

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>HONORS, OWEN P JR</b>				2. Grade/Rate <b>CAPT</b>		3. Desig <b>1310</b>		4. SSN [REDACTED]	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <sup>265</sup> <input type="checkbox"/>		6. UIC <b>03365</b>		7. Ship/Station <b>CVN-65 ENTERPRISE</b>			8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>05JUL17</b>
Occasion for Report 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"/>				Period of Report 14. From: <b>07AUG01</b> 15. To: <b>07SEP18</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>P/WS</b>	
21. Billet Subcategory (if any) <b>NA</b>		22. Reporting Senior (Last, FI MI) <b>HORTON, R</b>		23. Grade <b>CAPT</b>		24. Desig <b>1310</b>		25. Title <b>CO</b>	
26. UIC <b>03365</b>		27. SSN [REDACTED]		28. Command employment and command achievements. <b>Awarded the Retention Honor Roll 3rd Quarter FY07, (OIF/OEF/GWOT) -2.</b>					
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>XO</b> Executive Officer-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	

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.  NOB <input type="checkbox"/>	-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.  NOB <input type="checkbox"/>	- 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.
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values.  NOB <input type="checkbox"/>	- 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.  NOB <input type="checkbox"/>	- 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.  NOB <input type="checkbox"/>	- 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-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>HONORS, OWEN P JR</b>	2. Grade/Rate <b>CAPT</b>	3. Desig <b>1310</b>	4. SSN <b>[REDACTED]</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.  NOB <input type="checkbox"/>	- 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.
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.  NOB <input type="checkbox"/>	- Has difficulty attaining qualification expected for the rank and experience. - Has difficulty in ship(s), aircraft or weapons systems 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.

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.

CVN COMMAND FLAG

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.

\*\*\* MY MESSAGE TO THE BOARD IS SHORT, SWEET, AND TO THE POINT, SCREEN FOR A CVN NOW! \*\*\*

One of a kind. Brilliant performance as XO of my 46 year old Warship! Flawlessly guided my ship through two workups, two arduous deployments and over 400 days at sea.

- Visionary leader. Ensured the safe and mishap free operations for over 60 sea and anchor details, 10 port visits in 10 different countries, and more than 40 strait transits.

- Masterful Orchestrator. Managed a seamless INSURV, two highly successful ORSE inspections, over 40 major departmental inspections, three beer days, a Wog Day and a Swim call, all without incident.

SCREEN O.P. FOR CVN NOW. HE IS A FAST TRACKING FUTURE FLAG. DESTINED FOR CSG COMMAND!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS ENTERPRISE (CVN-65) FPO AE 09543-2810
42. INDIVIDUAL						X	
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	0	1	

45. Signature of Reporting Senior  Date: 9/17/07	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 checked="" type="checkbox"/>
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Member Trait Average:	Summary Group Average:	Date: 16 sep 07
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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>HONORS, OWEN P JR</b>				2. Grade/Rate <b>CAPT</b>		3. Desig <b>1310</b>		4. SSN [REDACTED]		
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <sub>265</sub> <input type="checkbox"/>		6. UIC <b>03365</b>		7. Ship/Station <b>CVN-65 ENTERPRISE</b>			8. Promotion Status <b>REGULAR</b>		9. Date Reported <b>05JUL17</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"/>				Period of Report 14. From: <b>07MAY18</b> 15. To: <b>07JUL31</b>					21. Billet Subcategory (if any) <b>NA</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>P/WS</b>		
22. Reporting Senior (Last, FI MI) <b>HORTON, R</b>			23. Grade <b>CAPT</b>	24. Desig <b>1310</b>	25. Title <b>CO</b>		26. UIC <b>03365</b>	27. SSN [REDACTED]		

28. Command employment and command achievements.  
**SUSTEX 07-02, INSURV-1, Deployment (OIF/OEF/GWOT) -1.**

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
XO **Executive Officer-2.**

