

COURT-MARTIAL RECORD

NAME WELSHOFER, LEWIS E, JR

CW3

SSN _____

ACTIONS CODED:

INITIAL _____

ACCA _____

FINAL _____

COMPANION(S): _____

ASSIGNED TO:

PANEL _____

EXAM-DIV- ☒

CRIM LAW

RETURN THIS FILE TO:

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US ARMY JUDICIARY

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VOL III

OF IV

VOL(S)

ARMY

20060064

Reporter: D. Hart

No companion cases.

SUMMARIZED RECORD OF TRIAL

(and accompanying papers)

of

WELSHOFFER, Lewis E., Jr.
(Name: Last, First, Middle Initial)

[Redacted]
(Social Security Number)

Chief Warrant Officer
(Rank) Three

Regimental Headquarters and
(Unit/Command Name)
Headquarters Troop, 3d
Armored Cavalry Regiment
(Rear) (Provisional)

U.S. Army
(Branch of Service)

Fort Carson, Colorado
(Station or Ship) 80913

By
GENERAL COURT MARTIAL

Convened by [Redacted] Commander
(Title of Convening Authority)

Headquarters, 7th Infantry Division and Fort Carson
(Unit/Command of Convening Authority)

Tried at

Fort Carson, Colorado on 18 June 2005
(Place or Place of Trial) on 17 Oct & 18 Nov 2005 & 16 Jan 2006
Peterson Air Force Base, Colorado on 17 Oct & 18 Nov 2005 & 16 Jan 2006
Fort Carson, Colorado on 17 Oct & 18 Nov 2005 & 16 Jan 2006

ACTION OF JUDGE ADVOCATE OR GENERAL COURT MARTIAL CONVENING AUTHORITY (SPCM)/JAG (GCM)
(RCM 1111 and 1112, MCM, 1984)

UNIT/COMMAND NAME	LOCATION OF JUDGE ADVOCATE OR GENERAL COURT MARTIAL CONVENING AUTHORITY/JAG	DATE RECORD RECEIVED
ACTION	DATE	REMARKS
FINAL DISPOSITION Findings and sentence, as approved by convening authority; correct in law and fact; to file		<p>Received 18 OCT 2005</p> <p>AUG 16 2006</p> <p>CLERK OF COURT U.S. ARMY JUDICIARY</p>
OR Findings and sentence, as modified or corrected (see remarks); correct in law and fact; to file		
Acquittal or sentence set aside (see remarks); to file		
Copies of GCMO disposed of in accordance with departmental regulations		
JUDGE ADVOCATE OR LAW SPECIALIST		
SIGNATURE	RANK	DATE SIGNED

See inside back cover for instructions as to use, preparation and arrangement.

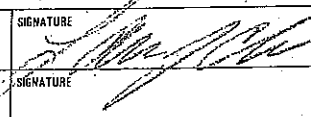
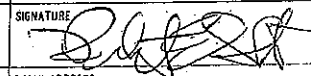
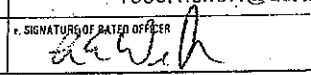
OFFICER EVALUATION REPORT <small>For use of this form, see AR 623-105; the proponent agency is DCS, G-1.</small>										FOR OFFICIAL USE ONLY (FOUO) <small>Protected by Privacy Act of 1974.</small>	
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E., JR.				b. SSN		c. RANK CW3		d. DATE OF RANK Year: 2001 Month: 06 Day: 01		e. BRANCH MI	
f. LIMIT, ORG. STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 7th Infantry Division and Fort Carson, CO 80913				g. FORSCOM				h. REASON FOR SUBMISSION 22 SR Option		i. DESIGATED SPECIALTY / PMSI 351E	
j. PERIOD COVERED						k. RATED MONTHS 4		l. NONRATED CODES		m. RATED OFFICER COPY (Check one and date)	
FROM: Year 2005 Month 02 Day 16 THRU: Year 2005 Month 05 Day 29						n. NO. OF ENCL 0		o. 1. Given to Officer		p. DATE 050531	
						q. 2. Forwarded to Officer		r. PSR INITIAL K6		s. CMB CODE FC	
								t. PSR CODE FS13			
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed DER Parts I-VII and the admin data is correct)											
a. NAME OF RATER (Last, First, MI) O'HARA-HULETT ROSS M.				b. SSN		c. RANK MAJ		d. POSITION Deputy G2		e. SIGNATURE 	
f. NAME OF INTERMEDIATE RATER (Last, First, MI)				g. SSN		h. RANK		i. POSITION		j. SIGNATURE	
k. NAME OF SENIOR RATER (Last, First, MI) FELTS, THOMAS H.				l. SSN		m. RANK LTC		n. POSITION ACofS G2		o. SIGNATURE 	
p. SENIOR RATER'S ORGANIZATION HHC, 7th Infantry Division and Fort Carson Fort Carson, CO 80913						q. BRANCH		r. SENIOR RATER TELEPHONE NUMBER (719) 526-3085		s. E-MAIL ADDRESS thomas.felts@us.army.mil	
t. This is a referral report, do you wish to make comments?						u. Yes, comments are attached		v. No		w. SIGNATURE OF RATED OFFICER 	
										x. DATE 050531	
PART III - DUTY DESCRIPTION											
a. PRINCIPAL DUTY TITLE Assistant G2 Plans Officer								b. POSITION ACORR 351E			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV, DA FORM 67-9-1 7th Infantry Division Assistant G2 Plans officer responsible for researching, developing, scripting, and executing intelligence scenarios designed to train Active and Reserve Component units to integrate their Intelligence Battlefield Operating Systems (IBOS) into combat operations as they prepare for future OIF and OEF rotations. These scenarios closely replicate current enemy Tactics, Techniques, and Procedures (TTP) IOT provide a challenging and realistic training environment. Also responsible for providing input and assistance into preparing real-world intelligence briefings for the 7ID Commander and Staff. Additionally trains subordinate intelligence analysts on CI/HUMINT operations.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
1. HONOR: Adherence to the Army's publicly declared code of values				2. RESPECT: Promotes dignity, consideration, fairness, & EO				3. SELFLESS SERVICE: Places Army priorities before self			
4. COURAGE: Manifests physical and moral bravery				5. DUTY: Fulfills professional, legal, and moral obligations							
5. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier											
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.											
b.1. ATTRIBUTES (Select 1)		1. MENTAL Possesses desire, will, initiative, and discipline		2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		3. EMOTIONAL Displays self-control; calm under pressure					
b.2. SKILLS (Competence) (Select 2)		4. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		5. INTERPERSONAL Shows skill with people; coaching, teaching, counseling; motivating and empowering		6. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions					
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving		7. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		8. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		9. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment					
INFLUENCING Method of reaching goals while operating / improving		10. PLANNING Develops detailed, executable plans that are feasible, acceptable and suitable		11. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		12. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement					
OPERATING Short-term mission accomplishment		13. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		14. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		15. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change					
IMPROVING Long-term improvement in the Army its people and organizations											
c. APFT: PASS				DATE: APR 2005				HEIGHT: 74 WEIGHT: 213 YES			
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.											
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?											
YES NO <input checked="" type="checkbox"/>											

NAME WELSHOFER, LEWIS E., JR.		SSN	PERIOD COVERED 20050216 - 20050529
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION			
<input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE	<input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE	<input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE	<input type="checkbox"/> OTHER (Explain)
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.			
<p>Astonishing performance by a talented, dedicated warrant officer who is without peer in the 7ID and Fort Carson MI community. During this short but concentrated rating period, CW3 Welshofer contributed significantly to the 41st eSB's annual training exercise. He developed a high-fidelity, rigorous Afghanistan-based scenario which will drive intelligence training & operations. Lew's flexibility and combat experience were instrumental in developing a seamless integration of scenario injects and live bilateral negotiations. He represents a unique blend of mental flexibility coupled with a high degree of both tactical and technical skills, allowing him to accomplish any task, no matter how tough. Promote this incredible warrant officer to CW4 now and send him immediately to advanced military schooling. CW3 Welshofer's abilities are the embodiment of the next generation of MI senior leadership.</p> <p>Unlimited Potential. Already superior in performance and potential to his peers, CW3 Welshofer is a must select for promotion to CW4.</p>			
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES, FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
PART VI - INTERMEDIATE RATER			
PART VII - SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE			
<input checked="" type="checkbox"/> BEST QUALIFIED	<input type="checkbox"/> FULLY QUALIFIED	<input type="checkbox"/> DO NOT PROMOTE	<input type="checkbox"/> OTHER (Explain below)
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)		c. COMMENT ON PERFORMANCE/POTENTIAL	
<input type="checkbox"/> ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)	<p>Exceptional duty performance from an outstanding planner and professional HUMINT collector. CW3 Lew Welshofer has been a super addition to our small, highly engaged G2 shop. His contribution to exercise scenario development coupled with his no-nonsense approach to coaching and mentoring, have taken this shop to a new level, and have resulted in tough, realistic training for brigade combat teams preparing to perform combat operations. CW3 Lew Welshofer is a mature, seasoned combat veteran and a major contributor to the success of our G2 shop and 7ID. Unlimited potential; promote to CW4 at the earliest opportunity and select for attendance at Warrant Officer Staff Officer Course.</p>		
<input checked="" type="checkbox"/> CENTER OF MASS	<p style="text-align: right;">DEFENSE EXHIBIT <u>L</u> <u>for ID p. 2 of 50</u></p>		
<input type="checkbox"/> BELOW CENTER OF MASS RETAIN	<p>4. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED, FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.</p>		
<input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN	<p>UE-X Senior Interrogator, UE-X/UE-Y Senior HUMINT Analyst, UE-X/UE-Y HUMINT Requirement Manager</p>		

OFFICER EVALUATION REPORT										FOR OFFICIAL USE ONLY (FOUO)	
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PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial)				b. SSN		c. RANK		d. DATE OF RANK		e. BRANCH	
WELSHOFER, LEWIS E., JR.						CW3		Year 2001 Month 06 Day 01		MI 351M	
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND								h. REASON FOR SUBMISSION			
66 MI Company, 3d Squadron, 3d Armored Cavalry Regiment, Ft. Carson 80913 FORSCOM								03 Change of Rater			
i. PERIOD COVERED						j. RATED MONTHS		k. NONRATED CODES		l. NO. OF ENCL	
FROM Year 2004 Month 06 Day 08 THRU Year 2005 Month 02 Day 15						8				0	
m. RATED OFFICER COPY (Check one and date)						n. PSB INITIAL		o. CWO CODE		p. PSB CODE	
<input checked="" type="checkbox"/> 1. Given to Officer										FC FS13	
<input type="checkbox"/> 2. Forwarded to Officer											
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)											
a. NAME OF RATER (Last, First, MI)				b. SSN		c. RANK		d. POSITION		e. SIGNATURE	
Christian, Laurence J.						CPT		Company Commander			
b. NAME OF INTERMEDIATE RATER (Last, First, MI)				c. SSN		d. RANK		e. POSITION		f. SIGNATURE	
c. NAME OF SENIOR RATER (Last, First, MI)				d. SSN		e. RANK		f. POSITION		g. SIGNATURE	
Short, Robert E.						MAJ		Regimental S-2			
SENIOR RATER'S ORGANIZATION						h. BRANCH		i. SENIOR RATER TELEPHONE NUMBER		j. E-MAIL ADDRESS	
RHHT, 3d Armored Cavalry Regiment Fort Carson, CO 80913						MI		691-9591		robert.short@us.army.mil	
d. This is a referred report, do you wish to make comments?						<input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		e. SIGNATURE OF RATED OFFICER		f. DATE	
PART III - DUTY DESCRIPTION											
a. PRINCIPAL DUTY TITLE								b. POSITION ADCBR			
CI/HUMINT Section OIC								351M			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1											
Supervise a nine soldier combined CI/HUMINT section providing support to the only heavy Armored Cavalry Regiment with world-wide contingency areas of operation; train CI/HUMINT personnel on conducting Tactical HUMINT Team (THT) operations in urban environments; train section personnel on conducting wartime tasks to include Interrogation of Prisoners of War (IPW), Force Protection operations, and tactical CI source operations; train Regimental units on capabilities and proper usage of THT; provide CI/HUMINT support to CMTC operations as well Warfighter exercises; oversee equipment recovery operations; oversee equipment refit and upgrade; responsible for the maintenance, serviceability, and accountability of section equipment in excess of \$2,000,000											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
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, & EQ.											
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.											
b.1. ATTRIBUTES (Select 1)											
1. MENTAL Possesses desire, will, initiative, and discipline											
2. PHYSICAL Maintains appropriate level of physical fitness and military bearing											
3. EMOTIONAL Displays self-control; calm under pressure											
b.2. SKILLS (Competence) (Select 2)											
4. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning											
5. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering											
6. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions											
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving											
1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups											
2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely											
3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment											
4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable											
5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources											
6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement											
7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders											
8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate											
9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change											
c. APFT: PASS DATE: OCT 04 HEIGHT: 74 WEIGHT: 215 YES											
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WD1s.											
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?											
DA FORM 67-9, DEC 2004											

NAME WELSHOFER, LEWIS E., JR.		SSN	PERIOD COVER	040608	20050215	+
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)						
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION						
<input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE <input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE <input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain)						
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.						
<p>CW3 Lewis Welshofer's performance this rating period has been superb. Lew has consistently been one of the the top officers in the Company. As the Counter Intelligence and Human Intelligence Officer In Charge, CW3 Welshofer ensured his section was combat ready and prepared to deploy in support of Operation Iraqi Freedom III. Lew coordinated for external section training to include the Reid Technique of Interviewing and Interrogation; Laboratory of Scientific Interrogation; Counterintelligence Force Protection Source Operations course; and a Mobile Training Team to come to Ft Carson and teach the CI/HUMINT Section on various THT operations and techniques. Lew continued his combat readiness training program by developing, planning, and executing Highlander Stakes, an internal section exercise designed to enhance individual and collective THT skills in as realistic an environment as possible. He personally ensured this valuable training event was a success by acting as an Observer Controller and a role player throughout the entire exercise. CW3 Welshofer's efforts were not limited to training as he coordinated for and oversaw the software and hardware upgrades for the sections nine (CHATS) computer systems as well the appropriate training on the new upgrades. Lew continued his combat readiness focus by managing the recovery and refit of section equipment; the upgrade of all section HMMWV's to four seat vehicles which provided increased THT operability for future contingency operations. Lew's ability to multi task not only ensured his soldiers were combat ready, but raised his own APFT score by over 30 points and increased his score to a 2/2+ on the Russian DLPT. There is no job too difficult for this officer!</p> <p>Unlimited Potential. Already superior in performance and potential to his peers; CW3 Welshofer is a must select for promotion to CW4.</p>						
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.						
PART VI - INTERMEDIATE RATER						
PART VII - SENIOR RATER						
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE						
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)						
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)		c. COMMENT ON PERFORMANCE/POTENTIAL				
<input type="checkbox"/> ABOVE CENTER OF MASS (Less than 50% in top box; Center of Mass if 50% or more in top box)		Singularly outstanding duty performance. Best Warrant Officer that I senior rate. He has quickly recovered and rebuilt his team from Operation Iraqi Freedom I and molded them into a powerful, mission ready team fully prepared for combat operations in Operation Iraqi Freedom III. CW3 Welshofer seeks out and accepts responsibility that others have shied away from. His advice is accepted without question and acted upon immediately. He is bright, articulate, and an excellent briefer. Ready for increased responsibility now, promote immediately to CW4.				
<input checked="" type="checkbox"/> CENTER OF MASS						
<input type="checkbox"/> BELOW CENTER OF MASS RETAIN						
<input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN						
+		d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC. ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.				
		MI Detachment Commander; Corps HUMINT Collection Manager; AIT/MOS Manager				

DEFENSE EXHIBIT
for ID P. 4 of 50

OFFICER EVALUATION REPORT										FOR OFFICIAL USE ONLY (FOUO) Protected by Privacy Act of 1974.	
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E., JR.				b. SSN		c. RANK CW3		d. DATE OF RANK Year: 2001 Month: 06 Day: 01		e. BRANCH MI	
g. UNIT, ORG. SYMBOL, ZIP CODE OR APO, MAJOR COMMAND 66 MI Company, 3d Squadron, 3d Armored Cavalry Regiment, Ft. Carson 80913 FORSCOM								h. REASON FOR SUBMISSION 03 Change of Rater			
i. PERIOD COVERED						j. RATED MONTHS 8		k. NONRATED CODES		l. NO. OF ENCL 0	
m. RATED OFFICER COPY (check one and date)						n. PSB INITIAL		o. CODE		p. PSB CODE	
1. Given to Officer						2. Forwarded to Officer		FC		FS13	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed DER Parts I-III and the admin data is correct)											
a. NAME OF RATER (Last, First, MI) Christian, Laurence J.				b. SSN		c. RANK CPT		d. POSITION Company Commander		e. SIGNATURE 	
f. NAME OF INTERMEDIATE RATER (Last, First, MI)				g. SSN		h. RANK		i. POSITION		j. SIGNATURE	
k. NAME OF SENIOR RATER (Last, First, MI) Short, Robert E.				l. SSN		m. RANK MAJ		n. POSITION Regimental S-2		o. SIGNATURE 	
p. SENIOR RATER'S ORGANIZATION RHHT, 3d Armored Cavalry Regiment Fort Carson, CO 80913						q. BRANCH MI		r. SENIOR RATER TELEPHONE NUMBER 691-9591		s. E-MAIL ADDRESS robert.short@us.army.mil	
t. This is a referred report, do you wish to make comments?						u. Yes, comments are attached		v. No		w. SIGNATURE OF RATED OFFICER 	
PART III - DUTY DESCRIPTION											
a. PRINCIPAL DUTY TITLE CI/HUMINT Section OIC								b. POSITION ASCIBR 351M			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV, DA FORM 67-9-1 Supervise a nine soldier combined CI/HUMINT section providing support to the only heavy Armored Cavalry Regiment with world-wide contingency areas of operation; train CI/HUMINT personnel on conducting Tactical HUMINT Team (THT) operations in urban environments; train section personnel on conducting wartime tasks to include Interrogation of Prisoners of War (IPW), Force Protection operations, and tactical CI source operations; train Regimental units on capabilities and proper usage of THT; provide CI/HUMINT support to CMTC operations as well Warfighter exercises; oversee equipment recovery operations; oversee equipment refit and upgrade; responsible for the maintenance, serviceability, and accountability of section equipment in excess of \$2,000,000											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
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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.											
b.1. ATTRIBUTES (Select 1)		1. MENTAL Possesses desire, will, initiative, and discipline		2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		3. EMOTIONAL Displays self-control; calm under pressure					
b.2. SKILLS (Competence) (Select 2)		4. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		5. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering		6. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions					
b.3. ACTIONS (LEADERSHIP) (Select 3)		7. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting									
INFLUENCING Method of reaching goals while operating / improving		1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment					
OPERATING Short-term mission accomplishment		4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement					
IMPROVING Long-term improvement in the Army, its people and organizations		7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change					
c. APFT: PASS DATE: OCT 04 HEIGHT: 74 WEIGHT: 215 YES											
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s											
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?											

NAME WELSHOFER, LEWIS E., JR.

SSN

PERIOD CO.

20040608

20050215

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 PROMOTESATISFACTORY PERFORMANCE,
PROMOTEUNSATISFACTORY PERFORMANCE,
DO NOT PROMOTEOTHER
(Explain)

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

CW3 Lewis Welshofer's performance this rating period has been superb. Lew has consistently been one of the top officers in the Company. As the Counter Intelligence and Human Intelligence Officer In Charge, CW3 Welshofer ensured his section was combat ready and prepared to deploy in support of Operation Iraqi Freedom III. Lew coordinated for external section training to include the Reid Technique of Interviewing and Interrogation; Laboratory of Scientific Interrogation; Counterintelligence Force Protection Source Operations course; and a Mobile Training Team to come to Ft Carson and teach the CI/HUMINT Section on various THT operations and techniques. Lew continued his combat readiness training program by developing, planning, and executing Highlander Stakes, an internal section exercise designed to enhance individual and collective THT skills in as realistic an environment as possible. He personally ensured this valuable training event was a success by acting as an Observer Controller and a role player throughout the entire exercise. CW3 Welshofer's efforts were not limited to training as he coordinated for and oversaw the software and hardware upgrades for the section's nine (CHATS) computer systems as well the appropriate training on the new upgrades. Lew continued his combat readiness focus by managing the recovery and refit of section equipment; the upgrade of all section HMMWV's to four seat vehicles which provided increased THT operability for future contingency operations. Lew's ability to multi task not only ensured his soldiers were combat ready, but raised his own APFT score by over 30 points and increased his score to a 2/2+ on the Russian DLPT. There is no job too difficult for this officer!

Unlimited Potential. Already superior in performance and potential to his peers, CW3 Welshofer is a must select for promotion to CW4.

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

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

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 c)

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

ABOVE CENTER OF MASS.
(Less than 50% in top box; Center of
Mass if 50% or more in top box)

CENTER OF MASS

BELOW CENTER OF MASS
RETAINBELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

Singularly outstanding duty performance. Best Warrant Officer that I senior rate. He has quickly recovered and rebuilt his team from Operation Iraqi Freedom I and molded them into a powerful, mission ready team fully prepared for combat operations in Operation Iraqi Freedom III. CW3 Welshofer seeks out and accepts responsibility that others have shied away from. His advice is accepted without question and acted upon immediately. He is bright, articulate, and an excellent briefer. Ready for increased responsibility now, promote immediately to CW4.

