Army best in: MFE / 19

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

BEST QUALIFIED FULLY QUALIFIED DO NOT PROMOTE OTHER (Explain below)

I currently senior rate 31 officer(s) in this grade
A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO (Explain in e)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

CENTER OF MASS

RO: CPT KELLY PAUL T

SR: COL WEBSTER CHARLES R JR

DATE: 2013 03 26

TOTAL RATINGS: 1

RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

Outstanding performance! CPT Paul Kelly is one of the best Troop Commanders in his Squadron and among the top 10% of the Company, Troop and Battery Commanders I senior rate. Paul had the difficult task of commanding a Headquarters Troop and managing an expanding FOB in one of the most geographically dispersed areas of the Brigade OE -- a task he performed with excellence and unparalleled success. In light of this performance I have selected him for a second command of a line Troop, where I know he will continue to take care of our Soldiers and train them for the next mission. An officer of unlimited potential, CPT Kelly should be selected below the zone for promotion to Major, sent to ILE ahead of his peers.

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

MCCC SGI, SQDN/BN S3, SQDN/BN XO; MFE/19