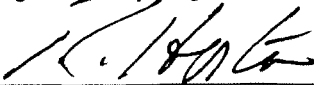

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled <b>NOT REQ</b>		31. Counselor		32. Signature of Individual Counseled	
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PERFORMANCE TRAITS: 1.0 - Below standards/not progressing 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
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35. MILITARY BEARING/CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values.  NOB <input type="checkbox"/>	- 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.  NOB <input type="checkbox"/>	- 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  NOB <input type="checkbox"/>	- 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-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>HONORS, OWEN P JR</b>				2. Grade/Rate <b>CAPT</b>		3. Desig <b>1310</b>		4. SSN <b>[REDACTED]</b>			
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.		- 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.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
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. - 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.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
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.								CVN COMMAND		FLAG	
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>** Select for CVN-Command NOW!! Future Flag Officer **</b>  My #1 officer! CAPT Honors is the cornerstone of this 46 year old warship. - Remarkable Leader. Orchestrated every facet and led the ship through a superb Operational Reactor Safeguard Examination. Material condition graded as "excellent". - Diligent Administrator. Impeccably executed two highly successful Change of Command ceremonies on the same day. Hosted Chief of Naval Operations, COMNAVNETWARCOM and over 1,000 guests. - Operationally Unmatched. Superbly guided ENTERPRISE through SUSTEX-2; efforts resulted in certification for the ship's second combat deployment in nine months. - Strategic thinker. Understands importance of liberty ashore. The pillar beneath a flawless port visit to Cannes, France; the first for a CVN in six years!  O. P. Honors has breathed new life into an old aging ship! He is the reason we excel.  I am leaving a lot of white space to ensure my message to the board is clear and concise - SCREEN HIM FOR A CVN NOW! I have seen none finer.											
Promotion Recommendation		NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS ENTERPRISE (CVN-65) FPO AE 09543-2810			
42. INDIVIDUAL							X				
43. SUMMARY		<input checked="" type="checkbox"/>	0	0	1	1	1				
45. Signature of Reporting Senior  Date: 8/6/07						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 checked="" type="checkbox"/>  Date: 6 Aug 07					
Member Trait Average:			Summary Group Average:								
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report											
Date:											



DEPARTMENT OF THE NAVY

USS ENTERPRISE (CVN 65)

FPOAE 09543-2810

1610

28 JUL 2007

From: CAPT Ronald Horton, USN, 1310  
To: Commander, Navy Personnel Command (PERS-311)  
Via: RDML Daniel P. Holloway, USN

Subj: FITNESS REPORT ICO CAPTAIN OWEN P. HONORS JR., USN, [REDACTED]  
FOR THE PERIOD OF 07MAY18 TO 07JUL31

Encl: (1) Subject FITNESS Report

1. Enclosure (1) is forwarded for flag officer endorsement.

R. HORTON

Copy to:  
CAPT Honors

-----  
FIRST ENDORSEMENT

From: RDML Daniel P. Holloway, USN  
To: Commander, Navy Personnel Command (PERS-311)

1. Forwarded, concurring with the promotion recommendation.

D. P. HOLLOWAY

Copy to:  
CAPT Horton  
CAPT Honors

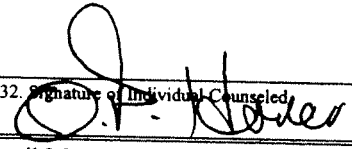
# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>HONORS, OWEN P JR</b>		Grade/Rate <b>CAPT</b>		3. Desig <b>1310</b>		4. SSN <b>[REDACTED]</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC <b>03365</b>		7. Ship/Station <b>CVN 65 ENTERPRISE</b>		8. Promotion Status <b>REGULAR</b>	
9. Date Reported <b>05JUL17</b>		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>06AUG01</b>		15. To: <b>07MAY17</b>		16. Not Observed Report <input type="checkbox"/>	
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21. Billet Subcategory (if any) <b>NA</b>		22. Reporting Senior (Last, FI MI) <b>RICE, L S</b>		23. Grade <b>CAPT</b>		24. Desig <b>1310</b>	
25. Title <b>CO</b>		26. UIC <b>03365</b>		27. SSN <b>[REDACTED]</b>			

28. Command employment and command achievements.  
 Deployment (OIF/OEF/GWOT)-3. RAV/Upkeep-3. SUSTEX 07-01, Carrier Qualifications-1, INSURV-1. Awarded Retention Honor Roll 3rd Quarter FY06. Golden Anchor Award FY06.

29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
 XO Executive Officer-10.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)		30. Date Counseled <b>07JAN20</b>		31. Counselor <b>RICE, L S</b>		32. Signature of Individual Counseled 	
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# FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

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1. Name (Last, First MI Suffix) <b>HONORS, OWEN P JR</b>	2. Grade/Rate <b>CAPT</b>	3. Desig <b>1310</b>	4. SSN <b>[REDACTED]</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.	- 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.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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.

**CVN  
COMMAND**

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.

**THE NAVY'S BEST CARRIER XO. SELECT NOW FOR CVN COMMAND! My #1 O-6!**

Peerless Leader. Led this Warship on a seven month deployment safely sailing 60,00 miles through four fleet AOR's and conducting four months of combat operations in support of Operations Iraqi and Enduring Freedom.

- Led the ship in all areas to prepare for deployment with an 8 month turn around despite a rigorous schedule, CFFC/ENT Change of Command, Carrier Qualifications and ORSE.
- The master mind behind preparing the crew and ship for INSURV with phenomenal results. Inspectors report concluded the material condition of this 46 year old Warship is comparable to a 20 year old ship!
- Through his ship-wide presence, ENTERPRISE scored the highest score of last 15 carriers in a recent 3M inspection. Set the Fleet C4I standard during SUSTAINEX 07-01, achieving an overall best T-1 rating for C4I, for the second consecutive year.
- Absolutely sterling performance in the Navy's most challenging billet afloat. Over the past year, he transformed ENTERPRISE and the crew into an immaculate, fully mission capable, Combat ready Nuclear powered warship manned, trained and ready for deployment.
- Seamlessly performs as Commanding Officer in my absence.