DEFENSE EXHIBIT
for ID p. 6 of 50

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

MI Detachment Commander; Corps HUMINT Collection Manager; AIT/MOS Manager

PART I - ADMINISTRATIVE DATA

a. NAME (Last, first, middle initial) WELSHOFFER, LEWIS E. JR.		b. SSN CW3	c. DATE OF BIRTH Year: 2001, Month: 06, Day: 01	d. BRANCH MI	e. GRADE 351E
f. COMMAND (Include code of APO, MAJOR COMMAND) 66th MI CO, 33 ACR, FT. CARSON, CO 80913		g. FORSCOM		h. REASON FOR SUBMISSION 03 Change of Rater	
i. PERIOD COVERED From: 2003 10 06 To: 2004 06 08		j. RATED RATING 8	k. MODIFIED CODES 0	l. RATED OFFICER COPY (Check one and date) <input checked="" type="checkbox"/> 1. Given to Officer <input type="checkbox"/> 2. Forwarded to Office	
m. DATE JUL 20 2004		n. RATER FC		o. PSB CODE FS13	

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

a. NAME OF RATER (Last, first, middle initial) Park, Jesse L.	b. SSN	c. GRADE CPT	d. POSITION ACE Chief	e. SIGNATURE <i>[Signature]</i>	f. DATE JUL 20 2004
g. NAME OF INTERCOMING OFFICER (Last, first, middle initial) Voss, Jessica R.	h. SSN	i. GRADE MAJ	j. POSITION Company Commander	k. SIGNATURE <i>[Signature]</i>	l. DATE JUL 20 2004
m. NAME OF SENIOR RATER (Last, first, middle initial) Kievenaar, Henry A. III	n. SSN	o. GRADE LTC	p. POSITION Squadron Commander	q. SIGNATURE <i>[Signature]</i>	r. DATE JUL 20 2004
s. RATER'S ORG ADDRESS Headquarters, 3d Squadron, 3d ACR Fort Carson, CO 80913		t. BRANCH AR	u. STRONG RATER TELEPHONE NUMBER DSN 691-8862	v. E-MAIL ADDRESS butch.kievenaar@us.army.mil	
w. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		x. SIGNATURE OF RATED OFFICER <i>[Signature]</i>		y. DATE JUL 20 2004	

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Human Intelligence Collection Technician	b. POSITION AOCBR 351E0
c. SIGNIFICANT DUTIES / RESPONSIBILITIES: REFER TO PART IVa, DA FORM 67-9-1 Officer-in-Charge of a Counterintelligence and Human Intelligence section, and an Interrogation section within the 66th MI CO of a Heavy Armored Cavalry Regiment deployed for Operation Iraqi Freedom (OIF). Responsible for the collection, production, analysis, and fusion of Human Intelligence (HUMINT) and Counterintelligence (CI) in support of combat operations in Iraq. Responsible for the Regiment's Detention Facility and exploitation of intelligence gained through interrogations of detainees. Train, develop, and supervise 26 CI/HUMINT agents, 3 Interrogators, and 8 Army/Civilian Linguists. As acting platoon leader, supervised the redeployment of 18 vehicles, 7 trailers, and 52 personnel. In garrison, supervise a nine soldier combined CI/HUMINT section providing support to 3d ACR; provide CI/HUMINT support to CMTC operations as well as Warfighter exercises.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

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

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		Yes	No	Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bows true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>

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 (Competencies), and three from ACTIONS (EFFECTS). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.

h.1. ATTRIBUTES (Select 1)		<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> NO
h.2. SKILLS (Competency) (Select 2)		1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> NO	2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> NO
		<input checked="" type="checkbox"/> TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and prioritizing		DEFENSE EXHIBIT <input checked="" type="checkbox"/> NO			
h.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving							
i. INFLUENCING Effectively influences individuals, groups, and organizations		1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> NO	2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> NO
j. OPERATING Effectively manages and directs the work of the unit		<input checked="" type="checkbox"/> PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> EXECUTING Shows technical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> NO	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> NO
k. LEADING Effectively leads and motivates the unit		7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> NO	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> NO	9. LEARNING Seeks self-improvement and encourages others to do the same	<input checked="" type="checkbox"/> NO

c. APPT: PASS	DATE: MAR 2004	HEIGHT: 75	WEIGHT: 205	YES
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.				
e. DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?				
YES NO <input checked="" type="checkbox"/>				

+		PERIOD COVERED 20031006 - 20040608	+
NAME WELSHOFER, LEWIS E. JR.		SSN	
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION.			
<input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE. MUST PROMOTE		<input type="checkbox"/> SATISFACTORY PERFORMANCE. PROMOTE	
		<input type="checkbox"/> UNSATISFACTORY PERFORMANCE. DO NOT PROMOTE	
		<input type="checkbox"/> OTHER (Explain)	
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1			
<p>CW3 Welshofer's performance was absolutely outstanding throughout combat operations and stability and support operations for the duration of OIF. While deployed, CW3 Welshofer managed 11 Tactical HUMINT Teams and up to 40 soldiers covering over 90,000 square kilometers in western Iraq. During OIF, he performed admirably executing CI/HUMINT operations and providing key information leading to two of the Regiment's most significant operations. CW3 Welshofer's exceptional performance during Operation RIFLES BLITZ and Operation RIFLES FURY along with other intelligence based operations resulted in the successful detention of multiple key anti-Coalition personalities. His Interrogation Facility at Al Asad Airbase processed and interrogated over 2200 detainees and disseminated over 700 intelligence reports used to conduct further offensive combat operations. CW3 Welshofer was instrumental in 3d ACR's success and indirectly saved soldiers lives by gathering and disseminating critical intelligence. Lewis is without question a true professional with complete dedication to the mission. CW3 Welshofer is a premiere CI/HUMINT Technician whose career warrants close management and opportunities to excel in positions of increasing responsibility. Unlimited and unrivaled potential for future service; promote immediately and send to the Warrant Officer's Staff Course now.</p>			
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
PART VI - INTERMEDIATE RATER			
<p>CW3 Welshofer showed tremendous leadership while managing difficult CI/HUMINT and Interrogation Operations during OIF. He tirelessly worked, provided critical intelligence that drove future combat operations which ultimately saved soldiers' lives. He personally conducted over 200 interrogations, edited and disseminated over 700 intelligence reports during this rating period. He is a true professional who can always be counted on to get the job done. An absolute must select below zone to CW4. Send to school ahead of peers. Lew is a proven combat leader whose experiences in the Iraqi environment must be leveraged for the good of the Army.</p>			
PART VII - SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE			
<input checked="" type="checkbox"/> BEST QUALIFIED		<input type="checkbox"/> FULLY QUALIFIED	
		<input type="checkbox"/> DO NOT PROMOTE	
		<input type="checkbox"/> OTHER (Explain below)	
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DAI)		I currently senior rate <u>3</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review.	
<input type="checkbox"/> ABOVE CENTER OF MASS (less than 50% in top box; Center of Mass at 50% or more in top box)		<input checked="" type="checkbox"/> YES	
<input checked="" type="checkbox"/> CENTER OF MASS		<input type="checkbox"/> NO (if explain in c)	
<input type="checkbox"/> BELOW CENTER OF MASS RETAIN			
<input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN			
c. COMMENT ON PERFORMANCE/POTENTIAL			
<p>Continued great performance by one of the best warrant officers I have ever had the privilege of serving with in my 19 years of service. CW3 Welshofer's professionalism, proficiency, and focus on mission accomplishment were critical to gain much-needed intelligence on anti-coalition forces operating in the Regimental AOR. This information saved a countless number of soldiers and Iraqi civilians lives, and the timeliness and accuracy of the information lead to the detainment of over 2200 anti-coalition forces. Unlimited potential for future military service. Select to CW4 now and send to school immediately. CW3 Welshofer is a proven combat leader who the Army must continue to leverage to improve our HUMINT Intelligence capability.</p>			
DEFENSE EXHIBIT for ID p. 8850			
d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC. ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
MI Detachment Commander, AIT/MOS Manager, Corps HUMINT Collection Manager			

0643439

OFFICER EVALUATION REPORT										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1	
PART I - ADMINISTRATIVE DATA											
1. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E. JR.				2. SSN		3. GRADE CW3		4. DATE OF RANK Month Day Year 06 01 2001		5. BRANCH MI	
6. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 66th MI CO, 3/3 ACR, FT. CARSON, CO 80913								7. REASON FOR SUBMISSION 03 Change of Rater		8. DESIGATED EVALUATOR 351E	
9. PERIOD COVERED				10. RATED MONTHS		11. RATED OFFICER COPY (Check one and date)		12. RATED OFFICER COPY (Check one and date)		13. RATED OFFICER COPY (Check one and date)	
FROM Month Day Year 04 05 2003				THRU Month Day Year 10 05 2003		6		1. Given to Officer		040106	
								2. Forwarded to Officer		040106	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed DER Parts I-VII and the admin data is correct)											
1. NAME OF RATER (Last, First, MI) GLEATON, RAYMOND L. III				2. SSN		3. RANK CPT		4. POSITION ACE Chief		5. SIGNATURE Raymond L. Glaton III	
6. NAME OF INTERMEDIATE RATER (Last, First, MI) VOSS, JESSICA R.				7. SSN		8. RANK MAJ		9. POSITION Company Commander		10. SIGNATURE Jessica R. Voss	
11. NAME OF SENIOR RATER (Last, First, MI) KIEVENAAR, HENRY A.				12. SSN		13. RANK LTC		14. POSITION Squadron Commander		15. SIGNATURE Henry A. Kievenaar	
16. SENIOR RATER'S ORGANIZATION HQs, 3d Squadron, 3d ACR FT. CARSON, CO 80913				17. BRANCH AR		18. SENIOR RATER TELEPHONE NUMBER DSN 691-8862		19. E-MAIL ADDRESS butch.kievenaar@us.army.mil		20. DATE 040106	
21. This is a related report, do you wish to make comments?				22. Yes, comments are attached		23. No		24. SIGNATURE OF RATED OFFICER		25. DATE 040106	
PART III - DUTY DESCRIPTION											
1. PRINCIPAL DUTY TITLE Human Intelligence Collection Technician								2. POSITION AOCBR 351E0			
3. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV, DA FORM 67-9-1 Officer-in-Charge of a Counterintelligence and Human Intelligence section, and an Interrogation section within the 66th MI CO of a Heavy Armored Cavalry Regiment deployed for Operation Iraqi Freedom (OIF). Responsible for the collection, production, analysis, and fusion of Human Intelligence (HUMINT) and Counterintelligence (CI) in support of combat operations in Iraq. Responsible for the Regiment's Detention Facility and exploitation of intelligence gained through interrogations of detainees. Train, develop, and supervise 26 CI/HUMINT agents, 3 interrogators, and 8 Army/Civilian Linguists.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
4. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
1. HONOR: Adherence to the Army's publicly declared code of values											
2. INTEGRITY: Possesses high personal moral standards; honest in word and											
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											
b.1. ATTRIBUTES (Select 1)											
1. MENTAL Possesses desire, will, initiative, and discipline											
2. PHYSICAL Maintains appropriate level of physical fitness and military bearing											
3. EMOTIONAL Displays self-control; calm under pressure											
b.2. SKILLS (Competence) (Select 2)											
1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning											
2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering											
3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions											
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving											
1. INFLUENCING Method of teaching goals while operating / improving											
2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely											
3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment											
4. OPERATING Short-term mission accomplishment											
5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources											
6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement											
7. IMPROVING Long-term improvement in the Army its people and organizations											
8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate											
9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading											
c. APFT: PASS DATE: OCT 2003 HEIGHT: 75 WEIGHT: 200 YES											
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s											
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?											
DA FORM 67-9, OCT 97 + REPLACES DA FORM 67-8, 1 SEP 79, WHICH IS OBSOLETE, 1 OCT 97											

JAN 23 2004

DEFENSE EXHIBIT
for ID p. 9450

11166

NAME WELSHOFER, LEWIS E. JR.		SSN	PERIOD COVERED: 20030405 - 20031005
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION			
<input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE	<input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE	<input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE	<input type="checkbox"/> OTHER (Explain)
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.			
<p>CW3 Welshofer's performance was absolutely superb throughout OIF. His ability to execute CI/HUMINT operations in support of fused All-Source intelligence products for the Regimental Commander is exceptional. CW3 Welshofer displayed his superior interrogation skills in exploiting multiple key anti-Coalition personalities that resulted in developing targetable intelligence to capture additional key personalities. Lewis is an absolute professional who never falters and constantly develops innovative techniques to increase the effectiveness of both the CI/HUMINT section and the Interrogation section in their support of the warfighter. His Interrogation Facility processed and interrogated over 1,000 detainees in a 6-month period of support to 3d ACR. CW3 Welshofer's adaptability, expertise, and dedication in supporting the warfighter with excellent CI/HUMINT intelligence has earned him the respect of not only the entire Regimental Combat Team's chain of command but that of the Coalition Joint Task Force-7's chain of command as well. CW3 Welshofer consistently performs to a level of a Warrant Officer senior in grade. Lewis is quite simply the most professional and dedicated Warrant Officer I have worked with in over 12 years of military service. Promote immediately and send to the Warrant Officer's Staff Course now. His potential to excel is unlimited and unparalleled.</p>			
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
PART VI - INTERMEDIATE RATER			
<p>Superb performance by this outstanding senior warrant officer. CW3 Welshofer's exemplary performance and devotion to mission accomplishment has allowed the Regiment to be incredibly successful during OIF in an area of operation the size of North Carolina. Lew exemplifies exactly the right mix of leadership ability and technical expertise we look for in our senior warrant officers. Send CW3 Welshofer to the Warrant Officer Staff Course immediately. He is a must select for below zone to CW4. Possessing unlimited potential, he is destined to excel to the very top of the MI Warrant Officer Corps.</p>			
PART VII - SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE			
<input checked="" type="checkbox"/> BEST QUALIFIED	<input type="checkbox"/> FULLY QUALIFIED	<input type="checkbox"/> DO NOT PROMOTE	<input type="checkbox"/> OTHER (Explain below)
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)		c. COMMENT ON PERFORMANCE/POTENTIAL	
<p>HODA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED</p> <div style="border: 1px solid black; padding: 5px; margin: 5px 0;">CENTER OF MASS</div> <p>RO: CW3 WELSHOFER LEWIS E JR 292587040</p> <p>SR: LTC KIEVENAAR HENRY A 230175199</p> <p>DATE: 2004 01 23</p> <p>TOTAL RATINGS: 2</p> <p>RATINGS THIS OFFICER: 2</p>		<p>CW3 Welshofer is the best intelligence Warrant Officer I have ever worked with in over 18 (+) years of military service. His performance during Operation Iraqi Freedom was outstanding. He was able to provide the Regiment with critical human intelligence in an environment very short on resources. He is a recognized expert in his field from the CJTF-7 level on down. Promote and send to the Warrant Officer's Staff Course now. His potential is unlimited.</p>	
d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
<p>MI Detachment Commander, AIT/MOS Manager, Corps HUMINT Collection Manager</p>			

DA FORM 67-9, OCT 97 (Reverse)

USAPA V

0055469

OFFICER EVALUATION REPORT										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1																																																																																									
PART I - ADMINISTRATIVE DATA																																																																																																			
a. NAME (Last, First, Middle Initial)				b. SSN		c. ARMY		d. DATE OF BIRTH		e. BRANCH																																																																																									
WELSHOFER, LEWIS E. JR.						CW3		2001 06 01		WO																																																																																									
f. GRADE, STATION, ZIP CODE OR APO, MAJOR COMMAND				g. FORSCOM				h. REASON FOR SUBMISSION																																																																																											
66th MI CO, 3/3 ACR, FORT CARSON, CO 80913								05 Annual																																																																																											
i. PERIOD COVERED				j. RATED MONTHS		k. RATED CODES		l. NO. OF ENCL		m. RATED OFFICER COPY (Check one and date)																																																																																									
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THOMAS, JAMES H.						CPT		ACE Chief		4 Apr 2003																																																																																									
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VOSS, JESSICA R.						MAJ		Company Commander		4 Apr 2003																																																																																									
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KIEVENAAR, HENRY A.						LTC		Squadron Commander		4 Apr 2003																																																																																									
p. SENIOR RATER'S ORGANIZATION				q. BRANCH		r. SENIOR RATER TELEPHONE NUMBER		s. EMAIL ADDRESS		t. DATE																																																																																									
Headquarters, 3d Squadron, 3d ACR FORT CARSON, CO 80913				AR		DSN 691-8862		henry.kievenaar@carson.army.mil		4 Apr 2003																																																																																									
u. This is a self-report, do you wish to make corrections?				v. Yes, comments are attached		w. No		x. SIGNATURE OF RATER OFFICER		y. DATE																																																																																									
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PART III - DUTY DESCRIPTION																																																																																																			
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HUMINT Section Chief				351E0				351E0																																																																																											
d. DUTY DESCRIPTION (Comments mandatory for all "NO" entries. Use PART Vb.)																																																																																																			
HUMINT Section Chief of a 9 soldier CI/HUMINT Section. The HUMINT Section is a combined Counterintelligence (CI) and Human Intelligence (HUMINT) element, responsible for providing CI and HUMINT support to the 3d Armored Cavalry Regiment. During contingency operations, mission is to provide Force Protection Operations (FPO) and Interrogation of Enemy Prisoners of War (IPW) operations. As the senior HUMINT collector, provide guidance and expertise on all HUMINT related topics. Garrison duties include collecting and analyzing HUMINT reporting for inclusion into the Regimental Commander's intelligence briefings, performing Vulnerability Assessments of Regimental units in the form of "Red Team" operations, and responsible for cross-training all section personnel on both CI and HUMINT operations.																																																																																																			
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c. APFT: PASS DATE: OCT 2002 HEIGHT: 75 WEIGHT: 200 YES																																																																																																			
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DA FORM 67-9, OCT 87																																																																																																			

DEFENSE EXHIBIT

for ID p. 11 of 50

USAPA V101

NAME WELSHOFER, LEWIS E. JR.		SSN	PERIOD COVERED 20020405 - 20030404
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION <input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE. MUST PROMOTE <input type="checkbox"/> SATISFACTORY PERFORMANCE. PROMOTE <input type="checkbox"/> UNSATISFACTORY PERFORMANCE. DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain)			
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION, REFER TO PART III, DA FORM 67-9 AND PART IV, AND c DA FORM 67-9-1. <p>Exceptional performance by one of the best Human Intelligence Technicians in the Army. CW3 Welshofer is the most competent and professional Chief Warrant Officer I have worked with in 11 years of service. His ability to plan and execute HUMINT operations are without weakness. In preparation for future deployments CW3 Welshofer developed, integrated, and evaluated Battle Focused Training, resulting in a thoroughly trained combined CI/HUMINT team. Additionally, CW3 Welshofer built his section from the ground up, creating a combat lethal and capable section ready for any worldwide operational requirement. Over the past 12 months, Lew was instrumental in the execution of HUMINT operations during three major exercises; NTC 02-10, Pinon Canyon, and the 4th ID WFX. During NTC 02-10 CW3 Welshofer was selected as the "Hero of the Battle" by the Observer Controllers for preventing an enemy attack on the Regimental TOC, which saved the lives of 125 personnel. Due to Lew's leadership and dedication, he requested the early fielding of the CHIMs and CI Work station equipment to improve the capability of his section and the compatibility of the 3d ACR HUMINT section with CFLCC. Lew is mature, articulate, and a completely dependable officer who coaches, trains, and mentors subordinates and superiors alike. He consistently performs at a level of an officer senior in grade. Lew has unlimited potential for continued service as a senior Warrant Officer. Promote to CW4 now, send him to the Warrant Officer Staff Course, and assign to the most critical and important jobs in his field.</p>			
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES, FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
PART VI - INTERMEDIATE RATER			
Magnificent performance by a terrific warrant officer with limitless potential. CW3 Welshofer possesses exactly the right mix of technical expertise and leadership excellence; he is the epitome of what today's warrant officer should be. Exceeding the standard is a way of life for CW3 Welshofer. Promote to CW4 and Warrant Officer Staff Course immediately. He has unlimited potential to serve at the very top of the Warrant Officer ranks. Absolutely top-notch in every way.			
PART VII - SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE <input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)			
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DAI) HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED <div style="border: 1px solid black; padding: 5px; width: fit-content;">CENTER OF MASS</div> RO: CW3 WELSHOFER LEWIS E JR 292587040 SR: LTC KIEVENAAR HENRY A 230175199 DATE: 2003 04 08 TOTAL RATINGS: 1 RATINGS THIS OFFICER: 1		c. COMMENT ON PERFORMANCE/POTENTIAL <p>My best Warrant Officer. CW3 Welshofer is the best Warrant Officer I have ever had the pleasure to serve with in over 18 years of military service. CW3 Welshofer is articulate, mature, and totally committed to mission accomplishment. He is one of the best trainers and mentors that I have ever seen. This great leader should be a CW4 now. Select for promotion below zone and school ahead of peers. This great leader should command now. Continue to assign him the toughest jobs, he will not disappoint.</p>	
d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED, FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. Detachment Commander, HUMINT Section Chief at Corps and above, Joint Duty Service School Instructor			

DA FORM 67-9, OCT 97 (Reverse)

DEFENSE EXHIBIT

for ID

p. 12 of 50

USAPA V2.00

OFFICER EVALUATION REPORT										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1	
For use of this form, see AFI 623-105; the proponent agency is ODSPER											
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) WELSH, LEWIS E. JR.				b. SSN		c. RANK CW3		d. DATE OF RANK Year: 2001, Month: 06, Day: 01		e. BRANCH MI	
f. UPNT, ORG, APO, ZIP CODE OR APO, MAJOR COMMAND A Company, 202d Military Intelligence Battalion, Qandahar, Afghanistan APO AE 09355								g. REASON FOR SUBMISSION 03 Change of Rater			
i. PERIOD COVERED FROM: Year 2001, Month 12, Day 26 THRU: Year 2002, Month 04, Day 04						j. RATED MONTHS 4		k. NONRATED CODES		l. NO. OF ENCL 0	
m. RATED OFFICER COPY (Check one and date) <input checked="" type="checkbox"/> 1. Given to Officer <input type="checkbox"/> 2. Forwarded to Officer						n. RATED DATE MAY 28 2002		o. P8B INITIAL SD		p. P8B CODE TD03	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)											
a. NAME OF RATER (Last, First, MI) McCall, Stuart T.				b. SSN		c. RANK CPT		d. POSITION Company Commander		e. SIGNATURE [Signature]	
f. NAME OF INTERMEDIATE RATER (Last, First, MI)				g. SSN		h. RANK		i. POSITION		j. SIGNATURE	
k. NAME OF SENIOR RATER (Last, First, MI) Saxton, Michael D.				l. SSN		m. RANK LTC		n. POSITION Battalion Commander		o. SIGNATURE [Signature]	
p. SENIOR RATER'S ORGANIZATION 202d Military Intelligence Battalion Qandahar, Afghanistan, APO AE 09355						q. BRANCH MI		r. SENIOR RATER TELEPHONE NUMBER 312-780-9486		s. E-MAIL ADDRESS Saxtonm@mi513.gordon.army.mil	
t. This is a re-rated report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No						u. SIGNATURE OF RATER OFFICER [Signature]		v. DATE 28 May 02		w. SIGNATURE OF RATER OFFICER [Signature]	
PART III - DUTY DESCRIPTION											
a. PRINCIPAL DUTY TITLE HUMINT Team Chief								b. POSITION AOCBR 351E			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 Human Intelligence (HUMINT) Team Chief in a forward deployed Joint Interrogation Facility in support of Operation Enduring Freedom in Afghanistan. Under combat conditions; supervises the conduct of tactical interrogations of over 600 Al-Qaeda and Taliban detainees; writes, edits, and disseminates Intelligence Information Reports (IR) answering Warfighter, Theater, and National level intelligence requirements; conducts Collection Management operations ensuring information is collected and disseminated in the most accurate and expedient manner possible; mentors four other junior Warrant Officers; supervises and trains 35 soldiers on tactical interrogation operations in a combat environment. Performs additional duties of Interrogation Shift OIC, Collection Manager, Senior Reports Editor, and Task Force Reports Officer in support of Task Force 202 MI.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
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											
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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.											
b.1. ATTRIBUTES (Select 1)											
b.2. SKILLS (Competence) (Select 2)											
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving											
c. APFT: PASS											
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.											
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?											

NAME WELSHOFER, LEWIS E. JR.

SSN

PERIOD COVERED 20011226 - 20020404

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 PROMOTESATISFACTORY
PERFORMANCEUNSATISFACTORY
PERFORMANCEOTHER
(Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 87-9 AND PART IVa, b, AND c DA FORM 87-9-1.

CW3 Welshofer deployed to Kandahar, Afghanistan to support TF 202 MI Joint Interrogation Facility operations during Operation Enduring Freedom. CW3 Welshofer assumed duties and responsibilities in several areas during his deployment. He served as the Senior Reports officer, Collection Manager, Shift OIC, and Task Force Reports Officer. Additionally, he personally conducted 8 interrogations of known Al-Qaeda and Taliban terrorists and generated 10 intelligence reports which helped to identify terrorist activities in the Combined Forces Land Component Command (CFLCC) Area of Operations. During his deployment, CW3 Welshofer edited over 300 Intelligence Information Reports, provided mentorship to four junior Warrant Officers, trained over 35 soldiers on tactical interrogation operations, and provided valuable expertise and assistance in developing a Collection Management process that greatly improved TF 202 capability to track collection requirements levied from Warfighter, Theater and National level collection agencies. CW3 Welshofer frequently looked outside the box and provided TF 202 recommendations on methods to improve their Tactics, Techniques, and Procedures (TTP), thereby enhancing Interrogation Operations at every level.

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

CW3 Welshofer has a unique ability to see problem areas before they surface and make recommendations to circumvent these areas. He is a forward thinker.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

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

BEST
QUALIFIEDFULLY
QUALIFIED

DO NOT PROMOTE



OTHER (Explain below)

I currently senior rate

3

officer(s) in this grade

A completed DA Form 87-9-1 was received with this report and considered in my evaluation and review



YES



NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS
SENIOR RATED IN SAME GRADE (OVERPRINTED
BY DA)ABOVE CENTER OF MASS
(Less than 50% in top box; Center of
Mass if 50% or more in top box)

CENTER OF MASS

BELOW CENTER OF MASS
RETAINBELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

Superior Performance. CW3 Welshofer was one of the most versatile warrant officers attached to the 202d MI Battalion. He performed multiple jobs at varying echelons, and did so with ease and efficiency. He never missed an opportunity to make recommendations on improving overall operations and made several suggestions that increased production or enhanced unit capability. CW3 Welshofer's greatest attribute was his ability to pass on his expertise and experience to fellow Warrant Officers and subordinate soldiers alike, thereby increasing the units ability to conduct Interrogation Operations. CW3 Welshofer has unlimited potential. Select early for advanced education. Promote immediately.

DEFENSE EXHIBIT

for ID 8-14850

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Service School Instructor; MI Detachment Commander; HUMINT Collection Manager

OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT
ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E.		b. SSR	c. GRADE CW3	d. DATE OF RANK Year: 2001, Month: 06, Day: 01	e. GRADE WO	f. DESIG/ID 351E
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 56th MI Co, 3d Squadron, 3d ACR, Fort Carson, CO 80913				h. REASON FOR SUBMISSION 03 Change of Rater		
i. PERIOD COVERED FROM: Year: 2001, Month: 05, Day: 19 THRU: Year: 2001, Month: 12, Day: 25		j. RATED MONTHS 5	k. RATED CODES I	l. NO. OF ENCL 0	m. RATED OFFICER COPY (check one and date) 1. Given to Officer 2. Forwarded to Officer	n. PSB INITIAL FC

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

a. NAME OF RATER (Last, First, MI) Cowan, Kimberly A.	b. SSN	c. RANK MAJ	d. POSITION Company Commander	e. SIGNATURE <i>[Signature]</i>	f. DATE 020213
g. NAME OF INTERMEDIARY RATER (Last, First, MI)	h. SSN	i. RANK	j. POSITION	k. SIGNATURE	l. DATE
m. NAME OF SENIOR RATER (Last, First, MI) Turner, William D.	n. SSR	o. RANK LTC	p. POSITION Squadron Commander	q. SIGNATURE <i>[Signature]</i>	r. DATE 020213
s. RATER'S ORGANIZATION Headquarters, 3d Squadron, 3d ACR Fort Carson, CO 80913		t. BRANCH AR	u. SENIOR RATER TELEPHONE NUMBER DSN 691-8862	v. E-MAIL ADDRESS William.Turner@3acr.carson.army.mil	w. SIGNATURE OF RATED OFFICER Lewis E. Welshofer
x. This is a reference report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				y. DATE 020213	

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE HUMINT Section Chief	b. POSITION ACORR 351E
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV, DA FORM 67-9-1 HUMINT Section Chief of a nine soldier Counterintelligence (CI)/Human Intelligence (HUMINT) Section. Responsible for providing counterintelligence and HUMINT support to the 3d Armored Cavalry Regiment. Garrison duties include Personnel Security Investigations for a 200 troop unit, SAEDA education and awareness training for the Regiment, and providing guidance and expertise on all HUMINT related topics. Deployed mission is to provide Counterintelligence Force Protection Source Operations (CFSO) and Interrogation of Enemy Prisoners of War (IPW) support to the Regiment. Additionally responsible for cross-training all section personnel in both CI and HUMINT operations. Additional duties include: Security Manager, OPSEC Officer, Intelligence Oversight, and Crime Prevention.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rated)

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

ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb)	Yes	No	Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>

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.

