

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix) **LAXALT, ADAM P** 2 Grade/Rate **LT** 3 **2500** 4 SSN **[REDACTED]**

5 ACT  FAR  INACT  ADSW  6 UIC **31943** 7 Ship/Station **RLSC DET SIGONELLA** 8 Promotion Status **REGULAR** 9 Date Reported **09SEP20**

10 Occasion for Report  Periodic  11 Detachment of Individual  12 Detachment of Reporting Senior  13 Special  14 Period of Report from **08JUL24** to **09JAN31**

16 Not Observed Report  17 Type of Report Regular  18 Concurrent  19 Ops Cdr  20 Physical Readiness **P/WS** 21 Billet Subcategory (if any) **NA**

22 Reporting Senior (Last, FI MI) **MCCARTHY, P X** 23 Grade **CAPT** 24 Desig **2500** 25 Title **CO** 26 UIC **31940** 27 SSN **[REDACTED]**

28 Command employment and command achievements.  
 Provides proactive, highest caliber command advice and trial services in support of the fleet, shore installations and afloat commands as well as legal assistance and claims to service members, civilian employees and their families.

29 Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.)  
**DEP SJA** PRT: Deputy Staff Judge Advocate-4; Trial Counsel-2. COLL: Command Duty Officer, NASSIG-6; Command Fitness Leader-6; Courtroom Security Officer-2; Case Review Committee-6; VWAP-6.

For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.) 30 Date Counseled **NOT REQ** 31 Counselor **[REDACTED]** 32 Signature of Individual Counseled **[REDACTED]**

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	- 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	- Actions counter to Navy's retention/recruitment 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	- 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	- 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	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.		- Takes initiative to meet goals. - Plans priorities effectively. - Maintains high state of readiness. - Always gets the job done.		- Develops innovative ways to accomplish mission. - Plans priorities 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 REPIRS 1610-1

1. Name (Last, First MI Suffix)  
LAXALT, ADAM P

2. Grade/Rate  
LT

3. Desig  
2500

4. SSN  
[REDACTED]

PERFORMANCE TRAITS	Below Standards	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP Organizing, motivating and developing others to accomplish goals	<ul style="list-style-type: none"> <li> neglects growth/development of welfare of subordinates</li> <li> fails to organize, creates problems for subordinates</li> <li> Does not set or achieve goals relevant to command mission and vision</li> <li> lacks ability to cope with or tolerate stress</li> <li> inadequate communicator</li> <li> tolerates hazards or unsafe practices</li> </ul>	<ul style="list-style-type: none"> <li> effectively standardizes growth/development of subordinates</li> <li> Organizes successfully, implementing process improvements and efficiencies</li> <li> Sets/achieves useful, realistic goals that support command mission</li> <li> Performs well in stressful situations</li> <li> Clear, timely communicator</li> <li> Ensures safety of personnel and equipment</li> </ul>		<ul style="list-style-type: none"> <li> Inspiring, motivator and trainer</li> <li> subordinates reach highest level of growth and development</li> <li> Superb organizer - great foresight</li> <li> develops process improvements and efficiencies</li> <li> Leadership achievement - dramatically</li> <li> Further command mission and vision</li> <li> Perseveres through the toughest challenges and inspires others</li> <li> Exceptional communicator</li> <li> Makes subordinates safety-conscious</li> <li> maintains top safety record</li> <li> Constantly improves the personal and professional lives of others</li> </ul>
39. TACTICAL PERFORMANCE (Warfare qualification of officers and Basic and tactical employment of weapons systems)	<ul style="list-style-type: none"> <li> Has difficulty attaining qualification expected for the rank and experience</li> <li> Has difficulty in ship(s), aircraft or weapons systems employment</li> <li> Below others in knowledge and employment</li> <li> Warfare skills in specialty are below standards compared to others of same rank and experience</li> </ul>	<ul style="list-style-type: none"> <li> Attains qualifications as required and expected</li> <li> Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment</li> <li> Warfare skills in specialty equal to others of same rank and experience</li> </ul>		<ul style="list-style-type: none"> <li> Fully qualified at appropriate level for rank and experience</li> <li> Innovative; employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment</li> <li> Warfare skills in specialty exceed others of same rank and experience</li> </ul>
NOB <input checked="" type="checkbox"/>			X	

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/CSG

NJS

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. Form must be 10 or 12 Pict(10 or 12 Point) only. Use upper and lower case.