O.P. is the heart beat of this Warship and the cornerstone behind its EVERY success!  
CAPTAIN HONORS MUST BE SELECTED FOR CVN COMMAND NOW!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS ENTERPRISE (CVN 65) FPO AE 09543-2810
42. INDIVIDUAL						X	
43. SUMMARY	<del>X</del>	0	0	1	1	1	

45. Signature of Reporting Senior Date: <b>5-11-07</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. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/> Date: <b>15 May 07</b>
Member Trait Average: <b>5.00</b> Summary Group Average: <b>4.81</b>	

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) HONORS, OWEN P JR			2. Grade/Rate CAPT		3. Desig 1310		4. SSN [REDACTED]		
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265		6. UIC 03365		7. Ship/Station CVN 65 ENTERPRISE			8. Promotion Status REGULAR	9. Date Reported 05JUL17	
Occasion for Report				Period of 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: 05AUG01	15. To: 06JUL31
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 P/WS	21. Billet Subcategory (if any) NA
22. Reporting Senior (Last, FI MI) RICE, L S			23. Grade CAPT	24. Desig 1310	25. Title CO		26. UIC 03365	27. SSN [REDACTED]	
28. Command employment and command achievements. ESRA-3, CART II and Crew Cert Phase I-1, Flight Deck/Fuel Cert-1, Carrier Qual-1, Crew Cert-1, Ammo Onload-1, TSTA/FEP-1, COMPTUEX-2, ORSE-1. Summer 2006 Deployment (OIF/OEF/GWOT-2)-3. Awarded Retention Honor Roll 1st Quarter of FY06.									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) [XO] Executive Officer-12.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled 06JAN17		31. Counselor RICE, L S		32. Signature of Individual Counseled <i>Owen P. Jones</i>		

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. NOB <input type="checkbox"/>	- 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. NOB <input type="checkbox"/>	- 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.
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- 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. NOB <input type="checkbox"/>	- 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 NOB <input type="checkbox"/>	- 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-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>HONORS, OWEN P JR</b>	2. Grade/Rate <b>CAPT</b>	3. Desig <b>1310</b>	4. SSN <b>[REDACTED]</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.	- 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.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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.

CVN  
COMMAND

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.

\*\*My number 1 of 3 Outstanding Post-Command URL O-6s onboard.\*\*  
Pick now for CVN Command, he is running this ship today!

- The driving force behind completing an extended yard period followed by a compressed training cycle. Meticulously performed 50 GQs, over 3,100 individual exercises and completed 120 certifications and inspections. Underway on time for deployment!

- Coordinated all efforts to ensure 5,500 embarked Sailors and Marines from 3 staffs, 8 squadrons and 16 shipboard departments were properly trained and combat ready.

- His infectious leadership allowed ENTERPRISE to safely steam over 52,000 miles, conduct 10 strait passages, set 24 sea and anchor details and spend 170 days at sea.

- Runs a Distinguished Visitor (DV) program which is in a class of its own. Hosted 350 overnight DV guests, gave 1,780 tours, coordinated all efforts for two overseas receptions and a Medal of Honor Ceremony. A true naval ambassador who has welcomed senior military and government officials from all over the world.

The finest officer I've served with in 27 years. Personally responsible for the operational success and combat readiness of this one of a kind 44-year-old warship. Press 100 for CVN CO now!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER USS ENTERPRISE (CVN 65) FPO AE 09543-2810
42. INDIVIDUAL						X	
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	1	1	1	

45. Signature of Reporting Senior 	Date: <b>7-31-06</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. <input type="checkbox"/> do not intend to submit a statement. <input checked="" type="checkbox"/>
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Member Trait Average: **5.00** Summary Group Average: **5.00** Date: **31 JUL 06**

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

Date:



DEPARTMENT OF THE NAVY  
USS ENTERPRISE (CVN 65)  
FPO AE 09543-2810

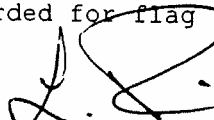
1610  
31 Jul 06

From: Commanding Officer, USS ENTERPRISE (CVN 65)  
To: Commander, Navy Personnel Command (Pers 311)  
Via: RDML Raymond A. Spicer, USN

Subj: FITNESS REPORT ICO REGULAR CAPTAIN FITNESS REPORTS FOR THE PERIOD  
ENDING 31 JULY 2006

Encl: (1) FITNESS Report ICO CAPT Honors  
(2) FITNESS Report ICO [REDACTED]  
(3) FITNESS Report ICO [REDACTED]

1. Enclosures (1) and (2) are forwarded for flag officer endorsement.

  
L. RICE


Copy to:  
CAPT Honors  
CAPT Creed  
CAPT Niles

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FIRST ENDORSEMENT

31 Jul 06

From: RDML Raymond A. Spicer, USN  
To: Commander, Navy Personnel Command (PERS-311)

1. Forwarded, concurring with the promotion recommendations.

  
R. A. SPICER

Copy to:  
CAPT Rice  
CAPT Honors  
[REDACTED]