1. ATTRIBUTES (Select 1) Mental Qualities and Characteristics <input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline <input checked="" type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing <input checked="" type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure <input checked="" type="checkbox"/> NO
2. SKILLS (Competence) (Select 2) Development is part of self-development; prerequisite to action <input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning <input checked="" type="checkbox"/> NO	2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering <input checked="" type="checkbox"/> NO	3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions <input checked="" type="checkbox"/> NO
3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving		
INFLUENCING Method of reaching goals while operating / improving <input checked="" type="checkbox"/> COMMUNICATING Displays good oral, written, and listening skills for individuals / groups <input checked="" type="checkbox"/> NO	2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely <input checked="" type="checkbox"/> NO	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment <input checked="" type="checkbox"/> NO
OPERATING Short-term mission accomplishment <input checked="" type="checkbox"/> PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable <input checked="" type="checkbox"/> NO	4. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources <input checked="" type="checkbox"/> NO	5. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement <input checked="" type="checkbox"/> NO
IMPROVING Long-term improvement in the Army, people and organizations <input checked="" type="checkbox"/> DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders <input checked="" type="checkbox"/> NO	6. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate <input checked="" type="checkbox"/> NO	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change <input checked="" type="checkbox"/> NO

APPT: PASS DATE: SEP 2001 HEIGHT: 75 WEIGHT: 198 YES

JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WDTs.

WFRF DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELING CONDUCTED?

YES NO ☒

NAME WELSHOFER, LEWIS E.

SSN

PERIOD COVERED 20010519

- 20011225

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 PROMOTESATISFACTORY PERFORMANCE,
PROMOTEUNSATISFACTORY PERFORMANCE,
DO NOT PROMOTEOTHER
(Explain)

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IV, b, AND c DA FORM 67-9-1.

Top Warrant Officer of four in the company. Absolutely outstanding performance as HUMINT technician and section chief. CW3 Welshofer led a CI/HUMINT team to Egypt in support of Operation Bright Star. He represented the Army and the unit well by conducting liaison with host nation and US agencies. He conducted SA, EDA and OPSEC briefings for exercise participants. He augmented CENTCOM during Threat Vulnerability Assessments providing detailed force protection measures. He integrated CI/HUMINT collection and report into ACE operations ensuring fusion of all intelligence sources to support the Regimental Commander's Prior Intelligence Requirements. While in garrison, he initiated a much needed liaison program with Regimental Intelligence Requirements. He constantly shares his real world experience by incorporating it into section training to further develop soldier understanding of intelligence operations. He is a team player placing the welfare of his soldiers and unit above his own. I completely rely on his sage advice and counsel. CW3 Welshofer is the best HUMINT Warrant Officer I have ever served with. Select for immediate promotion to CW4.

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

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

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 c)

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

ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass at 50% or more in top box)

CENTER OF MASS

BELOW CENTER OF MASS
RETAINBELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

The best Warrant Officer in 66th Military Intelligence Company. CW3 Welshofer's performance for this period has been nothing less than outstanding. He constantly searches for ways to improve counterintelligence and human intelligence operations within the Regiment. He led his section to incredible accomplishments resulting in unprecedented levels of quality force protection and counterintelligence production. He promotes teamwork and is an excellent instructor, mentor, and coach to his soldiers. Promote to CW4 now.

DEFENSE EXHIBIT
for ID p. 16 of 50

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED, FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

MI Detachment Commander; HUMINT Collection Manager; Operations Officer

11173

OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT
ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) WELSHOEER, LEWIS E. JR.			b. SSN		c. RANK CW2	d. DATE OF RANK Year: 1996 Month: 06 Day: 09	e. BRANCH MI	f. DESIGNATED SPECIALTES / PMOS (Two) 351E
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Vincenza MI Detachment, B Co, 533rd MI Battalion, 66th MI Group, APO AE 09175						h. REASON FOR SUBMISSION 05 Annual		
i. PERIOD COVERED			j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL.	m. RATED OFFICER COPY (Check one and date)		n. PSB INITIAL
FROM: Year: 2000 Month: 02 Day: 26 THRU: Year: 2001 Month: 02 Day: 25			12			1. Given to Officer 2. Forwarded to Officer		
								p. CMD CODE U3
								q. PSB CODE EU15

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

a. NAME OF RATER (Last, First, MI) ROGERS, Tilghman B. II	SSN	RANK CPT	POSITION Detachment Commander	SIGNATURE	DATE
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE
c. NAME OF SENIOR RATER (Last, First, MI) SADDLER, Richard H.	SSN	RANK LTC	POSITION Battalion Commander	SIGNATURE	DATE
SENIOR RATER'S ORGANIZATION 533rd Military Intelligence Battalion, 66th Military Intelligence Group (Provisional)		BRANCH MI	SENIOR RATER TELEPHONE NUMBER DSN 347-3443	E-MAIL ADDRESS saddlerr@mail.66mi.darmstadt.army.mil	
d. This is a referred report, do you wish to make comments?		e. SIGNATURE OF RATED OFFICER		DATE	
<input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No					

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE HUMINT Technician	b. POSITION AOC/BR 351E
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 FORMICA Operations Officer and Collection Manager providing tactical and strategic level intelligence to CG, USAREUR, theater, tactical European command, and national agencies. Supervises the identification, collection efforts, reporting, and maintenance of 40 intelligence producing accounts covering the Balkans, Middle East, and North African Areas of Responsibility (AOR). Responsible for writing, editing, disseminating and tracking detachment intelligence reports. Also responsible for the health, welfare, training, language proficiency, and physical fitness of two FORMICA section personnel. Provides expertise and guidance to the commander on FORMICA and HUMINT operations. Serves as Detachment Commander during commander's absence.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

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

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		Yes	No	Yes		No
1. HONOR: Adherence to the Army's publicly declared code of values		<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and		<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery		<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier		<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>

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

b.1. ATTRIBUTES (Select 1)	<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> NO
b.2. SKILLS (Competence) (Select 2)	<input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> NO	2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> NO
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and application	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> NO	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> NO
INFLUENCING Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> NO	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> NO
OPERATING Short-term mission accomplishment	4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> NO	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> NO	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading	<input checked="" type="checkbox"/> NO
IMPROVING Long-term improvement in the Army its people and organizations	7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> NO				

c. APFT: PASS	DATE: OCT 2000	HEIGHT: 75	11174	WEIGHT: 200	YES
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ART V - PERFORMANCE AND POTENTIAL EVALUATION (Reverse)

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 AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

CW2 Welshofer's performance has once again distinguished him as the top Foreign Military Intelligence Collection Activity (FORMICA) producer in the 66th MI Group. His leadership enabled the Vicenza FORMICA program to produce 52 of the 179 Intelligence Information Reports (IIR) produced by the 66th MI Group in the past 12 months. This accounted for over 30% of the 66th MI Group's collective effort. CW2 Welshofer personally wrote 26 reports; 15% of the Group's effort. CW2 Welshofer's program also received 35% of the Group's IIR evaluations, to include one valued "A - Major Significance." CW2 Welshofer has not only led the FORMICA mission but, has also tirelessly dedicated himself to tactical mission deployments to include VENETO RESCUE '00, CMTC '00, ATLAS DROP '00 in Tunisia, African Crisis Response Initiative (ACRI) '00 in Sengal, and AFRICAN LION '00 in Morocco. These last two deployments were first-time ever missions and CW2 Welshofer was a consummate professional in planning and preparing for their flawless execution. On top of all of this, CW2 Welshofer maintains balance in his life with regard to his family and community service. He was recently recognized for his participation as a coach for baseball, basketball and soccer for the local community for FY 2000 and FY 2001. CW2 Welshofer is the kind of officer you fight to get and hate to lose. He is a team player who is interested in the welfare of his troops.

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

Fantastic interpersonal skills; clearly sees potential problems before others around him.

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 _____ 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 c)

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

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)

☒ CENTER OF MASS

☐ BELOW CENTER OF MASS
RETAIN

☐ BELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

Top 1% officer. CW2 Welshofer's duty performance has been absolutely one of the finest I have seen as a Battalion Commander. My total trust and confidence in CW2 Welshofer to execute the HUMINT mission is constantly rewarded by successful operations. His significant contributions to the European theater of operations were underpinned by his competence, team spirit, initiative, and leadership. CW2 Welshofer's contributions to Army HUMINT and national-level decision-makers will continue into the future. Select him for the most demanding and challenging assignments. Demonstrates clear and unmistakable promotion potential to CW4.

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Detachment Commander, Service School Instructor, Corps ACE

P. 18 250
DEFENSE EXHIBIT L
for ID

OFFICER EVALUATION REPORT

For use of this form, see AR 623-105; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT
ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) WELSHO FER, LEWIS E. JR.			b. SSN	c. RANK CW2	d. DATE OF BIRTH Year: 1996 Month: 06 Day: 09	e. BRANCH MI	f. DESIGATED SPECIALTIES / PMOS (MOS) 351E		
g. UNIT, ORG., SYM, ZIP CODE OR APO, MAJOR COMMAND Vicenza MI Det, B Co, 527th MI Battalion, 66th MI Group, APO AE 09630, INSCOM						h. REASON FOR SUBMISSION 21 Complete Rec			
i. PERIOD COVERED FROM: Year: 1999 Month: 09 Day: 02 THRU: Year: 2000 Month: 02 Day: 25			j. RATED MONTHS 6	k. NONRATED CODES	l. NO. OF ENCL.	m. RATED OFFICER COPY (Check one and date) <input checked="" type="checkbox"/> 1. Given to Officer <input type="checkbox"/> 2. Forwarded to Officer	n. PSB INITIAL 000314	o. CMD CODE U3	p. PSB CODE EU15

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

a. NAME OF RATER (Last, First, MI) ROGERS, TILGHMAN B. II	SSN	RANK CPT	POSITION Detachment Commander	SIGNATURE 	DATE 000301
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE
c. NAME OF SENIOR RATER (Last, First, MI) FOUNTAIN, WALTER N.	SSN	RANK LTC	POSITION Battalion Commander	SIGNATURE 	DATE 000311
SENIOR RATER'S ORGANIZATION 527th MI Bn, 66th MI Group APO AE 09175			BRANCH MI	SENIOR RATER TELEPHONE NUMBER DSN 347-3546	E-MAIL ADDRESS fountaw@66mi.darmstadt.army.mil
d. This is a referral report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				e. SIGNATURE OF RATED OFFICER 	DATE 000313

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE HUMINT Technician	b. POSITION AOC/BR 351E
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 FORMICA Operations Officer and Collection Manager providing tactical and strategic level intelligence to CG, USAREUR, theater, tactical European commands, and national agencies. Supervises the identification, collection efforts, reporting, and maintenance of 40 intelligence producing accounts covering the Balkans, Middle East, and North African Areas of Responsibility (AOR). Responsible for writing, editing, disseminating and tracking detachment intelligence reports. Also responsible for the health, welfare, training, language proficiency, and physical fitness of two FORMICA section personnel. Provides expertise and guidance to the commander on FORMICA and HUMINT operations. Serves as Detachment Commander from January - February 2000.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

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

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		Yes	No	Yes		No				
1. HONOR: Adherence to the Army's publicly declared code of values		<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO		<input checked="" type="checkbox"/>	<input type="checkbox"/>			
2. INTEGRITY: Possesses high personal moral standards; honest in word and		<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self		<input checked="" type="checkbox"/>	<input type="checkbox"/>			
3. COURAGE: Manifests physical and moral bravery		<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations		<input checked="" type="checkbox"/>	<input type="checkbox"/>			
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier		<input checked="" type="checkbox"/>	<input type="checkbox"/>			<input checked="" type="checkbox"/>	<input type="checkbox"/>			
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										
b.1. ATTRIBUTES (Select 1)	<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
b.2. SKILLS (Competence) (Select 2)	1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> INTERPERSONAL Shows skill with people; coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
	4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO			<input checked="" type="checkbox"/> NO				
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving										
INFLUENCING Method of reaching goals while operating / improving	<input checked="" type="checkbox"/> COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
OPERATING Short-term mission accomplishment	4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
IMPROVING Long-term improvement in the Army its people and organizations	7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO	
c. APFT: PASS		DATE: OCT 1999		HEIGHT: 75		WEIGHT: 200		YES		
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.								YES	NO	<input checked="" type="checkbox"/>
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND 10176 FOLLOW-UP COUNSELINGS CONDUCTED?								YES	NO	<input checked="" type="checkbox"/>

NAME WELSHOFER, LEWIS E. JR.

SSN

PERIOD COVERED 19990902 - 20000225

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 AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

Top 10% officer. CW2 Welshofer's performance distinguished him as the top Foreign Military Intelligence Collection Activity (FORMICA) producer in the 66th MI Group. Under his guidance, the Vicenza FORMICA program generated 107 of the 195 Intelligence Information Reports (IIR) produced by the 66th MI Group. Of this, CW2 Welshofer personally wrote 56 IIR. CW2 Welshofer's section produced more reports than all other seven detachments combined. CW2 Welshofer took the lead on coordinating Vicenza MI Detachment support to the Southern European Task Force (SETAF) deployment to Tunisia for a joint exercise with the Tunisian Special Forces. This marked the first time the Detachment participated in such an event. During the period of 1 Jan 00 - 25 Feb 00, CW2 Welshofer also took on the additional responsibility of Detachment Commander. He supervised and coordinated the actions of 7 Counterintelligence (CI) Special Agents and oversaw Detachment CI support to Force Protection operations in support of the 22nd Area Support Group and SETAF. He has mentored Interrogators and Counterintelligence personnel on Human Intelligence (HUMINT) operations, provided strong leadership and guidance to younger soldiers, and been extremely proactive in enhancing the Detachments visibility within the community. CW2 Welshofer has unlimited potential. Must promote immediately.

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

CW2 Welshofer is highly skilled in Counterintelligence operations.

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 7 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 c)

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

☒ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)☐ CENTER OF MASS☐ BELOW CENTER OF MASS
RETAIN☐ BELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

CW2 Welshofer is a dynamic leader and technician who routinely and consistently outshined his peers. His performance is exceptional and is reflected in the high level of performance of his section. CW2 Welshofer is directly responsible for over one half of all FORMICA reports produced by the 66th MI Group since the programs inception. Intelligent, mentally agile, and articulate - this officer demonstrates the skills and deportment to be a senior leader today. Promote now and send to the Warrant Officer Advance Course.

DEFENSE EXHIBIT 4

for ID p. 20 of 50

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Detachment Commander, HUMINT Collection Manager, Service School Instructor

11177

OFFICER EVALUATION REPORT										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1							
PART I - ADMINISTRATIVE DATA																	
a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E. JR.				b. SSN		c. RANK CW2		d. DATE OF RANK Year: 1996 Month: 06 Day: 09		e. BRANCH MI							
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND Vicenza MI Det, B Co, 527th MI Battalion, 66th MI Group, APO AE 09630, INSCOM								g. REASON FOR SUBMISSION 03 Change of Rater									
h. PERIOD COVERED FROM: Year 1998 Month 12 Day 18 THRU: Year 1999 Month 09 Day 01						i. RATED MONTHS 9		j. NONRATED CODES		k. NO. OF ENCL 0							
l. RATED OFFICER COPY (Check one and date) 1. Given to Officer: <input type="checkbox"/> 2. Forwarded to Officer: <input checked="" type="checkbox"/> 990915								m. PEB INITIAL		n. CMD CODE U3							
o. PEB CODE EU15																	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has been completed OER Parts I-VII and the admin data is correct)																	
a. NAME OF RATER (Last, First, MI) WYATT, WILLIAM M.				b. SSN		c. RANK CPT		d. POSITION Detachment Commander		e. SIGNATURE <i>William M. Wyatt</i>							
f. NAME OF INTERMEDIATE RATER (Last, First, MI)				g. SSN		h. RANK		i. POSITION		j. SIGNATURE							
k. NAME OF SENIOR RATER (Last, First, MI) FOUNTAIN, WALTER N.				l. SSN		m. RANK LTC		n. POSITION Battalion Commander		o. SIGNATURE <i>Walter N. Fountain</i>							
p. SENIOR RATER'S ORGANIZATION 527th MI Bn, 66th MI Group APO AE 09175						q. BRANCH MI		r. SENIOR RATER TELEPHONE NUMBER DSN 347-3546		s. E-MAIL ADDRESS fountaw@66mi.darmstadt.army.mil							
t. This is a related report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No						u. SIGNATURE OF RATED OFFICER <i>Lewis E. Welshofer</i>		v. DATE 990907									
PART III - DUTY DESCRIPTION																	
a. PRINCIPAL DUTY TITLE HUMINT Technician								b. POSITION AOC/BR 351E									
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IV, DA FORM 67-9-1 FORMICA Operations Officer and Collection Manager providing tactical and strategic level intelligence to CINCUSAREUR, theater, tactical European commands, and national agencies. Supervises the identification, collection efforts, reporting, and maintenance of 41 intelligence producing accounts covering the Balkans, Middle East, and North African Areas of Responsibility (AOR). Responsible for writing, editing, disseminating, and tracking intelligence reports. Also responsible for the health, welfare, training, language proficiency, and physical fitness of HUMINT Operations section personnel. Provide expertise and guidance to the commander on FORMICA and HUMINT Operations.																	
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)																	
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions																	
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)																	
1. HONOR: Adherence to the Army's publicly declared code of values				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				5. RESPECT: Promotes dignity, consideration, fairness, & EO				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				6. SELFLESS-SERVICE: Places Army priorities before self				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
3. COURAGE: Manifests physical and moral bravery				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				7. DUTY: Fulfills professional, legal, and moral obligations				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO													
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.																	
b.1. ATTRIBUTES (Select 1)		<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		3. EMOTIONAL Displays self-control; calm under pressure		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
b.2. SKILLS (Competence) (Select 2)		1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		X INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		X TECHNICAL Possesses the necessary expertise to perform all tasks and functions		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving		X COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
OPERATING Short-term mission accomplishment		X PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		X EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
IMPROVING Long-term improvement in the Army, its people and organizations		7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
c. APFT: PASS				DATE: APR 1999				HEIGHT: 74				WEIGHT: 195					
								YES									
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.												YES		NO		<input checked="" type="checkbox"/>	
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUALITATIVELY FOLLOW-UP COUNSELINGS CONDUCTED?												YES		NO		<input checked="" type="checkbox"/>	

NAME WELSHOFER, LEWIS E, JR.

SSN

PERIOD COVERED 19981218 - 19990901

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 AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 87-9 AND PART IV, b, AND c DA FORM 87-9-1.

A truly remarkable job as the Human Intelligence Operations Officer. CW2 Welshofer's superb leadership and professionalism is directly responsible for success of the best Foreign Military Intelligence Collection Activity (FORMICA) program in Europe. Under his supervision the Vicenza FORMICA section authored greater than 50% of all FORMICA Intelligence Information Reports (85) produced in the 66th Military Intelligence Group. His section also received more than 50% of all evaluations of value to the national intelligence community. CW2 Welshofer more than doubled the number of intelligence producing accounts for the Detachment. His aggressive approach raised the total from 17 to 41 accounts in less than six months. The Chief of Staff for Intelligence, USAREUR recognized CW2 Welshofer for his outstanding strategic debriefing of former prisoners of War from Kosovo. Lew is endlessly proactive, identifying potential problems long before others realize they exist. As the Human Intelligence (HUMINT) Collection Manager, he expertly managed all requirements and ensured the Detachment answered national, theater, and tactical intelligence requirements. He developed a planning and tracking system to ensure contact with local units and to track reporting. CW2 Welshofer actively mentors his subordinates and sets the best example for them to emulate. He served as a Team Leader for a Counterintelligence/HUMINT Team during a deployment exercise to Livorno, Italy. During the exercise, CW2 Welshofer devoted most of his time to training junior soldiers. His focus on developing soldiers greatly improved their performance and was in part responsible for the success of the exercise. He completed 24 credit hours of the Action Officer Development Course and computer accreditation for all Detachment automation systems. CW2 Welshofer has unlimited leadership and human intelligence potential. Promote now. CW2 Welshofer is the kind of officer the Army needs. Interpersonal skills matched by few.

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

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 13 officer(s) in this grade.
A completed DA Form 87-9-1 was received with this report and considered in my evaluation and review ☒ YES ☐ NO (Explain in c)

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

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)☒ CENTER OF MASS☐ BELOW CENTER OF MASS
RETAIN☐ BELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

Another exceptionally strong performance by this outstanding leader and technical expert. CW2 Welshofer was hand-picked to debrief the returning POWs from Kosovo and his calm, professional approach assured the success of this high-profile mission. The reports he produced received the highest of rating and praise by national level commands. Regardless of the difficulty of the task or the constraints on the availability of required resources, CW2 Welshofer gets the job done well; always exceeding the established standards. Promote now and immediately send to the Warrant Officer Advanced Course. This officer has the skills and deportment to be a senior leader in our warrant officer corps.