\*\*\*\*A SUPER STAR JUDGE ADVOCATE \*\*\*\*

Lieutenant Laxalt is my #5 of 12 exceptional second tour LTs. A classic case of time on board and duty rotation is all that separates him from an EP. Intelligent, tenacious, and resourceful, no officer with better instincts! DO NOT OVERLOOK THIS FANTASTIC OFFICER.

- \* Outstanding DSJA to NAS Sigonella & 23 tenant commands. Expertly coordinated & reviewed 61 investigations, oversaw 21 NJPs, 6 NJP appeals, & 4 admin seps. His work was critical to maintenance of good order and discipline in this overseas command. Praised regularly!
- \* Phenominal Admin Law attorney. Flawlessly reviewed 8 JAGMAN investigations & drafted responses to 2 Congressional inquiries. Rock solid advice to COs on myriad hot-button legal matters including sexual harassment, fraternization, ethics, and EO issues. The lead for training base security on search & seizure, interrogations, and report writing.
- \* Exceptional TC. Cases include superb prosecution of emotional domestic violence, contested-mbrs trial involving expert medical testimony, a 3rd-country national victim spouse, and civilian defense counsel; a case of on-line solicitation of a minor; & a BAR-fraud case ultimately tried in Rota, Spain - exceptional results every time!
- \* Cool under pressure. As base CDO, obtained 100 blood orders in 1 hour to save shipmate.

Lieutenant Laxalt is a superb JAG who needs only an opportunity to shine. An inspirational leader and mentor to junior personnel. Promote ahead of peers & assign to toughest jobs!

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44 Reporting Senior Address COMMANDING OFFICER
42. INDIVIDUAL					X		POB 817 BOX 8 FPO AE 09622-0018
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	8	2	

45. Signature of Reporting Senior



Date 6 MAR 09

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. do not intend to submit a statement.