DEFENSE EXHIBIT 2

for ID p. 22 of 50

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Detachment Commander, HUMINT Collection Manager, Service School Instructor

11179

OFFICER EVALUATION REPORT <small>For use of this form, see AR 623-105; the proponent agency is ODCSPER</small>										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1															
PART I - ADMINISTRATIVE DATA																									
1. NAME (Last, First, Middle Initial) WELSHOFFER, LEWIS E. JR.				2. SSN [REDACTED]		3. RANK CW2		4. DATE OF RANK Year: 1996 Month: 06 Day: 09		5. BRANCH MI		6. RELIGIOUS PREFERENCE 351E													
7. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND B Co., 527th MI Bn, 66th MI Group, APO AE 09175 INSCOM								8. REASON FOR SUBMISSION 03 Change of Rater																	
9. PERIOD COVERED				10. RATED MONTHS 9		11. NONRATED CODES		12. NO. OF ENCL 0		13. RATED OFFICER COPY (Check one and date)		14. DATE 12 Mar 99													
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <th>Year</th> <th>Month</th> <th>Day</th> <th>Year</th> <th>Month</th> <th>Day</th> </tr> <tr> <td>1998</td> <td>03</td> <td>16</td> <td>1998</td> <td>12</td> <td>17</td> </tr> </table>				Year	Month	Day	Year	Month	Day	1998	03	16	1998	12	17					<input checked="" type="checkbox"/> 1. Given to Officer <input type="checkbox"/> 2. Forwarded to Officer		15. PSB INITIAL [Signature]		16. CHD CODE U3	
Year	Month	Day	Year	Month	Day																				
1998	03	16	1998	12	17																				
												17. PSB CODE EU07													
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)																									
a. NAME OF RATER (Last, First, MI) Schafer, Joan M.				b. SSN [REDACTED]		c. RANK CPT		d. POSITION Company Commander		e. SIGNATURE [Signature]		f. DATE 09 Mar 99													
g. NAME OF INTERMEDIATE RATER (Last, First, MI)				h. SSN		i. RANK		j. POSITION		k. SIGNATURE		l. DATE													
m. NAME OF SENIOR RATER (Last, First, MI) Fountain, Walter N.				n. SSN		o. RANK LTC		p. POSITION Battalion Commander		q. SIGNATURE [Signature]		r. DATE 10 Mar 99													
s. SENIOR RATER'S ORGANIZATION 527th MI Bn, 66th MI Group APO AE 09175						t. BRANCH MI		u. SENIOR RATER TELEPHONE NUMBER DSN 347-3546		v. E-MAIL ADDRESS fountaw@66mi.darmstadt.army.mil															
w. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No										x. SIGNATURE OF RATED OFFICER [Signature]		y. DATE 11 Mar 99													
PART III - DUTY DESCRIPTION																									
a. PRINCIPAL DUTY TITLE Platoon Leader										b. POSITION AOC/BR 35D															
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1. Platoon leader of an Interrogation/Exploitation Platoon. Exercises command and control and supervises the technical and language training of 25 soldiers for deployment in support of operations throughout the European Command (EUCOM) area of responsibility (AOR). Supervises training and deployment of assets as strategic debriefers, tactical force protection teams, and tactical interrogators. Responsible for the health, welfare, and physical fitness of all platoon members. Accountable for the maintenance and serviceability of platoon equipment in excess of \$2,500,000. Further responsible for establishing and managing a FORMICA office in Vicenza, Italy which provides tactical and strategic level intelligence to local commanders as well as national agencies.																									
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)																									
CHARACTER Disposition of the leader; combination of values, attributes, and skills affecting leader actions																									
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)																									
1. HONOR: Adherence to the Army's publicly declared code of values				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		5. RESPECT: Promotes dignity, consideration, fairness, & EO				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>															
2. INTEGRITY: Possesses high personal moral standards; honest in word and				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		6. SELFLESS-SERVICE: Places Army priorities before self				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>															
3. COURAGE: Manifests physical and moral bravery				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		7. DUTY: Fulfills professional, legal, and moral obligations				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>															
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier				Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>						Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>															
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.																									
b.1. ATTRIBUTES (Select 1) <input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		2. PHYSICAL Maintains appropriate level of physical fitness and military bearing				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		3. EMOTIONAL Displays self-control; calm under pressure													
b.2. SKILLS (Competence) (Select 2) <input checked="" type="checkbox"/> CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		2. INTERPERSONAL Shows skill with people; coaching, teaching, counseling, motivating and empowering				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions													
4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>						YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>															
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving																									
INFLUENCING Method of teaching goals while operating / improving				1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment											
OPERATING Short-term mission accomplishment				4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement											
IMPROVING Long-term improvement in the Army its people and organizations				7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change											
c. APFT: PASS				DATE: APR 1998				HEIGHT: 74				WEIGHT: 195													
												YES													
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.																									
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> NA <input type="checkbox"/>																									

NAME WELSHOFER, LEWIS E. JR.		SSN	PERIOD COVERED 9990316 - 19991217
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION			
<input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE	<input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE	<input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE	<input type="checkbox"/> OTHER (Explain)
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.			
<p>CW2 Welshofer is a take charge leader with boundless drive and initiative. His decisive approach to every task ensured the successful move of the unit from Augsburg to Darmstadt, Germany, without loss, injury, or accident to property, personnel or vehicles. Simultaneously, he coordinated for the inventory and turn in of 40 rooms and four CONEXs of non-organic excess equipment, and maintained the company's fleet of 22 tactical vehicles, nine trailers, and two generators at better than a 90% OR ensuring timely movement of all assigned property to Darmstadt. Upon completion of his soldiers' move, Mr. Welshofer was diverted to the unit's Vicenza Military Intelligence Detachment (VMID) in Italy to spearhead one of two pilot programs for Operation CAMEL SIRROCCO, a Foreign Military Intelligence Collection Activity (FORMICA). He attacked this mission with characteristic energy, establishing and exploiting valuable collection opportunities with SETAF, 22d ASG, and 12 other tenant units, thereby bringing the first ever tactical and strategic human intelligence reporting to the warfighters within the EUCOM AOR. Mr. Welshofer developed VMID's mission extensively with the aid of just one junior debriefer. In the first 3 months, he was personally responsible for submitting in excess of 60 timely and pertinent intelligence reports written to answer the commanders' priority intelligence requirements. Mr. Welshofer's countless hours of dedicated attention to every detail of mission and soldier development have directly led to the development of the detachment's soldiers as some of the best strategic debriefers in the US Army. Promote immediately and assign to missions which challenge his planning, executing, and assessing capability.</p>			
c. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.			
Talented linguist with proficiency in Russian and Spanish.			
PART VI - INTERMEDIATE RATER			
PART VII - SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE		I currently senior rate <u>12</u> officer(s) in this grade	
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)		A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in c)	
b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DAI)	c. COMMENT ON PERFORMANCE/POTENTIAL		
<input type="checkbox"/> ABOVE CENTER OF MASS <small>(Less than 50% in top box; Center of Mass if 50% or more in top box)</small>	CW2 Welshofer is an superb officer and leader. He has quickly become one of the most reliable and pertinent intelligence collectors available to the Commander, Southern European Task Force (SETAF). His demonstrated expertise as a human intelligence technician sets him well ahead of his peers. He has proven himself to be one of the best officers in this battalion. Promote immediately and send to the Warrant Officer Advance Course. Our soldiers deserve nothing less than the accomplished leadership this officer delivers.		
<input checked="" type="checkbox"/> CENTER OF MASS	<div style="text-align: right; padding-right: 20px;"> DEFENSE EXHIBIT <i>for ID p-24 of 60</i> </div>		
<input type="checkbox"/> BELOW CENTER OF MASS RETAIN	d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.		
<input type="checkbox"/> BELOW CENTER OF MASS DO NOT RETAIN	Detachment Commander, HUMINT Collection Manager, Service School Instructor		

OFFICER EVALUATION REPORT <small>For use of this form, see AR 623-105; the proponent agency is ODCSPER</small>										SEE PRIVACY ACT STATEMENT ON DA FORM 67-9-1	
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E., JR.				b. SSN		c. RANK CW2		d. DATE OF RANK Year: 1996 Month: 06 Day: 09		e. BRANCH MI	
g. UNIT, ORG., STATE, ZIP CODE OR APO, MAJOR COMMAND D Company, 527th MI Battalion, 66th MI Group, APO AE 09178, INSCOM								h. REASON FOR SUBMISSION 03 Change of Rater			
f. PERIOD COVERED						j. RATED MONTHS 6		k. NONRATED CODES		l. NO. OF ENCL 0	
FROM: Year 1997 Month 10 Day 01 THRU: Year 1998 Month 03 Day 16						m. RATED OFFICER COPY (Check one and date)		n. PSB INITIAL 980320 JWH		p. CMD CODE U3	
						<input checked="" type="checkbox"/> 1. Given to Officer <input type="checkbox"/> 2. Forwarded to Officer				p. PSB CODE EU15	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)											
a. NAME OF RATER (Last, First, MI) ELLIS, JOHN F.				SSN		RANK CPT		POSITION CO COMMANDER		SIGNATURE <i>[Signature]</i> DATE 16 MAR 98	
b. NAME OF INTERMEDIATE RATER (Last, First, MI)				SSN		RANK		POSITION		SIGNATURE <i>[Signature]</i> DATE	
c. NAME OF SENIOR RATER (Last, First, MI) CROCE, LARRY W.				SSN		RANK LTC		POSITION BN COMMANDER		SIGNATURE <i>[Signature]</i> DATE 18 MAR 98	
SENIOR RATER'S ORGANIZATION 527th MI Battalion Unit 25009, APO AE 09178						BRANCH MI		SENIOR RATER TELEPHONE NUMBER DSN 435-6643		E-MAIL ADDRESS crocel@email.augsburg.army.mil	
d. This is a referred report, do you wish to make comments?						<input type="checkbox"/> Yes, comments are attached <input checked="" type="checkbox"/> No		SIGNATURE OF RATED OFFICER <i>[Signature]</i>		DATE 19 MAR 98	
PART III - DUTY DESCRIPTION											
a. PRINCIPAL DUTY TITLE Platoon Leader								b. POSITION AOC/BR 35D00			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1 Platoon Leader for an Interrogation and Exploitation platoon. Exercises command and control and supervises the technical and language training of 25 soldiers for deployment in support of operations throughout the European Command (EUCOM) Area of Responsibility (AOR). Supervises training and deployment of assets as strategic debriefers, tactical force protection teams, and tactical interrogators. Responsible for the health, welfare, training, and physical fitness of all platoon members. Accountable for the maintenance and serviceability of platoon equipment in excess of \$2,500,000. Additional duties include company Safety Officer, company NBC Officer, and company Movement Officer.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)											
CHARACTER Disposition of the leader; combination of values, attributes, and skills affecting leader actions											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
1. HONOR: Adherence to the Army's publicly declared code of values				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		5. RESPECT: Promotes dignity, consideration, fairness, & EO				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
2. INTEGRITY: Possesses high personal moral standards; honest in word and				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		6. SELFLESS-SERVICE: Places Army priorities before self				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
3. COURAGE: Manifests physical and moral bravery				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		7. DUTY: Fulfills professional, legal, and moral obligations				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier				<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO							
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.											
b.1. ATTRIBUTES (Select 1)		<input checked="" type="checkbox"/> MENTAL Possesses desire, will, initiative, and discipline		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		3. EMOTIONAL Displays self-control; calm under pressure	
b.2. SKILLS (Competence) (Select 2)		1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		2. INTERPERSONAL Shows skill with people; coaching, teaching, counseling, motivating and empowering		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		X TECHNICAL Possesses the necessary expertise to coordinate and execute complex tasks and functions	
		<input checked="" type="checkbox"/> TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and decision-making		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		DEFENSE EXHIBIT 101-10 7-25/50 <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving											
INFLUENCING Method of reaching goals while operating / improving		<input checked="" type="checkbox"/> COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		X MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	
OPERATING Short-term mission accomplishment		4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		X EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	
IMPROVING Long-term improvement in the Army its people and organizations		7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	
c. APFT: PASS				DATE: NOV 1997		HEIGHT: 74		WEIGHT: 185		YES	
d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s.											
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND 101-102 FOLLOW-UP COUNSELINGS CONDUCTED?										YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	

NAME WELSHOFER, LEWIS E., JR.

SSN

PERIOD COVERED 19971001 - 19980316

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 AND POTENTIAL FOR PROMOTION. REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND c DA FORM 67-9-1.

CW2 Welshofer performed in an absolutely brilliant manner as my Interrogation and Exploitation Platoon Leader. He is a consistent top performer who enthusiastically tackles any project or task in performing his duties. An expert trainer, I absolutely relied on CW2 Welshofer to plan and execute both individual and collective training for his interrogators. The results have been noteworthy. In January 1998, CW2 Welshofer conducted a highly successful interrogator exercise, which emphasized Theater Rapid Response Intelligence Package (TRRIP) and International Maritime Satellite (INMARSAT) training. As a direct result of this training, eleven new soldiers were certified on both TRRIP and INMARSAT operation. These skills are vital to the deployment of mission ready interrogators on a force protection team in support of short notice contingency operations. Indeed, this training proved critical to the successful interrogator support his platoon provided to Exercises AGILE LION, DANGER STORM, and SWIFT VICTORY. His platoon further provided outstanding interrogator support to five rotations of the International Long Range Reconnaissance Patrol School (ILRRPS), training in excess of 150 NATO soldiers in resistance to interrogation techniques. In preparation for his platoon's new forthcoming tactical debriefing program, CW2 Welshofer increased the number of Strategic Debriefing qualified personnel within his platoon by 200%. He also maintained an admirable 94% of his soldiers above the Army 2/2 language standard. Not only is CW2 Welshofer's platoon in top training posture, but his maintenance program is formidable as well. With a fleet of thirteen tactical vehicles in his platoon, he has managed to obtain an impressive 100% Operational Readiness (OR) rate. In short, CW2 Welshofer is an outstanding officer and a tenacious leader. He should be promoted immediately to CW3 and sent to the Warrant Officer Advanced Course at the first possible opportunity.

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

Not only a top notch Human Intelligence (HUMINT) Technician, CW2 Welshofer also possesses a wealth of experience in the Counterintelligence (CI) field at both the strategic and tactical level.

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 21 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 c)

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

☐ ABOVE CENTER OF MASS
(Less than 50% in top box; Center of Mass if 50% or more in top box)☒ CENTER OF MASS☐ BELOW CENTER OF MASS
RETAIN☐ BELOW CENTER OF MASS
DO NOT RETAIN

c. COMMENT ON PERFORMANCE/POTENTIAL

Reliable, professional and detail driven, CW2 Welshofer set the standard for warrant officers in the battalion. He excelled in planning and deploying interrogation and linguistic support throughout the theater. Never one to settle for less, CW2 Welshofer was instrumental in developing innovative ways to integrate his platoon into NATO survival exercises, qualifying his soldiers on newly fielded automation systems, maintaining his platoon at or above the Army standard for their assigned language, and preparing his unit in implementing a recently tasked debriefing mission. Unlimited potential for future service. No doubt will be a future leader in the Warrant Officer career field. Ahead of his peers. Promote and school at earliest opportunities.

DEFENSE EXHIBIT 4
for ID P. 26 10 50

d. LIST 3 FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT THROUGH LTC, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Company Operations Officer, Instructor, Strategic Debriefing

73110041

SEE PRIVACY ACT STATEMENT
ON DA FORM 67-8-1

For use of this form, see AR 623-105; proponent
agency is US Army Military Personnel Center.

PART I - ADMINISTRATIVE DATA

a. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, LEWIS E. JR	b. SSN	c. GRADE CW2	d. DATE OF RANK Year: 96 Month: 06 Day: 09	e. BR MI	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 351E	h. STA CODE AEOAS
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND D Company, 527th Military Intelligence Battalion, 66th Military Intelligence Group, Augsburg, Germany, APO AE 09178, INSCOM			j. REASON FOR SUBMISSION 97 Closeout			k. COMD CODE U3	
l. PERIOD COVERED FROM: Year 97 Month 04 Day 29 THRU: Year 97 Month 09 Day 30		m. NO. OF MONTHS 3	n. MILPO CODE EU15	o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER 971020		p. FORWARDING ADDRESS	

q. EXPLANATION OF NONRATED PERIODS

970429-970601 lack of rater qualification; 970602-970625 PCS leave and travel

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI) BLIS, JONATHAN M.	SSN	SIGNATURE <i>[Signature]</i>	DATE 971020
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 2LT, MI, D Co, 527th Military Intelligence Battalion, 66th Military Intelligence Group, Platoon Leader			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) BLIS, JOHN F.	SSN	SIGNATURE <i>[Signature]</i>	DATE 971020
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, MI, D Co, 527th Military Intelligence Battalion, 66th Military Intelligence Group, Company Commander			
c. NAME OF SENIOR RATER (Last, First, MI) CROCE, LARRY W.	SSN	SIGNATURE <i>[Signature]</i>	DATE 971020
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, MI, 527th Military Intelligence Battalion, 66th Military Intelligence Group, Battalion Commander			
d. SIGNATURE OF RATED OFFICER <i>[Signature]</i>	DATE 971020	e. DATE ENTERED ON DA FORM 2-1 971020	f. RATED OFFICER MPO INITIALS TWH
g. SR MPO INITIALS 74/186 YES			
h. NO. OF INCL 0			

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Interrogation Technician	b. SSI/MOS 351E0
c. REFER TO PART IIIb, DA FORM 67-8-1 Section leader in a Tactical Interrogation and Exploitation Platoon. Supervises 22 interrogators in two Eastern European language sections and one Middle East, North Africa and Sub-Shara Africa section. Supervises the technical training of all soldiers for deployment in support of operations throughout the European Command (EUCOM) area of responsibility. Supervises training and deployment of assets as strategic debriefers, force protection teams and tactical interrogators. Responsible for the health, welfare, training and physical fitness of all section members. Accountable for the maintenance and serviceability of equipment in excess of \$800,000. Provides guidance and expertise to commanders at every echelon on Interrogation Operations.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

a. PROFESSIONAL COMPETENCE	(In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)	<table border="1"> <tr> <th colspan="2">HIGH DEGREE</th> <th colspan="2">LOW DEGREE</th> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </table>	HIGH DEGREE		LOW DEGREE		1	2	3	4
HIGH DEGREE		LOW DEGREE								
1	2	3	4							
1. Possesses capacity to acquire knowledge/grasp concepts	1	8. Displays sound judgement	1							
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	9. Seeks self-improvement	1							
3. Maintains appropriate level of physical fitness PASS 9709	1	10. Is adaptable to changing situations	1							
4. Motivates, challenges and develops subordinates	1	11. Sets and enforces high standards	1							
5. Performs under physical and mental stress	1	12. Possesses military bearing and appearance 74/186 YES	1							
6. Encourages candor and frankness in subordinates	1	13. Supports EO/EEO	1							
7. Clear and concise in written communication	1	14. Clear and concise in oral communication	1							
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)										
<p>a.2. Extremely intelligent; knowledgeable officer.</p> <p>a.5,8. Provides candid and sound advice to superiors.</p> <p>b.1,3,7. Intense loyalty and dedication to mission and soldiers.</p> <p>b.5. Uncompromising integrity</p>										

DEFENSE EXHIBIT **L-87**
for ID **9-27-80**

DA FORM 67-8
1 SEP 79

REPLACES DA FORM 67-7, 1 JAN 73, WHICH IS OBSOLETE. 1 NOV 79.

11184

US ARMY OFFICER EVALUATION REPORT
USAPPC V3.00

THIS IS A CERTIFIED TRUE COPY

PERIOD COVERED 970429-970930

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME WELSHOFER, LEWIS E. JR

SSN

RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS



YES



NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

ALWAYS EXCEEDED
REQUIREMENTSUSUALLY EXCEEDED
REQUIREMENTS

MET REQUIREMENTS

OFTEN FAILED
REQUIREMENTSUSUALLY FAILED
REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL.

CW2 Welshofer is truly an excellent officer and a tenacious leader. He has accomplished all of his assigned and implied missions in a professional and timely manner throughout this rating period. His skill and expertise as an interrogation technician have ensured the success of several missions given to the Interrogation and Exploitation platoon. CW2 Welshofer's technical knowledge was vital to the development of an interrogation training scenario and a Theater Interrogation Facility (TIF) during a Battalion FTX -- the first such exercise in institutional memory. He was instrumental in the creation of an operational plan to begin FORMICA operations at one of the detachments. He also provided essential human intelligence (HUMINT) training to the soldiers that deployed to Operation JOINT GUARD on CI/HUMINT support teams. The training these teams received was instrumental in providing quality counterintelligence support to the deployed commander's force protection mission. In summary, CW2 Welshofer provided the soldiers of the Interrogation Platoon with focused and dedicated leadership combined with brilliant technical knowledge.

d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

PROMOTE AHEAD OF
CONTEMPORARIESPROMOTE WITH
CONTEMPORARIES

DO NOT PROMOTE



OTHER (Explain below)

e. COMMENT ON POTENTIAL

Unlimited potential. Prepared to meet any challenge. Promote immediately and select for the Warrant Officer Advance Course.

PART VI - INTERMEDIATE RATER

a. COMMENTS

Strongly concur with the rater's comments. CW2 Welshofer has rapidly established himself as a recognized expert in tactical interrogation and HUMINT operations. His professionalism, meticulous planning and detailed execution are clear indicators of his future potential. He will excel in the most demanding tactical assignments. Promote now to CW3 and send to the Warrant Officer Advance Course at the earliest opportunity.

PART VII - SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

SR



*I 123 RO: CW2

I 103 WELSHOFER

I 03

I 03 SR: LTC

I 03 CROCE

I 03 DATE 971110

I 03

I 03 TOTAL OFF

I 03 RATED 17

b. COMMENTS

CW2 Welshofer is a superb Warrant Officer who has made unrivaled contributions to mission success in a short time. His initiative in establishing new roles and missions for tactical interrogation has set the standard for others to emulate. He is a consummate professional, dedicated to his soldiers and the unit. Through his leadership and diplomacy, interrogation training and operational opportunities have multiplied. Promote and school this exceptional Warrant Officer ahead of his contemporaries. He will always excel.

DEFENSE EXHIBIT
for ID

p. 28 of 50

A COMPLETED DA FORM 67-8-1 WAS REVIEWED BY
THIS REPORT AND CONSIDERED IN MY EVALUATION
AND REVIEW

YES



NO (Explain in b)

71390210

PART I - ADMINISTRATIVE DATA

a. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, LEWIS E. JR.	b. SSN	c. GRADE CW2	d. DATE OF RANK Year: 96 Month: 06 Day: 09 MI	e. BR MI	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 351E0	h. STA CODE 08135
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND 66 MI CO, 3D SQUADRON, 3D ARMORED CAVALRY REGIMENT FT. CARSON, CO 80913			j. REASON FOR SUBMISSION 03 CHANGE OF RATER			k. COMD CODE FC	
l. PERIOD COVERED FROM: Year: 96 Month: 06 Day: 12 THRU: Year: 97 Month: 04 Day: 28		m. NO. OF MONTHS 11	n. MILPO CODE FS13	o. RATED OFFICER COPY (Check one and date) <input checked="" type="checkbox"/> 1. GIVEN TO OFFICER 970516 <input type="checkbox"/> 2. FORWARDED TO OFFICER		p. FORWARDING ADDRESS	
q. EXPLANATION OF NONRATED PERIODS							

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI) TURKAL, PAUL M.	SSN	SIGNATURE 	DATE 16 MAY 97		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, MI, 66 MI CO, 3/3 ACR, FT. CARSON, CO 80913		ACE CHIEF			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) AHRENS, PATRICK J.	SSN	SIGNATURE 	DATE 16 MAY 97		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, 66 MI CO, 3/3 ACR, FT. CARSON, CO 80913		COMPANY COMMANDER			
c. NAME OF SENIOR RATER (Last, First, MI) WOLFF, TERRY A.	SSN	SIGNATURE 	DATE 16 MAY 97		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, AR, HHT, 3/3 ACR, FT. CARSON, CO 80913		SQUADRON COMMANDER			
d. SIGNATURE OF RATED OFFICER 	DATE 28 Apr 97	e. DATE ENTERED ON DA FORM 2-1	f. RATED OFFICER MPO INITIALS RPH	g. SR MPO INITIALS RPH	h. NO. OF INCL 8

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE REGIMENTAL HUMINT TECHNICIAN	b. SSN/PMOS 351E0
c. REFER TO PART IIIa, DA FORM 67-8-1 Chief of Interrogation for a separate military intelligence company which supports a CONUS-based Armored Cavalry Regiment with multiple world wide contingency missions. Responsible for the safety, welfare, training, and operations of one general support and three direct support HUMINT teams. Provides enemy prisoner of war screening, interrogation operations, captured documents translation, and intelligence reporting. Additional duties include: Physical Security Manager, Key Control Officer, Crime Prevention Officer, and Document Custodian.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

a. PROFESSIONAL COMPETENCE		HIGH DEGREE ← LOW DEGREE 1 2 3 4 5				
1. Possesses capacity to acquire knowledge/grasp concepts	1	8. Displays sound judgement	1			
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	9. Seeks self-improvement	1			
3. Maintains appropriate level of physical fitness PASS 9612	1	10. Is adaptable to changing situations	1			
4. Motivates, challenges and develops subordinates	1	11. Sets and enforces high standards	1			
5. Performs under physical and mental stress	1	12. Possesses military bearing and appearance 74/188 YES	1			
6. Encourages candor and frankness in subordinates	1	13. Supports EO/EEO	1			
7. Clear and concise in written communication	1	14. Clear and concise in oral communication	1			
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)						
(a.5, 10.) Shows finesse in situations of stress.						
(a.7, 14.) Possesses superior written and verbal communication skills.						
(b.5.) Integrity is above reproach.						
(b.6.) Possesses the moral courage to stand up for what is right.						

DEFENSE EXHIBIT
for ID p-29 of 50

PERIOD COVERED 960612-970428

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. RATED OFFICER'S NAME

WELSHOFER, LEWIS E. JR.

SSN

b. RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS



YES



NO

c. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1

ALWAYS EXCEEDED
REQUIREMENTSUSUALLY EXCEEDED
REQUIREMENTS

MET REQUIREMENTS

OFTEN FAILED
REQUIREMENTSUSUALLY FAILED
REQUIREMENTS

d. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 87-8 AND PART III a, b, AND c, DA FORM 87-8-1. DO NOT USE FOR COMMENTS

ON POTENTIAL

CW2 Welshofer is an outstanding, highly professional officer who demonstrates superior performance and attention to detail. His dedication, loyalty, and professionalism are reflected in his every action. CW2 Welshofer is personally responsible for developing and implementing the HUMINT collection and reporting procedures for the Regiment. He implemented the Sheltered Harbors collection mission on Fort Carson, which has allowed his section to collect and report intelligence information that received national and international intelligence attention. CW2 Welshofer's technical expertise was invaluable during his section's RED TEAM operation in support of USARSPACE Command. His section's efforts greatly enhanced the security posture of this national intelligence asset. CW2 Welshofer also developed the tactical HUMINT section's SOP and team organization concept, which is being incorporated in Army doctrine for all tactical HUMINT sections. He was also instrumental in the development and execution of a HUMINT section Level I gunnery exercise that trained HUMINT soldiers and other company linguists preparing to deploy to Bosnia to conduct HUMINT operations. CW2 Welshofer is an exceptionally outstanding Warrant Officer who is far beyond his peers.

e. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

PROMOTE AHEAD OF
CONTEMPORARIESPROMOTE WITH
CONTEMPORARIES

DO NOT PROMOTE



OTHER (Explain below)

f. COMMENT ON POTENTIAL

Unlimited potential. Promote to CW3 now and send to the Warrant Officer Advance Course immediately. Assign as a Detachment Commander.

PART VI - INTERMEDIATE RATER

g. COMMENTS

CW2 Welshofer is recognized as the expert in tactical interrogation and HUMINT operations. He is directly responsible for transforming the Regiment's HUMINT teams into an integral part of Regimental operations. He understands the critical importance of timely and relevant combat intelligence in support of the warfighter. Tactically and technically proficient, he has ensured that his soldiers and equipment can deploy anytime, anywhere, and on short notice. He contributed significantly to the Regiment's wartime readiness by training dozens of soldiers in Force Protection operations in a course which he developed and taught. CW2 Welshofer is a superior leader and trainer. He will excel in the most demanding tactical environments. Promote now and send to the Warrant Officer Advance Course at the earliest opportunity.

PART VII - SENIOR RATER

h. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

SR

<input checked="" type="checkbox"/>	[9] RO: CW2
<input type="checkbox"/>	[0] WELSHOFER
<input type="checkbox"/>	[0]
<input type="checkbox"/>	[0] SR: LTC
<input type="checkbox"/>	[0] WOLFF
<input type="checkbox"/>	[0] DATE 970520
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<input type="checkbox"/>	[0] TOTAL OFF
<input type="checkbox"/>	[0] RATED 9

i. COMMENTS

CW2 Welshofer has continued to perform superbly. He has become the Regiment's HUMINT expert and greatest advocate. His efforts to develop SOPs, implement Sheltered Harbors collection mission, and support the Regiment and Fort Carson are notable. CW2 Welshofer also developed and taught the Regiment's Force Development Course, training the Regiment's leaders. Promote to CW3, send to the Warrant Officer Advance Course, and make a detachment commander.

DEFENSE EXHIBIT

for ID

L
p 30 of 50A COMPLETED DA FORM 87-8-1 WAS RECEIVED WITH
THIS REPORT AND CONSIDERED IN MY EVALUATION
AND REVIEW

YES



NO (Explain in b)

PART I - ADMINISTRATIVE DATA															
a. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, LEWIS E.				b. SSN		c. GRADE WO1		d. DATE OF RANK Year: 94 Month: 06 Day: 09		e. BR / f. DESIGNATED SPECIALTIES MT		g. PMOS(WO) 351E		h. STA CODE 08135	
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND 66TH MI CO, 3/3 ACR, FT. CARSON, CO 80913 FORSCOM								j. REASON FOR SUBMISSION 22 SENIOR RATER OPTION				k. COMD CODE FC			
l. PERIOD COVERED				m. NO. OF MONTHS		n. MILPO CODE		o. RATED OFFICER COPY (Check one and date)				p. FORWARDING ADDRESS			
FROM: Year: 95 Month: 11 Day: 05 THRU: Year: 96 Month: 06 Day: 11				07		FS13		<input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER 960717				66th MI 3/3 ACR FT. CARSON CO 80913			
q. EXPLANATION OF NONRATED PERIODS															

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)															
a. NAME OF RATER (Last, First, MI) LOCHTEFELD, KEVIN W.				SSN		SIGNATURE 									
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT, MI, 66TH MI CO, 3/3 ACR, FT. CARSON, CO 80913 PLATOON LEADER															
b. NAME OF INTERMEDIATE RATER (Last, First, MI) AHRENS, PATRICK J.				SSN		SIGNATURE 									
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, 66TH MI CO, 3/3 ACR, FT. CARSON, CO 80913 COMPANY COMMANDER															
c. NAME OF SENIOR RATER (Last, First, MI) BARNETT, LUKE J. III				SSN		SIGNATURE 									
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, AR, 3/3 ACR, FT. CARSON, CO 80913 SQUADRON COMMANDER															
d. SIGNATURE OF RATED OFFICER 				DATE 17 JUL 96		e. DATE ENTERED ON DA FORM 2-1		f. RATED OFFICER MPO INITIALS		g. SR MPO INITIALS		h. NO. OF INCL			

PART III - DUTY DESCRIPTION (Rater)															
a. PRINCIPAL DUTY TITLE CHIEF INTERROGATION SECTION														b. SSN/MOS 351E	
c. REFER TO PART III, DA FORM 67-8-1 Chief of the Interrogation Section of a separate tactical intelligence company which supports a CONUS based Armored Cavalry Regiment with multiple world wide contingency missions. Conducts both Direct Support and General Support tactical interrogation operations to include screening and interrogation of enemy prisoners of war, captured enemy document translation and exploitation, liaison and linguist support to cavalry training and operations. Trains soldiers in the regiment in enemy prisoner of war handling, identification and evacuation procedures. Responsible for the welfare and training of four interrogation teams and maintenance and accountability of \$1 million of organizational property. Ensures that interrogation teams are ready to go to war on short notice.															

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)																																																																															
a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)																																																																															
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b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)																																																																															

(a.1.2.) Superior grasp of intelligence operations which support the warfighter.	
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	(b.1.2.) Absolutely dedicated and loyal to his mission, his soldiers and his regiment. (b.5.8.) Integrity and moral standards are of the highest order.

DEFENSE EXHIBIT

for ID p. 3/8 50

PERIOD COVERED 951105-960611											
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)											
a. RATED OFFICER'S NAME WELSHOFER, LEWIS E. SSN											
RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO											
b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1.											
<div style="display: flex; justify-content: space-between;"><div><input checked="" type="checkbox"/> ALWAYS EXCEEDED REQUIREMENTS</div><div><input type="checkbox"/> USUALLY EXCEEDED REQUIREMENTS</div><div><input type="checkbox"/> MET REQUIREMENTS</div><div><input type="checkbox"/> OFTEN FAILED REQUIREMENTS</div><div><input type="checkbox"/> USUALLY FAILED REQUIREMENTS</div></div>											
c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL											
WO1 Welshofer has proven himself as a superior leader, trainer and interrogation technician. He was solely responsible for training a ten soldier Human Intelligence (HUMINT) and Interrogation section from an untrained status to a trained status within three months. He has shown drive and initiative by developing and scheduling classes on enemy prisoner of war evacuation and document exploitation for companys and troops throughout the regiment. WO1 Welshofer trained the HUMINT and interrogations teams that won distinction at the III Corps Counterintelligence and Interrogation exercise. WO1 Welshofer and his soldiers were singled out for outperforming division level HUMINT teams. His success was due to his unwavering focus on providing relevent and timely intelligence to the warfighter. WO1 Welshofer has established a reputation for understanding the relationship between intelligence, targeting and maneuver. His teams consistently provided critical intelligence reports which answered the commander's priority intelligence requirements during the III Corps WARFIGHTER exercise. WO1 Welshofer has consistently demonstrated superior and outstanding leadership and technical expertise who has made significant contributions to this regiment's overall wartime readiness.											
d. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS											
<div style="display: flex; justify-content: space-between;"><div><input checked="" type="checkbox"/> PROMOTE AHEAD OF CONTEMPORARIES</div><div><input type="checkbox"/> PROMOTE WITH CONTEMPORARIES</div><div><input type="checkbox"/> DO NOT PROMOTE</div><div><input type="checkbox"/> OTHER (Explain below)</div></div>											
e. COMMENT ON POTENTIAL Superior potential. Promote immediately to CW2. He will excel in the most demanding assignments.											
PART VI - INTERMEDIATE RATER											
f. COMMENTS Stellar performance by an exceptional leader, trainer and tactical interrogation technician. WO1 Welshofer has repeatedly shown drive, initiative and expertise in planning and training for interrogation and HUMINT operations. WO1 Welshofer and his intelligence teams provided the regiment with key and timely reporting during the III Corps WARFIGHTER and also excelled at the III Corps Counterintelligence and Interrogation Exercise. Tireless and dedicated, WO1 Welshofer understands the relationship between intelligence operations and maneuver. A superb communicator and linguist, he will excel in the most demanding tactical environment. Ready now for promotion to CW2 and superior potential for promotion to CW3. Send to the Warrant Officer Advance Course as early as possible.											
PART VII - SENIOR RATER											
g. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)	h. COMMENTS Unlimited potential. Ready now for promotion to CW2. WO1 Welshofer has superior potential for promotion to CW3 and should be selected for the Warrant Officer Advance Course at the earliest opportunity. He has made significant contributions to the regiment's wartime readiness in the intelligence combat function. A proven superior leader and trainer of HUMINT and interrogation operations, WO1 Welshofer will always excel in the most demanding tactical assignments which support the maneuver commander. He is the best intelligence technician I have seen in 22 years of service.										
<div style="display: flex; align-items: center;"><div style="margin-right: 10px;">SR</div><div style="border: 1px solid black; padding: 5px; text-align: center;">DA USE ONLY</div></div> <table border="1" style="width: 100%; border-collapse: collapse;"><tr><td style="width: 50%; height: 100px; text-align: center; vertical-align: middle;">HI</td><td style="width: 50%;"></td></tr><tr><td style="text-align: center;">III</td><td></td></tr><tr><td style="text-align: center;">II</td><td></td></tr><tr><td style="text-align: center;">I</td><td></td></tr><tr><td style="text-align: center;">LO</td><td></td></tr></table>	HI		III		II		I		LO		<div style="text-align: right;">DEFENSE EXHIBIT <u>2</u> for ID p.32 of 50</div>
HI											
III											
II											
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LO											
i. COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in b)											

PART I - ADMINISTRATIVE DATA

a. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, LEWIS E. JR.		b. SSN	c. GRADE WO1	d. DATE OF RANK Year: 94 Month: 06 Day: 09	e. BR MI	f. DESIGNATED SPECIALTIES	g. PMOS(MOS) 351EO	h. STA CODE 48083
i. UNIT, ORG DIVISION, STATION, ZIP CODE OR APO, MAJOR COMMAND 66th MI Co, 3d Sqdn, 3d ACR Ft Bliss, TX 79916 FORSCOM				j. REASON FOR SUBMISSION 03 Change of Rater			k. COMD CODE FC	
l. PERIOD COVERED FROM: Year: 95 Month: 03 Day: 01 THRU: Year: 95 Month: 11 Day: 04		m. NO. OF MONTHS 8	n. MILPO CODE FS34	o. RATED OFFICER COPY (Check one and date) <input type="checkbox"/> 1. GIVEN TO OFFICER <input checked="" type="checkbox"/> 2. FORWARDED TO OFFICER 951129		p. FORWARDING ADDRESS		
q. EXPLANATE ON OF NONRATED PERIODS								

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI) BRITT, WILLIAM E.	SSN	SIGNATURE 	DATE 15 Nov 95		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT MI, 66th MI Co, 3d Sqdn, 3d ACR		PLATOON LEADER			
b. NAME OF INTERMEDIATE RATER (Last, First, MI) DEAKIN, STUART E.	SSN	SIGNATURE 	DATE 15 Nov 95		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, 66th MI Co, 3d Sqdn, 3d ACR		COMPANY COMMANDER			
c. NAME OF SENIOR RATER (Last, First, MI) BARNETT, LUKE J. III	SSN	SIGNATURE 	DATE 15 Nov 95		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT LTC, AR, 3d Sqdn, 3d ACR		SQUADRON COMMANDER			
d. SIGNATURE OF RATED OFFICER 	DATE 15 Nov 95	e. DATE ENTERED ON DA FORM 2-1	f. RATED OFFICER MPO INITIALS J	g. SR MPO INITIALS	h. NO. OF INCL. 1

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Interrogation Technician	b. SSN/MOS 351EO
c. REFER TO PART IIIa, DA FORM 67-8-1 Section leader of the Interrogation of Prisoners of War (IPW) section, 66th MI Company, in support of the 3rd Armored Cavalry Regiment. Provides guidance and expertise to the commander on IPW operations. Responsible for the safety, welfare, training and operation of the three direct support teams and a general support team. These teams provide screening of prisoners, interrogation operations, captured enemy document translation and intelligence report dissemination. Accountable for the care and maintenance of section equipment in excess of \$500,000. Also performs the additional duties of Physical Security Manager, Key Control Officer, Crime Prevention Officer and Document Custodian.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)		HIGH DEGREE 1 2 3 4 5 LOW DEGREE				
1. Possesses capacity to acquire knowledge/grasp concepts	1	8. Displays sound judgment	1			
2. Demonstrates appropriate knowledge and expertise in assigned tasks	1	9. Seeks self-improvement	1			
3. Maintains appropriate level of physical fitness Pass 95 06	1	10. Is adaptable to changing situations	1			
4. Motivates, challenges and develops subordinates	1	11. Sets and enforces high standards	1			
5. Performs under physical and mental stress	1	12. Possesses military bearing and appearance. 75/185 Yes	1			
6. Encourages candor and frankness in subordinates	1	13. Supports BO/BEO	1			
7. Clear and concise in written communication	1	14. Clear and concise in oral communication	1			
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)						
(a.1.2.) Possesses and demonstrates extreme knowledge of tactical interrogation and intelligence functions and operations.						
(a.10.) Maintains a professional attitude and rapidly adapts to any situation or change in mission.						
(b.6.7.8.) His integrity, moral standards, candor, and selfless devotion to duty are of the highest order.						
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS						

DEFENSE EXHIBIT 2

for ID 9-33851

SSN

☒ YES☐ NO

b. PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

☒ ALWAYS EXCEEDED REQUIREMENTS

<input type="checkbox"/>	USUALLY EXCEEDED REQUIREMENTS
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MET REQUIREMENTS

☐ OFTEN FAILED REQUIREMENTS

TEST	USUALLY FAILED REQUIREMENTS
1. <u>General</u>	
2. <u>General</u>	
3. <u>General</u>	
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96. <u>General</u>	
97. <u>General</u>	
98. <u>General</u>	
99. <u>General</u>	
100. <u>General</u>	

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III b, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL.

WO1 Lewis Welshofer's proactive duty performance as the Interrogation Section Leader has greatly enhanced the Regiment's Human Intelligence (HUMINT) combat readiness. Mr. Welshofer aggressively created and led the HUMINT Section by integrating the Interrogation and Prisoner of War Section and the Counterintelligence Section to provide unique, tailored support to the only deployable heavy Armored Cavalry Regiment left in the Army. WO1 Welshofer, on his own initiative, developed and implemented completely new HUMINT tactics, techniques, and procedures to provide more flexible, efficient, and timely support to Cavalry operations. He led the HUMINT Section, validated these concepts during the III Corps Blue Ice Exercise, and wrote the first detailed HUMINT TACSOP. WO1 Welshofer conducted Regimental wide coordination and Enemy Prisoner of War training to Cavalry Troops. WO1 Welshofer developed and implemented first ever HUMINT scenarios for the Regiment at NTC 95-12, and served as an Observer Controller for the HUMINT Section. WO1 Welshofer is an outstanding officer who will do well wherever he goes.

6. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

☒ PROMOTE AHEAD OF CONTEMPORARIES

PROMOTE WITH CONTEMPORARIES

☐ DO NOT PROMOTE

☐ OTHER (Explain below)

2. COMMENT ON POTENTIAL WO1 Welshofer has demonstrated unlimited potential to perform duties of increased responsibility. Promote immediately to CW2, and send to the Advanced Course.

PART VI - INTERMEDIATE RATER

8. COMMENTS WO1 Welshofer has done a truly exceptional job for the 66th MI Company and the 3d ACR. His proactive and aggressive style combined with his extraordinary technical expertise have resulted in much improved intelligence support to the 3d ACR. His contributions to the 3d ACR went well beyond the requirements of his duty position, to include heading up the effort at the NTC to produce the first ever in language training event for voice intercept operators executed during NTC 95-12. An exceptional talent, a must for early promotion and selection to WOAC.

PART VII – SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

6. COMMENTS Exceptional duty performance by WO1 Welshofer. His far reaching accomplishments include a complete revision of the 3ACR TACSOP in areas concerning the handling of EPW's; reorganization of CI and IPW assets into task organized HUMINT teams; training these teams to operate with Cavalry Troops in environments ranging from UN Peacekeeping to heavy armored combat missions; and setting new standards for the training of MI soldiers at the NTC. This officer is a must for early promotion and assignment to the highest echelons of the Military Intelligence community.

DEFENSE EXHIBIT

~~for ID~~ p. 34 of 50

A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

☒ YES ☐ NO (Explain in b)

PART I - ADMINISTRATIVE DATA												
a. LAST NAME - FIRST NAME - MIDDLE INITIAL			b. SSN		c. GRADE	d. DATE OF RANK			e. BR	f. DESIGNATED SPECIALTIES	g. PMOS(MOS)	h. STA CODE
WELSHOFER, LEWIS E. JR.					WO1	Year	Month	Day	WO		351E0	48083
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND						j. REASON FOR SUBMISSION				k. COMD CODE		
66th MI Co, 3d Sqdn, 3d ACR Ft Bliss, TX 79916 FORSCOM						Change of Rater				FC		
l. PERIOD COVERED			m. NO. OF MONTHS	n. MILPO CODE	o. RATED OFFICER COPY (Check one and date)			p. FORWARDING ADDRESS				
FROM THRU					<input checked="" type="checkbox"/> 1. GIVEN TO OFFICER 950420 <input type="checkbox"/> 2. FORWARDED TO OFFICER							
Year	Month	Day	Year	Month	Day							
94	08	22	95	02	28							
q. EXPLANATION OF NONRATED PERIODS												

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)										
a. NAME OF RATER (Last, First, MI)			SSN		SIGNATURE			DATE		
GOUZOULIS, NICK G.								20 APR 95		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT					PLATOON LEADER					
2LT, OD, 66th MI Co, 3d Sqdn, 3d ACR										
b. NAME OF INTERMEDIATE RATER (Last, First, MI)			SSN		SIGNATURE			DATE		
DEAKIN, STUART E.								20 APR 95		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT					COMPANY COMMANDER					
MAJ, MI, 66th MI Co, 3d Sqdn, 3d ACR										
c. NAME OF SENIOR RATER (Last, First, MI)			SSN		SIGNATURE			DATE		
BARNETT, LUKE J. III								20 APR 95		
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT					SQUADRON COMMANDER					
LTC, AR, 3d Sqdn, 3d ACR										
d. SIGNATURE OF RATED OFFICER			DATE		e. DATE ENTERED ON DA FORM 2-1		f. RATED OFFICER MPO INITIALS		g. SR MPO INITIALS	h. NO. OF INCL
Lewis E. Welshofer			20 APR 95							

PART III - DUTY DESCRIPTION (Rater)	
a. PRINCIPAL DUTY TITLE	b. SSI/MOS 351E
Interrogation Technician	
c. REFER TO PART III, DA FORM 67-8-1 Section leader of the Interrogation of Prisoners of War (IPW) section, 66th MI Company, in support of the 3rd Armored Cavalry Regiment. Provides guidance and expertise to the commander on IPW operations. Responsible for the safety, welfare, training and operation of the three direct support teams and a general support team. These teams provide screening of prisoners, interrogation operations, captured enemy document translation and intelligence report dissemination. Accountable for the care and maintenance of section equipment in excess of \$500,000. Also performs the additional duties as Physical Security Manager, Key Control Officer, Crime Prevention Officer and Document Custodian.	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)									
a. PROFESSIONAL COMPETENCE (In Items 1 through 14 below, indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)						HIGH DEGREE 1 2 3 4 5 LOW DEGREE			
1. Possesses capacity to acquire knowledge/grasp concepts						1			
2. Demonstrates appropriate knowledge and expertise in assigned tasks						1			
3. Maintains appropriate level of physical fitness Pass 94/08						1			
4. Motivates, challenges and develops subordinates						1			
5. Performs under physical and mental stress						1			
6. Encourages candor and frankness in subordinates						1			
7. Clear and concise in written communication						1			
8. Displays sound judgment						1			
9. Seeks self-improvement						1			
10. Is adaptable to changing situations						1			
11. Sets and enforces high standards						1			
12. Possesses military bearing and appearance 75/185 Yes						1			
13. Supports EO/EEO						1			
14. Clear and concise in oral communication						1			
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)									
(a.2) Demonstrates an exceptional level of tactical and technical expertise as the IPW technician. (a.4) Displays a high level of motivation and dedication to duty which in turn leads his soldiers to excellence. (a.10) Was able to develop an outstanding SOP pertaining to interrogation operations and EPW handling procedures. (b.3) Loyal to subordinates as well as peers and supervisors. (b.5) Always reports the truth.									
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS									

DEFENSE EXHIBIT

for ID p. 35 of 50

11192

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

SSN

☒ YES☐ NO

b. PERFORMA N° DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III-a, b, AND c, DA FORM 67-8-1

☒ ALWAYS EXCEEDED REQUIREMENTS

<input type="checkbox"/>	USUALLY EXCEEDED REQUIREMENTS
--------------------------	-------------------------------

☐ MET REQUIREMENTS

☐ OFTEN FAILED REQUIREMENTS

☐ USUALLY FAILED REQUIREMENTS

c. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 57-8 AND PART III a, b, AND c, DA FORM 57-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL

3. COMMENT ON POTENTIAL IMPROVEMENTS IN THE PERFORMANCE OF THE TASKS ASSIGNED TO THE PERSONNEL. REFERENCE TO PART III, DATUM OF THE FIRST AND SECOND INSPECTIONS.

WO1 Lewis Welshofer has been a driving force in the development of a viable IPW mission for the Regiment. With his vision, determination to achieve excellence and his outstanding technical expertise, Chief Welshofer has made a capable IPW section into an outstanding one. As a result of his leadership, his section has integrated IPW operations with the RS-2, successfully deployed to NTC and supported all company and regimental IPW taskings successfully. Improved section interrogation/counterintelligence skills at the Laboratory of Scientific Interrogation. The company has benefited greatly from his expertise, which resulted in a pass rating during the Regimental Command Inspection. Trained section to 100% proficiency in all METL tasks and subtasks during MI Gunnery I. Developed doctrine for integrating counterintelligence and interrogation personnel during all combat operations. WO1 Welshofer is an outstanding IPW technician.

6. THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS

☒ PROMOTE AHEAD OF
CONTEMPORARIES

☐ PROMOTE WITH
CONTEMPORARIES

☐ DO NOT PROMOTE

☐ OTHER (Explain below)

6. COMMENT ON POTENTIAL WO1 Welshofer has demonstrated the potential to serve in a much more challenging and difficult IPW position. Promote immediately to CW2.

PART VI - INTERMEDIATE RATER

a. COMMENTS Mr. Welshofer has done an outstanding job since his first day in the unit. His technical skills are superb and his leadership skills are simply outstanding. He has taken a section that has never participated in Regimental tactical training and has fully integrated interrogation of prisoners of war as an integral part of the Regiment's total intelligence system. Mr. Welshofer is a tremendous asset to the Regiment. Promote now to CW2.

PART VII – SENIOR RATER

a. POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

b. COMMENTS Outstanding performance. Mr. Welshofer is a dedicated professional of unquestioned technical competence. He has made tremendous improvements in the Regiment's intelligence capabilities by fully integrating interrogation operations into Regimental tactical operating procedures. A truly outstanding young officer that needs to be promoted to CW2 as soon as possible.