Date 19 Mar 09

Member Unit Average 4.00 Summary Group Average 4.00

47. Typed name, grade, command, etc. and signature of Regular Reporting Senior on Counseling Report

Date

# FITNESS REPORT & COUNSELING RECORD (E7-O6)

RCS BUPERS 1610-1

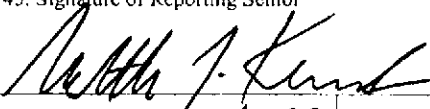
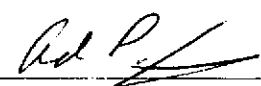
1. Name (Last, First MI Suffix) <b>LAXALT, ADAM P</b>		2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>[REDACTED]</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <sup>265</sup> <input checked="" type="checkbox"/>		6. UIC <b>00161</b>		7. Ship/Station <b>USNA ANNAPOLIS MD</b>		8. Promotion Status <b>REGULAR</b>	
9. Date Reported <b>09JUN13</b>		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. Period of Report 14. From: <b>09JUN13</b>		15. To: <b>10JAN31</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>	
21. Billet Subcategory (if any) <b>INSTRUCTOR</b>		22. Reporting Senior (Last, FI MI) <b>KLUNDER, M L</b>		23. Grade <b>CAPT</b>		24. Desig <b>1310</b>	
25. Title <b>COMMANDANT</b>		26. UIC <b>00161</b>		27. SSN			
28. Command employment and command achievements. EDUCATION AND TRAINING OF MIDSHIPMEN. To develop midshipmen morally, mentally, and physically and to imbue them with the highest ideals of duty, honor, and loyalty in order to graduate leaders who are dedicated to a career of naval service.							
29. Primary/Collateral/Wachstanding duties. (Enter primary duty abbreviation in box.) <b>ASST PROFESSOR</b> PRI: Assistant Professor of Law-8. COLL: Special Assistant United States Attorney-8; Luce Hall First Lieutenant-8; Assistant Command Fitness Leader-8; Class of 1961 Professor of Leadership Education Selection Committee-4. WATCH: Luce Hall Duty Officer-8.							
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.	<input type="checkbox"/>	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	<input checked="" type="checkbox"/>	- 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.	<input type="checkbox"/>	- 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.	<input checked="" type="checkbox"/>	- 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.	<input type="checkbox"/>	- Excellent personal appearance. - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input type="checkbox"/>	- 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.	<input type="checkbox"/>	- Reinforces others' efforts, meets personal commitments to team. - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	<input checked="" type="checkbox"/>	- 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.	<input type="checkbox"/>	- Takes initiative to meet goals. - Plans/prioritizes effectively. - Maintains high state of readiness. - Always gets the job done.	<input checked="" type="checkbox"/>	- 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>LAXALT, ADAM P</b>		2. Grade/Rate <b>LT</b>		3. Desig <b>2500</b>		4. SSN <b>[REDACTED]</b>					
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		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 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 checked="" type="checkbox"/>										<input 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.								INDEP SJA		OIC	
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.											
***OUTSTANDING PERFORMANCE AS AN ASSISTANT PROFESSOR OF LAW***											
<p>- GIFTED TEACHER. Earned the trust and respect of his students through his subject matter expertise and dynamic teaching style. Highly effective at presenting complex legal concepts to prepare midshipmen for their future leadership roles as junior officers. Seamlessly integrates his diverse fleet experience into the classroom.</p> <p>- SELFLESS MENTOR. Midshipmen seek out his guidance as an instructor and an officer. Met individually with nearly all of his students despite carrying the highest teaching load in the department. Personally requested by midshipmen to serve as their officer mentor.</p> <p>- IMPRESSIVE LEADER. Proud to serve yet humble in service, he lives the Navy's core values. The consummate professional inside and outside the classroom, his flawless military bearing and appearance set a strong example for his peers.</p> <p>- TEAM PLAYER. Actively supports the department through service on the selection committee for a key civilian faculty position. Volunteered to serve as Special Assistant U.S. Attorney to ease federal magistrate workload for USNA SJA's office.</p> <p>LT Laxalt possesses unlimited potential and absolute devotion to the mission. He has earned my complete confidence and strongest recommendation for promotion to LCDR.</p>											
Promotion Recommendation		NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address			
42. INDIVIDUAL						X		COMMANDANT OF MIDSHIPMEN UNITED STATES NAVAL ACADEMY 101 BUCHANAN ROAD ANNAPOLIS MD 21402-5101			
43. SUMMARY		X	0	0	0	1	1				
45. Signature of Reporting Senior  Date: <b>22 Feb 10</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"/> <b>APL</b>					
Member Trait Average: <b>4.33</b>		Summary Group Average: <b>4.50</b>						Date: <b>16 Mar 10</b>			
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report											
Date:											

# FITNESS REPORT & COUNSELING RECORD (E7-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>LAXALT, ADAM P</b>				2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>[REDACTED]</b>	
5. ACT <input checked="" type="checkbox"/> TAR <input type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ 265	6. UIC <b>40033</b>	7. Ship/Station <b>MNF-IRAQ, TF-134</b>			8. Promotion Status <b>REGULAR</b>	9. Date Reported <b>06NOV28</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>06NOV28</b> 15. To: <b>07JUN01</b>			
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input type="checkbox"/> 18. Concurrent <input checked="" type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness		21. Billet Subcategory (if any) <b>NA</b>	
22. Reporting Senior (Last, FI MI) <b>MACKENZIE, B W</b>		23. Grade <b>CAPT</b>	24. Desig <b>2500</b>	25. Title <b>LEGAL ADVISOR</b>		26. UIC <b>40033</b>	27. SSN <b>[REDACTED]</b>
28. Command employment and command achievements. <b>OPERATION IRAQI FREEDOM. Supporting Task Force 134, Multi-National Force-Iraq, Detainee Operations. Provision of legal due process of captured insurgents in a hostile fire environment. Adjudicate and administratively process thousands of insurgents.</b>							
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) <b>OIC</b> Officer in Charge Headquarters Element-2, Staff Attorney-4. <b>TEMADD: 06NOV05-06NOV27.</b>							
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled	31. Counselor		32. Signature of Individual Counseled	