A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

☒ YES ☐ NO (Explain in b)

DEFENSE EXHIBIT
for ID *2 2 1*

~~for ID~~

11193

430907

NCO EVALUATION REPORT For use of this form, see AR 623-205; the proponent agency is DCSPER						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E.			
PART I - ADMINISTRATIVE DATA									
a. NAME (Last, First, Middle Initial)				b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC		
WELSHOFER, LEWIS E. Jr.					SSG	920701	97E3P00RU		
f. UNIT, ORG. STATION, ZIP CODE OR APO, MAJOR COMMAND						g. REASON FOR SUBMISSION			
B Co 125th MI BN, Schofield Bks, HI. 96857-6053 USARPAC						02 ANNUAL			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials		
FROM: 92 09 TO: 93 08		09	S		1. Given to NCO _____ Date: _____ 2. Forwarded to NCO <u>930919</u>		n. CMD CODE: P1		
							o. PSC CODE: WC02		
PART II - AUTHENTICATION									
a. NAME OF RATER (Last, First, Middle Initial)				b. SSN	SIGNATURE				
DOUGLAS, CECIL M.					<i>[Signature]</i>				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT							DATE		
SSG, 97E3L, B Co 125TH MI BN				Platoon Sergeant			930919		
b. NAME OF SENIOR RATER (Last, First, Middle Initial)				c. SSN	SIGNATURE				
EDWARDS, BEVERLY D.					<i>[Signature]</i>				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT							DATE		
1LT, MI, B Co 125TH MI BN				Platoon Leader			930919		
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).					SIGNATURE		DATE		
					<i>[Signature]</i>		930919		
d. NAME OF REVIEWER (Last, First, Middle Initial)				e. SSN	SIGNATURE				
WHITNEY, WILLIAM E. III					<i>[Signature]</i>				
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT							DATE		
CPT, MI, B Co 125TH MI BN				Company Commander			930919		
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)									
PART III - DUTY DESCRIPTION (Rater)									
a. PRINCIPAL DUTY TITLE					b. DUTY MOSC				
Interrogator					97E3L				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)									
Squad Leader/Interrogator and assistant Operations NCOIC in direct support of a Light Infantry Brigade; supervises and screens enemy prisoners of war and captured documents; supervises and conducts interrogation of enemy prisoners of war; translates captured documents and performs interpreter duties; responsible for the maintenance and accountability of \$54,000.00 in team equipment.									
d. AREAS OF SPECIAL EMPHASIS									
Instructor, 25th ID (L) Life in Captivity Course									
e. APPOINTED DUTIES									
Company Alcohol and Drug Coordinator; Crime Prevention NCO; Physical Security NCO									
f. Counseling dates from checklist/record				INITIAL	LATER	LATER	LATER		
				921030	930512	930607			
PART IV - VALUES/NCO RESPONSIBILITIES (Rater)									
a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)									
V A L U S PERSONAL Commitment Competence Candor Courage ARMY ETHIC Loyalty Duty Selfless Service Integrity		1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.						YES	NO
		2. Is committed to and shows a sense of pride in the unit - works as a member of the team.							
		3. Is disciplined and obedient to the spirit and letter of a lawful order.							
		4. Is honest and truthful in word and deed.							
		5. Maintains high standards of personal conduct on and off duty.							
		6. Has the courage of convictions and the ability to overcome fear - stands up for and does what's right.							
		7. Supports EO/EEO							
		Bullet comments							
o consummate professional						DEFENSE EXHIBIT <u>L</u> for ID <u>P-37850</u>			
o makes personal sacrifices to ensure mission accomplishment									
o lives by personal code of truth and honesty									

11194

RATED NCO'S NAME (Last, First, Middle) SSN WELS HOFER, LEWIS E. Jr.		THRU DATE 9308
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES <div style="font-size: small; margin-top: 5px;"> Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional. </div>		
b. COMPETENCE <input type="checkbox"/> Duty proficiency; MOS competency <input type="checkbox"/> Technical & tactical; knowledge, skills, and abilities <input type="checkbox"/> Sound judgment <input type="checkbox"/> Seeking self-improvement; always learning <input type="checkbox"/> Accomplishing tasks to the fullest capacity; committed to excellence <div style="display: flex; justify-content: space-between; font-size: x-small;"> EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) </div> <div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	<input type="checkbox"/> scored 2/2 on Russian DLPT <input type="checkbox"/> exceeded course standards for BNCOC <input type="checkbox"/> selected to NBC School Commandants List	
c. PHYSICAL FITNESS & MILITARY BEARING <input type="checkbox"/> Mental and physical toughness. <input type="checkbox"/> Endurance and stamina to go the distance <input type="checkbox"/> Displaying confidence and enthusiasm; looks like a soldier <div style="display: flex; justify-content: space-between; font-size: x-small;"> EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) </div> <div style="display: flex; justify-content: space-around;"> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	APFT <u>PASS/9308</u> HEIGHT/WEIGHT <u>75/175</u> YES <input checked="" type="checkbox"/> <input type="checkbox"/> sets the standard in military bearing <input type="checkbox"/> scored 280 on APFT <input type="checkbox"/> works untiringly at all assigned tasks	
d. LEADERSHIP <input type="checkbox"/> Mission first <input type="checkbox"/> Genuine concern for soldiers <input type="checkbox"/> Instilling the spirit to achieve and win <input type="checkbox"/> Setting the example; Be, Know, Do <div style="display: flex; justify-content: space-between; font-size: x-small;"> EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) </div> <div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	<input type="checkbox"/> meticulously lead interrogation assets during processing of Chinese refugees on Kwajalein Island <input type="checkbox"/> selflessly served as the senior enlisted interrogator during four major exercises <input type="checkbox"/> always places mission and welfare of soldiers above personal considerations	
e. TRAINING <input type="checkbox"/> Individual and team <input type="checkbox"/> Mission focused; performance oriented <input type="checkbox"/> Teaching soldiers how; common tasks, duty-related skills <input type="checkbox"/> Sharing knowledge and experience to fight, survive and win <div style="display: flex; justify-content: space-between; font-size: x-small;"> EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) </div> <div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	<input type="checkbox"/> effectively trained IPW JRTC Team on SINGARS which resulted in communications being maintained during JRTC <input type="checkbox"/> trained over 100 Division soldiers in resistance to interrogation <input type="checkbox"/> intensively trained squad on common tasks resulting in 100% go on annual CTT	
f. RESPONSIBILITY & ACCOUNTABILITY <input type="checkbox"/> Care and maintenance of equip./facilities <input type="checkbox"/> Soldier and equipment safety <input type="checkbox"/> Conservation of supplies and funds <input type="checkbox"/> Encouraging soldiers to learn and grow <input type="checkbox"/> Responsible for good, bad, right & wrong <div style="display: flex; justify-content: space-between; font-size: x-small;"> EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) </div> <div style="display: flex; justify-content: space-around;"> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	<input type="checkbox"/> maintains Army property as if it was his own <input type="checkbox"/> emphasis on safety during two overseas deployments resulted in zero training accidents	
PART V - OVERALL PERFORMANCE AND POTENTIAL		
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-between; font-size: x-small;"> AMONG THE BEST FULLY CAPABLE MARGINAL </div> <div style="display: flex; justify-content: space-around;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </div>	e. SENIOR RATER BULLET COMMENTS <input type="checkbox"/> NCO with ethics and morales above reproach <input type="checkbox"/> select for ANCOG now <input type="checkbox"/> always seeking to develop professionally while instilling similar values in subordinates <input type="checkbox"/> sets the example for all soldiers senior and subordinate <input type="checkbox"/> promote ahead of peers	
b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. <u>Interrogation Operations NCO</u> <u>Strategic Debriefing</u> <u>Platoon Sergeant</u>	<div style="text-align: right; font-weight: bold;">DEFENSE EXHIBIT</div> <div style="text-align: right; font-size: small;">for ID <u>Q-38 of 50</u></div>	
c. SENIOR RATER. Overall performance <div style="display: flex; justify-content: space-around; font-size: x-small;"> 12345 </div> <div style="display: flex; justify-content: space-around; font-size: x-small;"> SuccessfulFairPoor </div>	<div style="display: flex; justify-content: space-around; font-size: x-small;"> 12345 </div> <div style="display: flex; justify-content: space-around; font-size: x-small;"> SuperiorFairPoor </div>	

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E. Jr.		b. SSN	c. RANK SSG	d. DATE OF RANK 920701	e. PMOSC 97E3L00F
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND B Co 125th MI BN, Schofield Bks, HI. 96857-6053 USARPAC				g. REASON FOR SUBMISSION 02 ANNUAL	
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)
FROM THRU 91 09 92 08		12			1. Given to NCO 2. Forwarded to NCO
				m. PSC Initials	n. CMD CODE P1
				o. GE WCO	

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) SUTTLES, KATHRYN L.	SSN	SIGNATURE Kathryn Suttles	DATE
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT SSG, 97E3L, B Co 125TH MI BN Squad Leader			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) DOUGLAS, CECIL M. Jr.	SSN	SIGNATURE Cecil M. Douglas	DATE
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT SSG, 97E3L, B Co 125TH MI BN Platoon Sergeant			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part i, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205).		SIGNATURE Lewis E. Welshofer	DATE
d. NAME OF REVIEWER (Last, First, Middle Initial) BERGEMANN, JOHN C.	SSN	SIGNATURE John C. Bergemann	DATE
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1LT, MI, B Co 125TH MI BN Platoon Leader			
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)			

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Interrogator	b. DUTY MOSC 97E3L
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Interrogator and assistant NCOIC for an Interrogation Team in direct support of a Light Infantry Brigade; supervises and screens enemy prisoners of war and captured documents; supervises and conducts enemy prisoner of war interrogations; translates captured documents and performs interpreter duties; responsible for the maintenance and accountability of \$54,000.00 in team equipment.	
d. AREAS OF SPECIAL EMPHASIS Instructor, 25th ID (L) Life in Captivity Course	
e. APPOINTED DUTIES Physical Security NCO; Unit Alcohol and Drug Coordinator Platoon; Key Control Custodian	
f. Counseling dates from checklist/record	INITIAL 910930
	LATER 911203
	LATER 920402
	LATER 920630

PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES		
V A L U E S	PERSONAL	1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.	1	<input checked="" type="checkbox"/>
	Commitment	2. Is committed to and shows a sense of pride in the unit - works as a member of the team.	2	<input checked="" type="checkbox"/>
	Competence	3. Is disciplined and obedient to the spirit and letter of a lawful order.	3	<input checked="" type="checkbox"/>
	Candor	4. Is honest and truthful in word and deed.	4	<input checked="" type="checkbox"/>
	Courage	5. Maintains high standards of personal conduct on and off duty.	5	<input checked="" type="checkbox"/>
		6. Has the courage of convictions and the ability to overcome fear - stands up for and does what's right.	6	<input checked="" type="checkbox"/>
		7. Supports EO/EEO	7	<input checked="" type="checkbox"/>
ARMY ETHIC Loyalty Duty Selfless Service Integrity		DEFENSE EXHIBIT For ID P-39850 o puts the Army, the mission, and subordinates above personal interests o does what is right in absence of orders		

PART IV (Rater) - VALUES/INCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.
Specific Bullet examples of "SUCCESS" are optional.

b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

o scored 2/2 on Russian DLFT

o earned 6 college credits

o selected to represent Division in world-wide Language Olympics

APFT - PASS/9206

HEIGHT/WEIGHT 75/175 YES

c. PHYSICAL FITNESS & MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☐ ☒ ☐ ☐

o mentally and physically tough; goes the extra mile

d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do.

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

o coached subordinate to be runner-up at Division Soldier of Quarter Board

o mentored two subordinates to achieve Distinguished Honor Graduate and Commandants list at PLDC

e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

o effectively trained platoon on SINCGARS which resulted in 100% go's on the IPW ARTEP

o successfully trained squad to 100% 60's in CTT

o instructor for Division Life in Captivity Course

f. RESPONSIBILITY & ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

☒ ☐ ☐ ☐

o implemented platoon key control and physical security programs

o salvaged materials to construct training facility saving the Army an estimated \$50,000

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST FULLY CAPABLE MARGINAL

☒ ☐ ☐

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

IPW Team Leader

IPW Platoon Sergeant

MOS Instructor

e. SENIOR RATER BULLET COMMENTS

o select for positions of greater responsibility

o outstanding candidate for Warrant Officer program

o select for ANCOB now

DEFENSE EXHIBIT

for ID

p. 40 of 50

c. SENIOR RATER. Overall performance

☒ ☐ ☐ ☐ ☐

1 2 3 4 5
Successful Fair Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

☒ ☐ ☐ ☐

1 2 3
Superior F

910808/OP

NCO EVALUATION REPORT

For use of this form, see AR 623-205; the proponent agency is DCSPER

SEE PRIVACY ACT STATEMENT
IN AR 623-205, APPENDIX E.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) WELSHOFER, Lewis E. Jr.				b. SSN		c. RANK SGT		d. DATE OF RANK 890101	e. PMOSC 97E2L00RU			
f. UNIT, OR G., STATION, ZIP CODE OR APO, MAJOR COMMAND HQ USAREUR & 7A, ODCSINT, APO NY 09403 Atch Co A, 302d MI Bn, APO NY 09757 USAREUR				g. REASON FOR SUBMISSION 03 Change of Rater								
h. PERIOD COVERED				i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL		l. RATED NCO COPY (Check one and Date)		m. PSC Initials	n. CMD CODE	o. PSC CODE
FROM THRU								1. Given to NCO				
YY MM YY MM								2. Forwarded to NCO				
91 02 91 08				05	Q			910808		7	UA	EUO

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) HAYNES, Samuel L.				SSN		SIGNATURE <i>Samuel L. Haynes</i>		DATE 7 Aug 91	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT SFC, 97G40, A Co, 302d MI Bn, NCOIC, CI Analysis Br, G2, V Corps									
b. NAME OF SENIOR RATER (Last, First, Middle Initial) ADNEY, John D.				SSN		SIGNATURE <i>John D. Adney</i>		DATE 7 AUG 91	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, MI, A Co, 302d MI Bn, Chief, CI Analysis Branch, G2, V Corps									
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205)				SIGNATURE <i>Lewis E. Welshofer</i>				DATE 7 AUG 91	
d. NAME OF REVIEWER (Last, First, Middle Initial) BELL, Frances L.				SSN		SIGNATURE <i>Frances L. Bell</i>		DATE 7 Aug 91	
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, A Co, 302d MI Bn, Chief, CI Operations, G2, V Corps									
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS				<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)					

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE NCOIC, Terrorism Analysis Section		b. DUTY MOSC 97E2L0	
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Responsible for researching, compiling, and analyzing terrorist and hostile intelligence threat directed against V (US) Corps; provides input to the multidiscipline monthly threat assessments, terrorist threat briefings and overlays to support command operations and intelligence updates presented to the Corps Commanding General.			
d. AREAS OF SPECIAL EMPHASIS			
e. APPOINTED DUTIES Special project NCO for MDCI Analysis Section.			
f. Counseling dates from checklist/record		INITIAL 910405	LATER 910701
		LATER	LATER

PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
V A L U E S ARMY ETHIC Loyalty Duty Selfless Service Integrity	PERSONAL		
	Commitment		
	Competence		
	Candor		
	Courage		
1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.		1	<input checked="" type="checkbox"/>
2. Is committed to and shows a sense of pride in the unit - works as a member of the team.		2	<input checked="" type="checkbox"/>
3. Is disciplined and obedient to the spirit and letter of a lawful order.		3	<input checked="" type="checkbox"/>
4. Is honest and truthful in word and deed.		4	<input checked="" type="checkbox"/>
5. Maintains high standards of personal conduct on and off duty.		5	<input checked="" type="checkbox"/>
6. Has the courage of convictions and the ability to overcome fear - stands up for and does what's right.		6	<input checked="" type="checkbox"/>
7. Supports EO/EEO		7	<input checked="" type="checkbox"/>
Bullet comments			
o personal conduct beyond reproach			
o continuously sought and thrived on greater responsibility			
11198			
o totally committed to meeting goals of unit			

DEFENSE EXHIBIT

for ID

P. 418/50

RATED NCO'S NAME (Last, First, Middle Initial) WELSH OPER, Lewis E. Jr		SN	THRU DATE 9108
PART IV (Rating) - VALUES/NCO RESPONSIBILITIES			
b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		o developed MDCI folders on 34 countries in support of Corps operations	
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		APFT PASS 9105 HEIGHT/WEIGHT 75/175 YES o prepossessing of appearance, bearing, and demeanor	
d. LEADERSHIP o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be. Know, Do EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>			
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equip./facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much) <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		o demonstrated a capacity for handling logistic problems far in advance of his contemporaries o researched and processed equipment requests to completely automate the CI Analysis Branch	
PART V - OVERALL PERFORMANCE AND POTENTIAL			
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. AMONG THE BEST FULLY CAPABLE MARGINAL <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		e. SENIOR RATER BULLET COMMENTS o possesses and exhibits the astute ability to learn quickly and perform with excellence o displays the skills and professional dedication to serve in the next grade now o calmly attacks complex issues and sees them through to completion	
b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. <u>Squad Leader in CEWI Bn</u> <u>IPW Sec NCOIC at Corps/Div</u> <u>Translator/Interpreter</u>		DEFENSE EXHIBIT <u>42 of 50</u>	
c. SENIOR RATER. Overall performance <div style="display: flex; align-items: center;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <div style="margin-left: 10px;"> 1 2 3 4 5 Successful Fair Poor </div> </div>		d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; align-items: center;"> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <div style="margin-left: 10px;"> 1 2 3 4 5 Superior Fair Poor </div> </div>	

9/0226

NCO EVALUATION REPORT										SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E													
For use of this form, see AR 623-205; the proponent agency is DCSPER																							
PART I - ADMINISTRATIVE DATA																							
a. NAME (Last, First, Middle Initial) WELSHOEER, LEWIS E. JR.						b. SSN		c. RANK SGT		d. DATE OF RANK 89C101		e. PMOSC 97E2L00RU											
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HQ USAREUR & 7th Army, ODCSINT, APO NEW YORK 09403 USAREUR										g. REASON FOR SUBMISSION 2 Annual													
h. PERIOD COVERED				i. RATED MONTHS		j. NON-RATED CODES		k. NO. OF ENCL		l. RATED NCO COPY (Check one and Date)		m. PSC Initials		n. CMD CODE		o. PSC CODE							
FROM: YY MM THRU: YY MM				12						1. Given to NCO				UA		EU01							
										2. Forwarded to NCO													
PART II - AUTHENTICATION																							
a. NAME OF RATER (Last, First, Middle Initial) SLONE, DARRELL										SSN		SIGNATURE <i>[Signature]</i>											
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, HQ USAREUR & 7TH Army, USAICE, Chief, Allied Contact Section												DATE 15 FEB 91											
b. NAME OF SENIOR RATER (Last, First, Middle Initial) HENNEN, MICHAEL										SSN		SIGNATURE <i>[Signature]</i>											
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT GM15, HQ USAREUR & 7th Army, ODCSINT, Special Assistant, CI Division												DATE 15 Feb 91											
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205)												SIGNATURE <i>[Signature]</i>											
d. NAME OF REVIEWER (Last, First, Middle Initial) SWIFT, JOHN E. III										SSN		SIGNATURE <i>[Signature]</i>											
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT COL, MI, HQ USAREUR & 7th Army, ODCSINT, Chief, Counterintelligence Division												DATE 15 Feb 91											
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS										<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)													
PART III - DUTY DESCRIPTION (Rater)																							
a. PRINCIPAL DUTY TITLE Interrogator/Interpreter										b. DUTY MOSC 97E2LO													
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Member of US Army Liaison element to the Soviet Military Liaison Mission to the CINC, USAREUR; conducts liaison, administrative, security and logistical support functions; manages report preparation and processing; assists in coordinating liaison between Soviet Military Liaison Mission-Frankfurt (SMLM-F) and the Military Community; interprets at official liaison functions; responsible for \$8 million in property and facilities.																							
d. AREAS OF SPECIAL EMPHASIS Daily liaison with high-ranking Soviet officers; oversees completion of administrative, security and logistical support functions for SMLM-F; assumes duties of NCOIC during last four months of rating period.																							
e. APPOINTED DUTIES NCOIC, Allied Contact Section (ACS)																							
f. Counseling dates from checklist/record										INITIAL 900215		LATER 900510		LATER 900809		LATER 901018							
PART IV - VALUES/NCO RESPONSIBILITIES (Rater)																							
a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)																							
<div style="display: flex; flex-direction: column; align-items: center;"> <div style="margin-bottom: 10px;">V</div> <div style="margin-bottom: 10px;">A</div> <div style="margin-bottom: 10px;">L</div> <div style="margin-bottom: 10px;">U</div> <div style="margin-bottom: 10px;">E</div> <div style="margin-bottom: 10px;">S</div> </div> <div style="display: flex; flex-direction: column; align-items: center;"> <div>PERSONAL</div> <div>Commitment</div> <div>Competence</div> <div>Candor</div> <div>Courage</div> </div> <div style="display: flex; flex-direction: column; align-items: center;"> <div>ARMY ETHIC</div> <div>Loyalty</div> <div>Duty</div> <div>Selfless Service</div> <div>Integrity</div> </div>										1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.								YES		NO			
										2. Is committed to and shows a sense of pride in the unit - works as a member of the team.								1		<input checked="" type="checkbox"/>			
										3. Is disciplined and obedient to the spirit and letter of a lawful order.								2		<input checked="" type="checkbox"/>			
										4. Is honest and truthful in word and deed.								3		<input checked="" type="checkbox"/>			
										5. Maintains high standards of personal conduct on and off duty.								4		<input checked="" type="checkbox"/>			
										6. Has the courage of convictions and the ability to overcome fear - stands up for and does what's right.								5		<input checked="" type="checkbox"/>			
										7. Supports EO/EE								6		<input checked="" type="checkbox"/>			
Bullet comments o Totally committed to meeting goals of unit <i>P. 43y50</i> o Commended by U.S. and Soviet General Officers on performance and professionalism																							

DEFENSE EXHIBIT

for ID P. 43y50

RATED NCO'S NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E. JR.		SSN	THRU DATE 9101
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PART IV (Rater) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.
Specific Bullet examples of "SUCCESS" are optional.

b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

- o Displayed exceptional judgement in applying MOS skills to politically charged environment
- o To dismay of Soviets, consistently recognized and solved problems independent of supervision

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some) (Much)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

c. PHYSICAL FITNESS & MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

APFT	Pass 9006	HEIGHT/WEIGHT	64/145 Yes
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- o Bearing and professionalism exemplified U.S. Army NCO to Soviet CINC and CoFS, WGF, during visit to SMLM-F
- o Always motivates others to pursue regime of physical fitness and readiness

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some) (Much)
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

- o Orchestrated preparations for and reporting on overt official contacts with SMLM-F
- o Directed 30 U.S. and L.N. employees in closing SMLM-F in one-half the allotted time

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some) (Much)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

- o Directed Safe Winter Driving Program (20 drivers) for three years with no weather related accidents
- o Assumed duties and functions of NCOIC and excelled in discharging these responsibilities

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some) (Much)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

f. RESPONSIBILITY & ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

- o Meticulously maintained and flawlessly cleared two property book accounts totaling \$150K
- o Effectively precluded fraud and abuse in disposing of \$200K unaccountable property at SMLM-F

EXCELLENCE (Exceeds std)	SUCCESS (Meets std)	NEEDS IMPROVEMENT (Some) (Much)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST	FULLY CAPABLE	MARGINAL
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<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Squad Leader in CEWI Bn
IPW Section NCOIC at Corp/Div
Translator/Interpreter Strat Level

e. SENIOR RATER BULLET COMMENTS

- o Send to BNCOC at earliest possible opportunity
- o Has gained invaluable knowledge and insight that few in his MOS will ever have
- o Constantly strives to surpass the BE, KNOW, DO Army NCO ethic
- o Unlimited potential for growth and leadership
- o Performs superior work with little or no supervision

DEFENSE EXHIBIT
for ID **P-44850**

c. SENIOR RATER. Overall performance

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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400223

NCO EVALUATION REPORT

For use of this form, see AR 623-205; the proponent agency is DCSPER

SEE PRIVACY ACT STATEMENT
IN AR 623-205, APPENDIX E

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) WELSHOFER, LEWIS E. JR.		b. SSN	c. RANK SGT	d. DATE OF RANK 890101	e. PMOSC 97E2LRU
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, USAREUR & 7th Army (ODCSINT) APO NY 09403 USAREUR				g. REASON FOR SUBMISSION 02 Annual	
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)
FROM THRU					1. Given to NCO
YY	MM	YY	MM		Date
89	02	90	01	12	2. Forwarded to NCO
					900223
					1/18
					UA
					EU01

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial) SLONE, DARRELL	SSN	SIGNATURE <i>Darrell Slone</i>	DATE 1 Feb 90
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, MI, Chief, Allied Contact Section			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) HENNEN, MICHAEL	SSN	SIGNATURE <i>Michael Hennen</i>	DATE 1 Feb 90
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT GM 15, SA, Counterintelligence Division, ODCSINT			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V. I am aware of the appeals process (AR 623-205)		SIGNATURE <i>Lewis E. Welshofer</i>	DATE 1 Feb 90
d. NAME OF REVIEWER (Last, First, Middle Initial) HANDLEY, W.M. JR.	SSN	SIGNATURE <i>W.M. Handley Jr</i>	DATE 2 Feb 90
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT COL, MI, Chief, Counterintelligence Division, ODCSINT			
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)			

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE Interrogator/Interpreter	b. DUTY MOSC 97E20
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Army Liaison element for the Soviet Military Liaison Mission to the CINC, USAREUR. Engages in liaison, administrative, security, and logistical functions. Responsible for coordinating facility repairs, upgrades in equipment, and maintains all furniture for the entire Soviet Military Liaison Mission-Frankfurt. Assists in report preparation and processing. Does interpreting at liaison functions.	
d. AREAS OF SPECIAL EMPHASIS Engages in liaison, security, administrative and logistical support for SMLM-F. Participates in and interprets during official liaison functions.	
e. APPOINTED DUTIES Assistant NCOIC, Allied Contact Section	
f. Counseling dates from checklist/record	INITIAL 890210
	LATER 890407
	LATER 890711
	LATER 891006

PART IV - VALUES/NCO RESPONSIBILITIES (Rater)

a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
V A L U E S ARMY ETHIC Loyalty Duty Selfless Service Integrity	PERSONAL		
	Commitment	1	<input checked="" type="checkbox"/>
	Competence	2	<input checked="" type="checkbox"/>
	Candor	3	<input checked="" type="checkbox"/>
	Courage	4	<input checked="" type="checkbox"/>
		5	<input checked="" type="checkbox"/>
		6	<input checked="" type="checkbox"/>
	7	<input checked="" type="checkbox"/>	
Bullet comments			
Always prepared to meet goals of unit, even when sacrificing personal interests. Fully supports the Army Equal Opportunity Program. Unquestioned integrity both on and off duty.			

DEFENSE EXHIBIT
for ID

p. 45850

PART IV (Rate) - VALUES/NCO RESPONSIBILITIES

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory.
Specific Bullet examples of "SUCCESS" are optional.