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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/recruitment 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.	<input checked="" type="checkbox"/>	- 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.	<input checked="" type="checkbox"/>	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.
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# FITNESS REPORT AND COUNSELING RECORD (E7-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) <b>LAXALT, ADAM P</b>		2. Grade/Rate <b>LT</b>	3. Desig <b>2500</b>	4. SSN <b>[REDACTED]</b>			
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> <li>- Neglects growth/development or welfare of subordinates.</li> <li>- Fails to organize, creates problems for subordinates.</li> <li>- Does not set or achieve goals relevant to command mission and vision.</li> <li>- Lacks ability to cope with or tolerate stress.</li> <li>- Inadequate communicator.</li> <li>- Tolerates hazards or unsafe practices.</li> </ul>		<ul style="list-style-type: none"> <li>- Effectively stimulates growth/development in subordinates.</li> <li>- Organizes successfully, implementing process improvements and efficiencies.</li> <li>- Sets/achieves useful, realistic goals that support command mission.</li> <li>- Performs well in stressful situations.</li> <li>- Clear, timely communicator.</li> <li>- Ensures safety of personnel and equipment.</li> </ul>		<ul style="list-style-type: none"> <li>- Inspiring motivator and trainer, subordinates reach highest level of growth and development.</li> <li>- Superb organizer, great foresight, develops process improvements and efficiencies.</li> <li>- Leadership achievements dramatically further command mission and vision.</li> <li>- Perseveres through the toughest challenges and inspires others.</li> <li>- Exceptional communicator.</li> <li>- Makes subordinates safety-conscious, maintains top safety record.</li> <li>- Constantly improves the personal and professional lives of others.</li> </ul>		
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> <li>- Has difficulty attaining qualification expected for the rank and experience.</li> <li>- Has difficulty in ship(s), aircraft or weapons systems employment.</li> <li>- Warfare skills in specialty are below standards compared to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Attains qualifications as required and expected.</li> <li>- Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty equal to others of same rank and experience.</li> </ul>		<ul style="list-style-type: none"> <li>- Fully qualified at appropriate level for rank and experience.</li> <li>- Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment.</li> <li>- Warfare skills in specialty exceed others of same rank and experience.</li> </ul>		
NOB <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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.			<b>CSB</b>	<b>DPT HD</b>			
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.							
<p>LT Laxalt volunteered for duty to TF-134 in support of Operation Iraqi Freedom. On departure, my #2 of 32 joint service JAGs - most senior to him. He has excelled at this fast-paced, high-pressure environment with poise, elan and proficiency. A consummate professional, he epitomizes the Navy's "forward deployed JAG" concept. An outstanding performer; at the Combined Review &amp; Release Board (CRRB), he diligently reviewed, briefed and presented over 1400 detainee cases to panels comprised of US and Iraqi members. His concise, objective case summaries and oral briefings were critical to mission success. Totally outstanding in all respects! Due to his unsurpassed work ethic and mission-oriented attitude, LT Laxalt was clearly ready for additional responsibility. He was hand-selected from a wide field of candidates to become Officer-in-Charge of the Headquarters Element. As such, he supervised 6 paralegal, 6 officers and was responsible for tracking over 35,000 detainee case files. He superbly coordinated all aspects of the HQ Element, to include timely and informed briefs to the Deputy Commanding General - Detainee Operations. Impeccable Military Bearing. Exemplary military and personal appearance. Top-notch physical fitness. His integrity, versatility and work ethic admired by all. A phenomenal attorney and officer, consider LT Laxalt for the JAG Corps's toughest jobs. A MUST SELECT for CSB and early promotion. He has an exceptionally bright future in the JAGC-assign him accordingly! I trust and have unbridled confidence in him.</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address Legal Advisor TF 134 Detainee Ops/Legal Unit #42006 APO AE 09342
42. INDIVIDUAL						<input checked="" type="checkbox"/>	
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	0	1	1	
45. Signature of Reporting Senior <i>B.W. MacFongie</i> Date: 07 MAY 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"/> <b>APL</b> <i>Ada P.</i> Date: 30 May 2007			
Member Trait Average:		Summary Group Average:					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							