.ENT" are mandatory.

b. COMPETENCE

- o Duty proficiency; MOS competency
- o Technical & tactical; knowledge, skills, and abilities
- o Sound judgment
- o Seeking self-improvement; always learning
- o Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE
(Exceeds std)SUCCESS
(Meets std)NEEDS IMPROVEMENT
(Some) (Much)

- o Dramatically improved MOS Russian Language proficiency rating from 1+1+ to a 2,2 on the DLPT.
- o Constantly strove to improve MOS and Army skills through correspondence courses and personal study.

c. PHYSICAL FITNESS & MILITARY BEARING

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE
(Exceeds std)SUCCESS
(Meets std)NEEDS IMPROVEMENT
(Some) (Much)

APFT Pass 8910

HEIGHT/WEIGHT 72/180 YES

- o Flawless military bearing and appearance.
- o Exemplified the Army NCO for senior Soviet officers serving at and visiting the Soviet Military Mission.

d. LEADERSHIP

- o Mission first
- o Genuine concern for soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE
(Exceeds std)SUCCESS
(Meets std)NEEDS IMPROVEMENT
(Some) (Much)

- o Awarded an AAM for superior performance in preparing for visit of CINC, WGF to CINC, USAREUR.
- o Excellent performance commended by senior officers of HQ, USAREUR, during visits to the Soviet Mission.

e. TRAINING

- o Individual and team
- o Mission focused; performance oriented
- o Teaching soldiers how; common tasks, duty-related skills
- o Sharing knowledge and experience to fight, survive and win

EXCELLENCE
(Exceeds std)SUCCESS
(Meets std)NEEDS IMPROVEMENT
(Some) (Much)

- o Maintained an excellent program of Drivers Training for the Allied Contact Section.
- o Successfully completed the Primary Leadership and Development Course.

f. RESPONSIBILITY & ACCOUNTABILITY

- o Care and maintenance of equip./facilities
- o Soldier and equipment safety
- o Conservation of supplies and funds
- o Encouraging soldiers to learn and grow
- o Responsible for good, bad, right & wrong

EXCELLENCE
(Exceeds std)SUCCESS
(Meets std)NEEDS IMPROVEMENT
(Some) (Much)

- o Insured proper maintenance and accountability for unit vehicles and equipment.
- o Responsible for processing and updating all NEO packets for the Allied Contact Section.

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE
BESTFULLY
CAPABLE

MARGINAL



b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

Translator/Interpreter Strat Level
Squad Leader in a CEWI Battalion
IPW Section NCOIC at Corps/Div

e. SENIOR RATER BULLET COMMENTS

- o Has gained knowledge and insight that few in his MOS will ever have.
- o Send to BNCOC at earliest possible opportunity.
- o Unlimited potential for growth.
- o Technically and tactically proficient.
- o Constantly strives to improve on personal and Army knowledge.

DEFENSE EXHIBIT

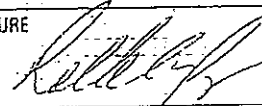
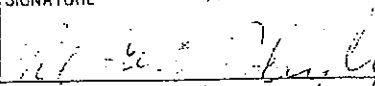
for ID # 4618 50

c. SENIOR RATER. Overall performance

1 2 3 4 5
Successful Fair Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1 2 3 4 5
Superior Fair Poor

SERVICE SCHOOL ACADEMIC EVALUATION REPORT <small>For use of this form, see AR 623-1; the proponent agency is MILPERCEN.</small>				DATE 18 May 2001	
1. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSH OFER, LEWIS E., Jr.		2. SSN	3. GRADE CW2	4. BR MI	5. SPECIALTY/MOSC 351E
6. COURSE TITLE MI Warrant Officer Advanced Course		7. NAME OF SCHOOL US Army Intelligence Center & Ft. Huachuca			8. COMP OTRA
9. TYPE OF REPORT <input checked="" type="checkbox"/> RESIDENT <input type="checkbox"/> NONRESIDENT	10. PERIOD OF REPORT (Year, month, day) From: 010226 To: 010518		11. DURATION OF COURSE (Year, month, day) From: 010425 To: 010518		
12. EXPLANATION OF NONRATED PERIODS					
13. PERFORMANCE SUMMARY a. <input type="checkbox"/> EXCEEDED COURSE STANDARDS (Limited to 20% of class enrollment) b. <input checked="" type="checkbox"/> ACHIEVED COURSE STANDARDS c. <input type="checkbox"/> MARGINALLY ACHIEVED COURSE STANDARDS d. <input type="checkbox"/> FAILED TO ACHIEVE COURSE STANDARDS *Rating must be supported by comments in ITEM 16.			14. DEMONSTRATED ABILITIES a. WRITTEN COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR b. ORAL COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR c. LEADERSHIP SKILLS <input checked="" type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR d. CONTRIBUTION TO GROUP WORK <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR e. EVALUATION OF STUDENT'S RESEARCH ABILITY <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR (SUPERIOR/UNSAT rating must be supported by comments in ITEM 16)		
15. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A (A "NO" response must be supported by comments in ITEM 16)					
16. COMMENTS (This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs) This course does not designate a Distinguished or Honor Graduate and no student exceeds course standards. CW2 Welshofer completed all graduation criteria for the Military Intelligence Warrant Officer Advanced Course. CW2 Welshofer is a superb officer, role model and professional soldier capable of making significant contributions in any assignment in the United States Army.					
17. AUTHENTICATION					
a. TYPED NAME, GRADE, BRANCH, AND TITLE OF PREPARING OFFICER ROLLIE E. PURVIS, CW4, MI Course Manager, MI WOAC			SIGNATURE 		
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER ALFRED J. MYLES, CW5, MI Chief, Warrant Officer Training Branch			SIGNATURE 		
18. MILITARY PERSONNEL OFFICER					
a. FORWARDING ADDRESS (Rated student) CMR 427, Box 2202 APO AE 09630			b. DISTRIBUTION <input checked="" type="checkbox"/> STUDENT <input type="checkbox"/> UNIT CDR (P/B NCOES only) <input checked="" type="checkbox"/> STUDENT'S OFFICIAL MILITARY RECORDS		


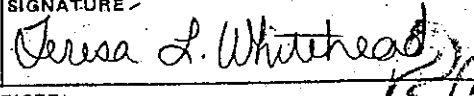
DEFENSE EXHIBIT

for ID

P. 47 of 60

PASS 010425-75/203 YES

42770191

SERVICE SCHOOL ACADEMIC EVALUATION REPORT For use of this form, see AR 623-1; the proponent agency is MILPERCEN.				DATE 20 SEP 94	
1. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, Lewis E.		2. SSN	3. GRADE WO1	4. BR	5. SPECIALTY/MOSC 351E
6. COURSE TITLE MI WARRANT OFFICER BASIC COURSE 94-14		7. NAME OF SCHOOL USAIC & FH FT. HUACHUCA, AZ 85613-6000		8. COMP USAR	
9. TYPE OF REPORT <input checked="" type="checkbox"/> RESIDENT <input type="checkbox"/> NONRESIDENT		10. PERIOD OF REPORT (Year, month, day) From: 94 06 09 Thru: 94 07 27		11. DURATION OF COURSE (Year, month, day) From: 94 06 13 Thru: 94 07 27	
12. EXPLANATION OF NONRATED PERIODS TDY TVL					
13. PERFORMANCE SUMMARY *a. <input type="checkbox"/> EXCEEDED COURSE STANDARDS (Limited to 20% of class enrollment) b. <input checked="" type="checkbox"/> ACHIEVED COURSE STANDARDS. *c. <input type="checkbox"/> marginally achieved course standards *d. <input type="checkbox"/> FAILED TO ACHIEVE COURSE STANDARDS			14. DEMONSTRATED ABILITIES a. WRITTEN COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR b. ORAL COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR c. LEADERSHIP SKILLS <input checked="" type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR d. CONTRIBUTION TO GROUP WORK <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR e. EVALUATION OF STUDENT'S RESEARCH ABILITY <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR (SUPERIOR/UNSAT rating must be supported by comments in ITEM 16)		
15. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A (A "NO" response must be supported by comments in ITEM 16)					
16. COMMENTS (This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs) <p>WO1 Welshofer achieved course standards while attending the Military Intelligence Warrant Officer Basic Course. He demonstrated good writing skills, superior speaking skills, and made positive contributions to class discussions. WO1 Welshofer's score of 300 on the APFT is indicative of his desire to excel in all aspects of soldiering. His performance during the 351E Track portion of the course indicates that he possesses all the technical ability and professional attributes to perform well as an Interrogation Technician. This course does not designate a Distinguished or Honor Graduate.</p>					
75/175 YES PASS 9407					
17. AUTHENTICATION					
a. TYPED NAME, GRADE, BRANCH, AND TITLE OF PREPARING OFFICER JERRY J. CORSO, CW5, USA FACULTY ADVISOR			SIGNATURE 		
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER TERESA L. WHITEHEAD, MAJ MI CDR, E CO, 309TH MI BN, 111TH MI BDE			SIGNATURE 		
18. MILITARY PERSONNEL OFFICER					
a. FORWARDING ADDRESS (Rated student) 66th MI Co, 3rd ACR Ft. Bliss, TX			b. DISTRIBUTION <input type="checkbox"/> STUDENT <input type="checkbox"/> UNIT CDR (P/B NCOES only) <input type="checkbox"/> STUDENT'S OFFICIAL MILITARY RECORDS		

DA FORM 1059
1 NOV 77

EDITION OF 1 JUL 73 IS OBSOLETE.

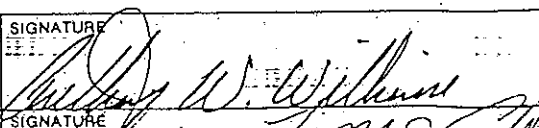

*U.S. Government Printing Office: 1990-261-021/11482

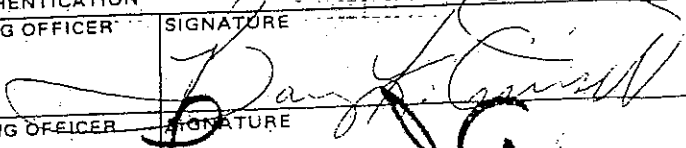
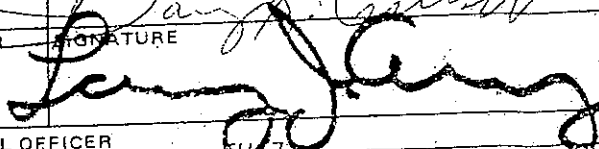
DEFENSE EXHIBIT

for ID p. 48 of 50

11205

THIS IS A CERTIFIED TRUE COPY

SERVICE SCHOOL ACADEMIC EVALUATION REPORT For use of this form, see AR 623-1; the proponent agency is MILPERCEN.				DATE 93 05 12	
1. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, LEWIS E. JR.		2. SSN	3. GRADE SSG	4. BR	5. SPECIALTY/MOSC 97E30
6. COURSE TITLE BNCOC 00293		7. NAME OF SCHOOL USAIC&FH Fort Huachuca, AZ 85613			8. COMP RA
9. TYPE OF REPORT <input checked="" type="checkbox"/> RESIDENT <input type="checkbox"/> NONRESIDENT	10. PERIOD OF REPORT (Year, month, day) From: 93 03 23 Thru: 93 05 12		11. DURATION OF COURSE (Year, month, day) From: 93 03 23 Thru: 93 05 12		
12. EXPLANATION OF NONRATED PERIODS					
13. PERFORMANCE SUMMARY *a. <input checked="" type="checkbox"/> EXCEEDED COURSE STANDARDS (Limited to 20% of class enrollment) b. <input type="checkbox"/> ACHIEVED COURSE STANDARDS *c. <input type="checkbox"/> MARGINALLY ACHIEVED COURSE STANDARDS *d. <input type="checkbox"/> FAILED TO ACHIEVE COURSE STANDARDS *Rating must be supported by comments in ITEM 16.			14. DEMONSTRATED ABILITIES a. WRITTEN COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR b. ORAL COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR c. LEADERSHIP SKILLS <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR d. CONTRIBUTION TO GROUP WORK <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR e. EVALUATION OF STUDENT'S RESEARCH ABILITY <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input checked="" type="checkbox"/> SUPERIOR (SUPERIOR/UNSAT rating must be supported by comments in ITEM 16)		
15. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A (A "NO" response must be supported by comments in ITEM 16)					
16. COMMENTS (This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs.) Item 13a - SSG Welshofer exceeded course standards. Item 14b - He received a superior rating in oral communication based on his student led presentation of "Combat Orders" and daily classroom discussions. His ability to ensure group understanding of the subjects presented during the course made him a valuable asset. Item 14c - He held leadership positions as platoon sergeant and squad leader. He made sound decisions, took responsibility for all actions, and motivated his group to perform at their best. Item 14d - His contribution to group work was superior. The insight and information he brought to the class were always timely and pertinent. Item 14e - He earned a superior rating in research ability based on the papers he prepared for the Army Writing Program assignment and country study. His research was both extensive and thorough. He displayed the skills necessary for selection to higher level military schooling. SSG Welshofer's maturity, communicative skills, and demonstrated leadership skills make him an outstanding choice as a platoon sergeant or small group leader at the Military Intelligence Noncommissioned Officer Academy.					
PASS 9304 74/170 YES					
17. AUTHENTICATION					
a. TYPED NAME, GRADE, BRANCH, AND TITLE OF PREPARING OFFICER ANTHONY W. WILLIAMS, SFC, USA Small Group Leader			SIGNATURE 		
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER STERLING T. MCCORMICK, CSM, USA Commandant			SIGNATURE 		
18. MILITARY PERSONNEL OFFICER					
a. FORWARDING ADDRESS (Rated student)			b. DISTRIBUTION <input checked="" type="checkbox"/> STUDENT <input checked="" type="checkbox"/> STUDENT'S OFFICIAL MILITARY RECORDS DEFENSE EXHIBIT for ID # 49,850		
TD08					

157 SERVICE SCHOOL ACADEMIC EVALUATION REPORT				DATE 03 FEBRUARY 1989	
For use of this form, see AR 623-1; the proponent agency is MILPERCEN.					
1. LAST NAME - FIRST NAME - MIDDLE INITIAL WELSHOFER, LEWIS E. JR.		2. SSN	3. GRADE SGT	4. BR	5. SPECIALTY/MOSC 97E20
6. COURSE TITLE PLDC Class 03-89		7. NAME OF SCHOOL 7th Army NCO Academy, APO 09050			8. COMP RA
9. TYPE OF REPORT <input checked="" type="checkbox"/> RESIDENT <input type="checkbox"/> NONRESIDENT		10. PERIOD OF REPORT (Year, month, day) From: 89 01 06 Thru: 89 02 03 <input checked="" type="checkbox"/>			
11. DURATION OF COURSE (Year, month, day) From: 89 01 06 Thru: 89 02 03					
12. EXPLANATION OF NONRATED PERIODS					
13. PERFORMANCE SUMMARY *a. <input checked="" type="checkbox"/> EXCEEDED COURSE STANDARDS (Limited to 20% of class enrollment) b. <input type="checkbox"/> ACHIEVED COURSE STANDARDS *c. <input type="checkbox"/> marginally achieved course standards *d. <input type="checkbox"/> FAILED TO ACHIEVE COURSE STANDARDS <i>*Rating must be supported by comments in ITEM 16.</i>			14. DEMONSTRATED ABILITIES a. WRITTEN COMMUNICATION <input checked="" type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR b. ORAL COMMUNICATION <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR c. LEADERSHIP SKILLS <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR d. CONTRIBUTION TO GROUP WORK <input type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input checked="" type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR e. EVALUATION OF STUDENT'S RESEARCH ABILITY <input checked="" type="checkbox"/> NOT EVALUATED <input type="checkbox"/> UNSAT <input type="checkbox"/> SAT <input type="checkbox"/> SUPERIOR <i>(SUPERIOR/UNSAT rating must be supported by comments in ITEM 16)</i>		
15. HAS THE STUDENT DEMONSTRATED THE ACADEMIC POTENTIAL FOR SELECTION TO HIGHER LEVEL SCHOOLING/TRAINING? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A (A "NO" response must be supported by comments in ITEM 16)					
16. COMMENTS (This item is intended to obtain a word picture of each student that will accurately and completely portray academic performance, intellectual qualities, and communication skills and abilities. The narrative should also discuss broader aspects of the student's potential, leadership capabilities, moral and overall professional qualities. In particular, comments should be made if the student failed to respond to recommendations for improving academic or personal affairs.) <div style="border: 1px solid black; padding: 10px; min-height: 150px;"> SGT Welshofer performed the duties of Team Leader in an excellent manner. His ability to take charge, motivate, control personnel and get the job done was well demonstrated. SGT Welshofer often helped others who were experiencing difficulty so that they may excell. </div>					
DEFENSE EXHIBIT <u>4</u> for ID <u>P-50850</u>					
17. AUTHENTICATION					
a. TYPED NAME, GRADE, BRANCH, AND TITLE OF PREPARING OFFICER BARRY K. GRISSETT, SSG, Instructor			SIGNATURE 		
b. TYPED NAME, GRADE, BRANCH, AND TITLE OF REVIEWING OFFICER LARRY J. EMERY, CSM, Commandant			SIGNATURE 		
18. MILITARY PERSONNEL OFFICER					
a. FORWARDING ADDRESS (Rated student) 26 Spt Bn			b. DISTRIBUTION <input checked="" type="checkbox"/> STUDENT <input type="checkbox"/> UNIT CDR (P/B NCOES only) <input type="checkbox"/> STUDENT'S OFFICIAL MILITARY RECORDS		

11207



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
309TH MILITARY INTELLIGENCE BATTALION
111TH MILITARY INTELLIGENCE BRIGADE
FORT HUACHUCA, ARIZONA 85613

REPLY TO
ATTENTION OF

ATZS-TPQ-B

11 January 2006

MEMORANDUM FOR Members of the Panel

SUBJECT: Character letter for CW3(P) Lewis Welshofer

1. Dear members of the panel, my name is CW5 Michael Barber. I am currently the senior Human Intelligence Collection Warrant Officer (MOS 351M, formerly 351E) in the U.S. Army. I have been on active duty since 11 August 1978 and have been in this field for my entire career.
2. I first met Lew in November 1997 when I was assigned to the 66th Military Intelligence Group, then located in Augsburg, Germany. Lew and I worked together creating a sensitive, overt human intelligence (HUMINT) collection program called Project CAMEL SIRROCCO. We created this project and briefed it to Deputy Chief of Staff for Intelligence, United States Army Europe and to the Commanding General of the Intelligence and Security Command for approval.
3. Upon approval of the project's concept of operations, Lew was selected to set up collection operations in Vicenza, Italy; I was the project manager. From the very beginning of that project until the time Lew left o/a February 2001, his detachment was head and shoulders over all of the other detachments with this assigned mission set. They led Intelligence Information Report (IIR) production in FY 1999, FY 2000, and are leading in FY 2001 when Lew PCS'd. Since FY 1999, the project's first full year, Lew's detachment produced a total of 158 Intelligence Information Reports (IIR), accounting for 37% of the project's total reporting. Of these 158 IIR, Lew produced 88 IIR - 56% of his detachment's total production and 21% of the project's total IIR production. To put that in further perspective, there had been a total of 54 personnel who had participated in CAMEL SIRROCCO prior to Lew's PCS, and Lew himself accounted for 21% of all IIR production.
4. The product quality I received from Lew and his folks was second to no other detachment. Lew did a terrific job in teaching and mentoring these 97E's in conducting HUMINT collection operations and preparing the resulting final product. While IIR evaluations reflect information received by an intelligence consumer which addresses a gap or provides important corroboration, they can also be an indicator of reporting quality. Lew's detachment accounted for 35% of all of the project's IIR evaluations received for FY 1999 and FY 2000.
5. I said all of that to say this: I have always known Lew to be a high energy officer who epitomized the Army mantra of mission first and people always. Lew leads by example; he both "does" and teaches others "to do." I have known people who treat the Army as a job; Lew is not

P. 1024
Defense Exhibit M
for Identification

ATZS-TPQ-B

SUBJECT: Character letter for CW3(P) Lewis Welshofer

one of those people. He always understands the bigger picture and puts his soul and fiber into everything he does. I have never known Lew to be anything but a man of integrity. I would go to war with Lew without hesitation, and I would trust him with my life.

6. Point of contact for this memorandum is CW5 Barber at DSN 821-4066, commercial 520-533-4066.



MICHAEL ROSS BARBER

CW5, MI

Chief, Tactical HUMINT Committee

DEFENSE EXHIBIT M
for ID p. 2 of 24



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INTELLIGENCE CENTER AND FORT HUACHUCA
TRAINING DEVELOPMENT AND SUPPORT
550 CIBEQUE STREET
FORT HUACHUCA, ARIZONA 85613-7017

REPLY TO
ATTENTION OF

ATZS-TDS-IS

11 January 2006

MEMORANDUM FOR RECORD

SUBJECT: Letter of Support for CW3 Lewis Welshofer

1. Dear members of the panel. My name is CW2 John Michael Blacklock. I have served in the United States Army for over 18 years as a Signals Intelligence specialist. I am a Russian linguist and have served as an enlisted Soldier in locations such as Misawa, Japan, Fort Meade, Maryland, and San Antonio, Texas. In 2000, I was selected for Warrant Officer School and have since served at Fort Bragg, NC, Fort Carson, CO, and Fort Huachuca, AZ, where I am currently stationed. I am currently a training developer and writer for all Signals Intelligence training within the Army. I am assigned to Headquarters and Headquarters Company, United States Army Intelligence Center, Fort Huachuca, AZ. I am married and have five sons ranging in age from 8 to 17.
2. My relationship with CW3 Lewis Welshofer began in September 2001 when I arrived at Fort Carson to join the 66th Military Intelligence Company. The person who was supposed to be my sponsor happened to be deployed at the time, so Lew took it upon himself to look after me. I did not even have to ask Lew to help. He just did it on his own. From the first moment I met Lew, I was impressed with his candor and professionalism. He immediately introduced me to the company commander and showed me where I was going to work, allowing me to meet my future Soldiers and my rater. From this point on, I had nothing but the utmost respect for Lew. I have never witnessed him ever doing anything but the right thing. As a family man, he is solely dedicated to his lovely wife and three beautiful children. With all of the time away serving his country, Lew has always found time to take his children to movies, volunteer as their sports coach, etc.
3. Regarding Lew doing the right thing as a Soldier, this is what I mean. At physical training each morning, while all the other officers exercised together, Lew made it a point to spend the time with his section, building teamwork and cohesion. On motor stable days, while all the other officers were at their places of work, Lew always made it a point to physically inspect and give first hand guidance to his Soldiers, spending countless hours mentoring them. Lew is not only dedicated to his Soldiers, but to his unit as well. Lew readily volunteered to fill a critical need within the Army to deploy to Afghanistan; he was the only Regimental Soldier to deploy for this mission. Upon his return, instead of taking his well-earned time off with his family, he insisted on deploying with his unit to the Pinon Canyon training area in Southern Colorado to ensure that they were properly prepared for the operation. This is the kind of Soldier Lew Welshofer is. When anyone else would take leave, you would expect to not see him or her at work...but not so with Lew. He would regularly take leave and yet still attend meetings, training events, etc.

DEFENSE EXHIBIT

for ID p- 3824

11210

ATZS-TDS-IS

SUBJECT: Letter of Support for CW3 Lewis Welshofer

4. While we deployed in support of Operation Iraqi Freedom as members of the 66th MI Company, 3d Armored Cavalry Regiment, I had the opportunity to see Lew at work. In my opinion, Lew was the consummate hard worker and leader. I have never seen anyone take such care and concern in ensuring his Soldiers had the proper gear and training. He certainly was an inspiration to all of us. And as for a hard worker, none ever compared to Lew. In fact, our company commander, MAJ Jessica Voss, regularly ordered Lew to relax and partake in movie nights down in the company area. Lew also refused to take his mid-tour leave as well, so MAJ Voss forced him to take a four-day rest and relaxation trip to Qatar. He worked tirelessly during our deployment, an average of 18-20 hours a day, 7 days a week.
5. Regarding guidance we received about how to do interrogations while in Iraq, we received little to no guidance. I was aware of the technique of putting detainees in a sleeping bag to give them the feeling of close confinement. There was nothing about that technique I understood to be illegal. Lew was open about the use of that technique with the command in the 66th MI Company and within the 3rd Armored Cavalry Regiment. I believe Lew was open with the use of this technique because he wanted to ensure that everything he did was in compliance with the law. Lew is not the kind of officer who is a "cowboy" and does whatever it takes to get the mission done, the law and regulations be damned. He always conducted himself in accordance with guidance and orders from his command. During OIF I, many issues were unclear in Iraq, interrogation matters being only one of those issues. Before the death of MG Mowhoush, I saw an e-mail from COL Boltz, one of the senior military intelligence officers in Iraq at the time, that stated the "gloves were coming off" regarding interrogations of Iraqi insurgents. I know Lew saw that e-mail, along with all of the senior officers within the Regiment.
6. To me, Lew is by far the most dedicated and committed Soldier and person that I have ever had the pleasure of serving with in my over 18 years of service. His professionalism and care for his Soldiers, his unit, his country and his family are the epitome of what all people, not even just Soldiers, should reach for. His dedication has helped save the lives of his Soldiers, members of his unit, and fellow service members across the globe during peacetime and combat operations. I thank Lew for allowing me to serve with him, as I respect no one more on this earth than Lewis Welshofer. I would gladly serve with Lew again, anytime, anywhere.
7. Point of contact for this memorandum is CW2 John Blacklock @ 520-538-2208 or via email at john.blacklock@us.army.mil.

<<original signed>>

JOHN M. BLACKLOCK

CW2, MI

SIGINT & Maintenance Team Chief

DEFENSE EXHIBIT
for ID - p. 426 24



DEPARTMENT OF THE ARMY

732nd Military Intelligence Battalion
407th Military Intelligence Company
Schofield Barracks, Hawaii 96857-5300

IAHK-O-AC

11 January 2006

MEMORANDUM FOR RECORD

SUBJECT: Character of CW3 Welshofer

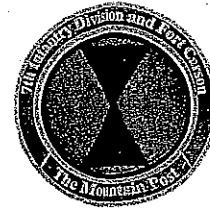
1. I am SFC John Devon Eldredge. I was assigned to the Analysis and Control Element (ACE) platoon of the 66th MI Co, 3rd Squadron, 3rd Armored Cavalry Regiment (ACR) from June of 2002 through May of 2004. I worked as a Squad leader and was responsible for the operation and maintenance of the ACE communications systems to include the Trojan SPIRIT, the CCS as well as the FAST. During Operation Iraqi Freedom I (OIF I) I filled the role of Platoon Sergeant because ours was operationally engaged as the ACE NCOIC.
2. I know CW3 Welshofer because of my duties as squad leader and platoon sergeant. During my assignment with the 3rd ACR it became evident that chief's technical expertise was only surpassed by his leadership skill. He was a strong and committed leader always displaying a level of determination that made him stand out. He was and is well respected by his peers, subordinates and superiors. He had a firm yet caring leadership style. He constantly challenged his Noncommissioned Officers and soldiers to succeed always providing a do as I do not as I say example. He would always take the time to ensure his soldiers had the knowledge and tools needed to accomplish their mission as well as their personal and professional goals. He was and is a leader that truly understands the one fight one team concept. He always enforced standards and ensured he was setting the right example for his soldiers and fellow Warrant Officers to follow. He always supported the command and the NCO support channel and contributed greatly to the moral, discipline and cohesion of the company as well as the platoon. His ability to identify problems quickly, develop solutions, and implement improvements greatly enhanced the company and contributed significantly to our overall success.
3. CW3 Welshofer's technical skills coupled with his leadership attributes made him an invaluable asset to the 66th MI Co, and the 3rd ACR. His dedication to duty greatly impacted the Regiments ability to find, fix, and eliminate the enemy. No doubt saving the lives of countless U.S. and Allied forces.
4. POC is the undersigned at (808) 655-6066.

//original signed//
JOHN D. ELDREDGE
SFC, USA
Platoon Sergeant

DEFENSE EXHIBIT *M*
for ID *p. 5 of 24*



DEPARTMENT OF THE ARMY
HEADQUARTERS AND HEADQUARTERS COMPANY
7th INFANTRY DIVISION
FORT CARSON, COLORADO 80913-5000



Tuesday, January 10, 2006

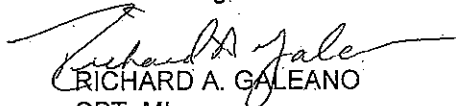
Dear Members of the Panel:

I am CPT Richard A. Galeano. I received my commission from the Reserve Officer Training Corps on 12 May 2001. After completing the Officer Basic Course and some time as a Gold Bar Recruiter while I waited for a space in an OBC class, I served as a tank platoon leader for M Company, 3d Squadron, 3d Armored Cavalry Regiment. After fifteen months as a platoon leader, I served as the assistant S-2 for 3d Squadron, 3d ACR. I am currently a G2 plans officer in the 7th Infantry Division.

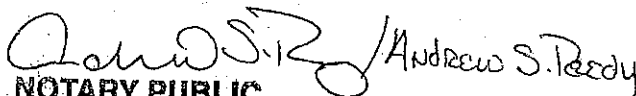
I was first introduced to Mr. Welshofer during 3d ACR's deployment to OIF I. At the time Mr. Welshofer was the lead counter intelligence officer for 3d ACR. A part of that job was serving as the chief interrogator for the 3d ACR at the Regimental Detention Facility in Al Asad, Iraq. I regularly interacted with him during the deployment because for a large part of OF1 I was serving as the assistant S-2. As a part of that job I reviewed the interrogation reports Mr. Welshofer wrote after interrogating insurgents. Mr. Welshofer worked primarily at the 3d ACR detention facility. I visited the detention facility numerous times to be hospitable towards the detainees. Not only were they treated humanely but they were treated with dignity as well. I conducted surprise inspections of the facility in the course of my duties as the assistant S-2 and never saw anything that constituted a violation of an applicable treaty or regulation. I never saw anything in Al Asad that even approached a gray area regarding the care of detainees. I credit Mr. Welshofer, in his capacity as chief interrogator, for helping ensure the proper treatment of detainees in the Al Asad facility.

Mr. Welshofer is an unbelievably good officer and soldier. He is the consummate professional. He always maintains his military bearing. He is calm, cool, and controlled in everything he does. I witness Mr. Welshofer conduct interrogations. He took those same attributes that made him such a good officer into the interrogation room. He did not lose his cool even when a detainee would refuse to give information. He always maintained a high respect toward his peers, subordinates, and, I must add, the detainees.

In summary, during my tour in Iraq with Mr. Welshofer I observed a professional U.S. Army Soldier. All soldiers I interacted with, whether they be junior enlisted, non-commissioned, or commissioned, had the deepest respect and admiration for Mr. Welshofer. Mr. Welshofer conducted a critical mission that was vital to saving soldiers' lives. I would be honored to serve with him again, anytime and in any unit. This soldier not only has the experience and know how, but he exemplifies the Army Values: Loyalty, Duty, Respect, Selfless-Service, Honor, Integrity, and Personal Courage.


RICHARD A. GALEANO
CPT, MI
G 2 Plans Officer

Subscribed and Sworn to before me
a notary public on this 12 day
of JANUARY, 2006.
by CPT Richard A. Galeano


NOTARY PUBLIC
Legal Assistance
Fort Carson, CO 80913

DEFENSE EXHIBIT

for ID p. 68 of 24

My Commission Expires 4 March 2007



DEPARTMENT OF THE ARMY
COMBINED JOINT SPECIAL OPERATIONS TASK FORCE
ARABIAN PENINSULA
BALAD, IRAQ
APO AE 09391

JSOTF-AO-35

12 January 2006

MEMORANDUM FOR RECORD

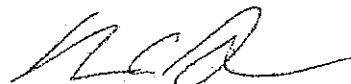
SUBJECT: CW3 Lewis Welshofer

1. The purpose of this memorandum is to provide an overview of the working relationships, operational environment, and professional evaluation concerning CW3 Welshofer.
2. From August 2003 through late February 2004, I commanded Special Forces Operational Detachment – Alpha (ODA) 525 while deployed to Iraq in the Al Anbar Province. During this combat deployment, I and the members of my command worked daily with members of the 3rd Armored Cavalry Regiment (ACR) in an effort to combat the insurgency raging in Western Iraq. CW3 Welshofer was the Officer in Charge of the Al Asad Detention Facility and chief interrogator for the 3rd ACR.
3. Throughout our deployment, I and the members of my detachment had regular interaction with CW3 Welshofer. As we developed a working relationship, Lou demonstrated a firm comprehensive grasp on the enemy mindset and deliberate, mature approach to interrogation. He became both a trusted advisor to the detachment leadership and a role model for other junior members of the ODA. Lou was one of three trusted officers, with whom I would regularly seek advice. Although, our particular mission differed significantly from the 3rd ACR's, regular coordination with Lou ensured that we had a more comprehensive assessment of the enemy situation. Without his contribution and advice, the detachment would have likely made additional tactical errors and would not have been nearly as successful in unraveling pieces of the enemy infrastructure.
4. Although, all the interrogations I saw CW3 Welshofer conduct he did in a very professional manner. Most interrogations I witnessed CW3 Welshofer conduct focused on the use of "soft" interrogation techniques intended to gain a detainee's trust. I never, at any time, saw or heard about Lou using any techniques which violated the standard policies, regulations, or the rule of law. During that time in the war, there was some subjective interpretation to specific interrogation techniques. Lou conducted all his interrogations in a professional manner according to guidance he had received from his commanders, and believed his techniques were in accordance with accepted guidelines.

DEFENSE EXHIBIT M
for ID p. 78 24

5. CW3 Lewis Welshofer is an invaluable asset to his country and the United States Army. I would gladly serve with him again at the earliest opportunity.

6. POC for this document is the undersigned @ DSN 318-230-0253 / 318-243-1050.



BURTON C. GLOVER
CPT, SF
HHC Commander

Enc.

DEFENSE EXHIBIT

for ID

M
p. 8 of 24



DEPARTMENT OF THE ARMY
HEADQUARTERS, 66th MILITARY INTELLIGENCE COMPANY
3d ARMORED CAVALRY REGIMENT
FORWARD OPERATING BASE SYKES, IRAQ APO AE 09379



REPLY TO
ATTENTION OF

Dear Members of the Panel,

I am SSG Davin F. Hicens. I am currently a member of the 66th MI Company, 3d Armored Cavalry Regiment. In March 2005, I deployed a second time to Iraq for Operation Iraqi Freedom III. I am still deployed to Iraq and expect to redeploy in March 2006. I am now the Counterintelligence/Human Intelligence Platoon Sergeant. I also run a four-man Tactical HUMINT Team in Tall Afar, Iraq.

I have been a soldier in the U.S. Army since June 1999. Upon completion of Basic Training at Fort Jackson, South Carolina, I was sent to Fort Huachuca for Advanced Individual Training in order to become a 97B-Counterintelligence Agent. I completed the 22-week course and was selected to do hometown recruiting in Burley, Idaho. After my time as a hometown recruiter, my first duty station was the 66th Military Intelligence Group, which is headquartered in Darmstadt, Germany. The 66th MI Group assigned me to the Kaiserslautern Military Intelligence Detachment (KMID). During my three years at KMID, I did three rotations to the Balkans. I did two SFOR missions and one KFOR mission. I was a Specialist at this time. I was a team member for the first two missions and a team leader for the last one. Our missions were to operate in an overt capacity to gather and report timely intelligence to the Task Force Commander. In March 2003, I made a Permanent Change of Station move to Fort Carson, Colorado and was assigned to 66th Military Intelligence Company, 3rd Squadron, 3rd Armored Cavalry Regiment.

I have been married for almost eight years. My wife, Rebecca, and I have two children. I met Rebecca after serving a two-year mission in southern Italy for the Church of Jesus Christ of Latter Day Saints. I have seven siblings. My father is the sheriff of Cassia County in Idaho. My brother is a Marine serving as a Presidential Guard.

In June 2003, I was deployed to Operation Iraqi Freedom I. I was assigned to help Tiger Squadron at Forward Operating Base Tiger, Al Qaim, Iraq. I was a team member for the first three months. After the initial three months, I became a team leader. Our mission was to gather and report timely, accurate intelligence to the Squadron Commander. I was with Tiger Squadron for the entire deployment. I returned to 66th MI Company a few days before the movement to Kuwait and redeployment.

I met Chief Warrant Officer 3 Lewis Welshofer in June 2003, during my first tour in Iraq. We were at Ramadi, Iraq at that time, before I moved to Al Qaim. He briefed me on the conditions in Al Qaim. After assuming that position, I continued to work with CW3 Welshofer on a continual basis.

Chief Welshofer is one of the most professional officers I have ever met. He places the welfare of his soldiers and the mission first. He is the definition of the word "Leader." He is always the first at the office and the last to leave. He is a soldiers' soldier. Chief Welshofer enhances everybody's life around him or her. He, by himself, is a powerful combat multiplier. He takes the time to train junior soldiers. He shows understanding and compassion when needed, but also pushes the soldiers to reach their true potential. He leads by example, but also allows soldiers to

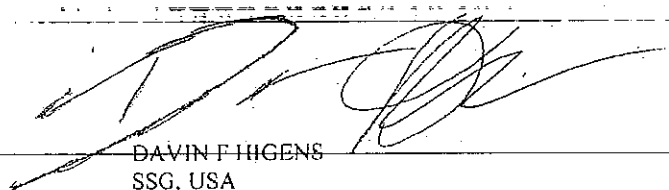
DEFENSE EXHIBIT M

for ID P 9 of 24

take leadership roles and learn from their mistakes. He is the consummate professional. He not only believes in the Army Values but also lives them in his daily life.

Chief Welshofer is one of the best interrogators I have ever seen. The soldiers around him not only respect him because of his rank but because of the very person he is. His soldiers are loyal to him because he is loyal to them. Chief Welshofer saved the lives of US forces with the work he accomplished in Iraq. I am proud of the work the CI/HUMINT Section did during OIF I.

There is no one I would rather have fighting at my side than Chief Welshofer.



DAVIN F. HIGGINS
SSG, USA
Platoon Sergeant

DEPARTMENT OF THE ARMY
B COMPANY, 532nd MILITARY INTELLIGENCE BATTALION
UNIT #15547
APO AP 96271

11 JANUARY 2006

Dear Members of the Panel,

I am CPT Sung Min Kim. I am currently on transitional leave in Korea in preparation for my ETS on 12 February 2006. My most recent assignment was as the Technical Control and Analysis Element Officer in Charge. I graduated from the United States Military Academy in 2000. The Army commissioned me as a military intelligence officer. After OBC, I became the assistant S2 for 2nd Squadron, 3d Armored Cavalry Regiment. In July of 2002 I became the Analysis Control Element (ACE) platoon leader in the 66th Military Intelligence Company. I held this position through our deployment with 3d ACR in April 2003 in support of Operation Iraqi Freedom I. While in Iraq in July 2003 I became the 66th MI Company's executive officer. I PCS'd to my last assignment at Camp Humphreys, South Korea, in November 2004.

CW3 Lewis Welshofer was the Counterintelligence/Human Intelligence (CI/HUMINT) section OIC in the ACE. When I took over as ACE Platoon leader we spent a tremendous amount of time together. I immediately realized that Lew was very competent at his job and cared greatly for soldiers. Lew had returned from a deployment to Afghanistan just before I became the platoon leader, and it was hard not to be in awe of him. Here was a person who had deployed to a combat zone and was so humble about it that he didn't even wear his combat patch. He just thought he was doing his job over there. Lew made a very good first impression with me that stuck with me for the rest of my time with him. Although he didn't work directly for me (we worked for the ACE Chief and the RS2) we worked together a lot of the time. His section's offices were on another part of post, but he always made sure to stop by to let me know what was going on or ask if we needed his help with anything. There were three warrant officers in the ACE, and of the three Lew was the one I looked up to the most. As an impressionable first lieutenant I thought that I had a lot to learn from Lew. Everyone envied his leadership abilities. He is very soft-spoken and unassuming, but he was a leader that everyone followed. Best of all he was a leader that everyone respected. He mentored me all the time, and whenever I had any issues I went to him for advice. He truly was a voice of reason in the craziness of the Cavalry. The ACE Chiefs (CPT James Thomas and CPT Ray Gleaton) also highly respected Lew for his ability to do his job and take care of soldiers. I keep in touch with Mr. James Thomas and he still praises Lew. The biggest thing that lasts in my mind is the fact that Lew genuinely cared about the welfare of his soldiers and soldiers in general. He was a consummate professional who wanted to ensure that his soldiers were highly trained and highly capable. He had some soldiers who were having problems with PT, and he personally took them under his wing and got them motivated. He was a very hands-on leader who did his very best to take care of soldiers. When we got our deployment orders for Iraq I was fully confident in the capabilities of the CI/HUMINT section under Lew's leadership.

Once in Iraq I worked the night shift and did not work directly with Lew that much. I could tell he was a workaholic, though, because he would be in the ACE plugging away at interrogation

DEFENSE EXHIBIT *M*

for ID *p. 11 of 24*

reports when I would get off shift and still be at it when I came back on twelve hours later. After becoming the 66th MI XO, I spent a lot of time running logistics convoys. Once we moved to the Al Asad Airbase, I would occasionally stop by the Regiment's detention facility located on the flight line to see if the soldiers up there needed anything. I could see from my visits to the detention facility that Lew ran a very professional and very efficient facility. He was responsible for many detainees and from what I saw, he did a very good job running the entire operation with the limited assets he had. He took great care of the supply guys, the interrogators, the military police and everyone else that helped run the facility. We redeployed with the Regiment in April of 2004.

There is no one in the Army who I have worked with or known who I have more respect for than Mr. Welshofer. I have worked with a lot of commissioned officers and warrant officers in my career. Lew is by far the best officer I have served with during my time in the Army. He taught me a lot about being a leader, and he was a tremendous mentor to me. He is someone I did my best to try and emulate. He is a model for all others to follow. It was truly an honor to serve with Lew and I am grateful that I had the opportunity to have been touched by his character.

//original signed//
SUNG M. KIM
CPT, MI
391-84-9948

DEFENSE EXHIBIT

for ID 9.12.024 M

UNCLASSIFIED

UNITED STATES GOVERNMENT

memorandum

DATE: 12 January 2006

SUBJECT: (U) CW3 Lewis Welshofer Character Reference

TO: Members of the Panel

1. (U) I worked with CW3 Welshofer in the Al Anbar Province of Iraq for a year. During that year, the Iraqi insurgency in Al Anbar developed into a well organized effort creating the most hostile and dangerous battle environment in the Iraqi theatre. The Theatre Chain of command was slow to grasp the reality of the situation and therefore, slow to give guidance and training to subordinate units. Despite the constant danger and frustrations with our support from higher headquarters, CW3 Welshofer maintained the highest level of professionalism. Mr. Welshofer is the most competent and compassionate HUMINT collections officer that I have ever witnessed in action. I was not present during the interrogations of LTG Mohowash; however I do not believe that CW3 Welshofer's actions led to the death of the Iraqi General.

2. (U) Allow me to introduce myself. I am Paul Olsen, SSG, USA. I have ten years in the army, four years as an intelligence NCO. I am currently assigned to the Defense HUMINT component of the Defense Intelligence Agency. I am an intelligence analyst with HUMINT collection support and management training. I served as the senior intelligence analyst with the 1st Squadron of the 3rd Armored Cavalry Regiment for the whole duration of the Regiment's first tour in Iraq for Operation Iraqi Freedom, March 2003 through March 2004. My unit was forward deployed to Al Qaim, along the Syrian border in the Al Anbar Province.

3. (U) I met CW3 Welshofer in the fall of 2002. My first impressions of Mr. Welshofer were that he was a very kind and mild mannered, professional. I did not get to know him well until our deployment to Iraq. Working in the S-2 section for 1st Squadron, I did not have many opportunities to interact with people from other units, even within the Regiment. However, once it became apparent what our mission had become in OIF, my working relationship with the Chief became much more frequent.

4. (U) Before I came to know CW3 Welshofer personally, I was introduced to him through his subordinates. The Counterintelligence personnel assigned to 1st Squadron always spoke of CW3 Welshofer with the highest admiration and respect. As the mission rolled along and our need for experienced advice and guidance on HUMINT issues arose time and again, CW3 Welshofer always answered my questions and concerns with thoughtful and concise responses. Mr. Welshofer was always there to help. I quickly understood why so many people revered him for his technical expertise and professional integrity. CW3 Welshofer personally traveled to our Forward Operating Base in Al Qaim several times to review the tactical HUMINT operations and give assistance to our efforts. At all times, the Chief acted with the utmost integrity and loyalty to the duty that we had been assigned.

5. (U) As the Senior Analyst on the ground in Al Qaim, my primary responsibility was to gather pieces of raw intelligence together. Over a three month period, beginning in July of 2003, I built the case against LTG Abed Hamed Mohowash. I assessed that LTG Mohowash was the highest ranking former Iraqi regime official from Al Qaim and that he had a primary hand in directing the organized insurgent effort against Coalition Forces. When LTG Mohowash was taken into custody, I presented all of the intelligence that I had available on LTG Mohowash, his associates and the insurgent organization in Al Qaim to CW3 Welshofer. Chief studied the information and discussed it extensively with me before initiating interrogation operations. Mr. Welshofer quickly gained a keen understanding of the situation and the personalities involved. No other HUMINT Collection professional that I worked with in Iraq had a better understanding of the enemy situation, and the importance of their job.

DEFENSE EXHIBIT M

for ID

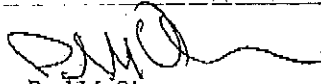
P. 13 of 24

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UNCLASSIFIED

6. (U) I have been working with Defense HUMINT Services in Washington, D.C. for almost two years now. I have yet to meet a HUMINT Collections Officer that is more professional or that acts with more integrity and honor. CW3 Lewis Welshofer is not only the finest intelligence officer I have had the opportunity to work with, he is one of the finest men I have ever known.

7. (U) Point of contact for this memorandum is SSG Paul Olsen at (202) 231-6780.



Paul M. Olsen
SSG, USA
Reports Officer, DHO-7

DEFENSE EXHIBIT M

~~For ID~~ p. 14 of 24

UNCLASSIFIED

DEPARTMENT OF THE ARMY
297th Military Intelligence Battalion
Headquarters and Headquarters Service Company
Fort Gordon, GA 30905

IAFG-D-H-1SG

11 Jan 06

MEMORANDUM FOR RECORD

SUBJECT: CW3 Lewis Welshofer

1. My name is 1SG Frederick W. Schaefer. I am currently the 1SG for Headquarters and Headquarters Service Company, 297th Military Intelligence Battalion, 513th Military Intelligence Brigade at Fort Gordon, Georgia. My previous duty station was the 66th Military Intelligence Company, 3d Squadron, 3d Armored Cavalry Regiment at Fort Carson Colorado, where I served as the Analysis and Control Element Platoon Sergeant.
2. I served with the 66th MI Company from July, 2002 to September, 2004 during which time I was honored to work with CW3 Welshofer. CW3 Welshofer was the Counter Intelligence Section Officer in Charge and, for some months during our tour in Iraq, my Platoon Leader.
3. It is my opinion that CW3 Welshofer is the epitome of a US Army Officer. His courage in implementing the Army Values is unmatched. I have always known CW3 Welshofer to choose the hard right over the easy wrong. CW3 Welshofer never passed up an opportunity to mentor Soldiers. CW3 Welshofer is one of the best officers I have served with in my 18 years of service. I would serve with him any time, any where, and for any mission.

//original signed//

FREDERICK W. SCHAEFER
1SG, USA

DEFENSE EXHIBIT M
for ID P. 15 of 24

Dear Members of the Panel,

I am Sergeant Kenneth Ellis. I am currently assigned to the 902nd Group performing computer support activities.

In early 2003, I was notified that my unit the 323rd MI Battalion was being mobilized to be deployed to Kuwait and then to Iraq. I was privileged to be able to serve my country as a U.S. Soldier in Iraq for Operation Iraq Freedom. My battalion assigned me to work for the 3rd ACR. As a result, I was also privileged to be able to work for Chief Lewis Welshofer. Even though my military time is limited, I can say that comparing in addition to my prior civilian employment with jobs such as a supply clerk and computer programmer/system engineer, Chief Welshofer was one the best leaders that I have had an opportunity to work for.

My work during Operation Iraq Freedom required long hours, sometimes averaging 18-hour days for long stretches of time. While working at Al Asad airbase in Iraq, I had almost daily contact with Chief Welshofer. No matter how many hours I worked, Chief Welshofer seemed to have worked more hours. But no matter how long he worked, Chief Welshofer always remained upbeat and professional. To this day I do not know how Chief Welshofer found the time to do everything he managed to do over there. No matter how busy he was, Chief Welshofer always found the time to help and care for his soldiers, myself included. Chief Welshofer was one of the most dedicated persons I have ever met. Chief Welshofer is a true hero that I use as a template of what a real leader in the United States Army should be.

Sincerely,

Kenneth Ellis

Kenneth Ellis

January 2006

DEFENSE EXHIBIT *M*

for ID *p. 16 of 24*

DEPARTMENT OF DEFENSE
Defense Manning Analysis and Review
Landover, MD

27 December 2005

MEMORANDUM FOR RECORD

SUBJECT: CW3 Lewis Welshofer

1. This memorandum serves as a record of my relationship with CW3 Lewis Welshofer, and as a record of my evaluation of his character.
2. The following is a brief outline of my service in the U.S. Army.

a. I joined the U.S. Army in May of 1987 as a 97B, Counterintelligence Assistant. After basic training and AIT, I was assigned to the 8th Infantry Division (Mechanized), where I worked in the Bad Kreuznach Field Office, Bad Kreuznach, GE. In 1989, I attended the Transition Course to become a Counterintelligence Agent. In 1991, I volunteered for deployment to Kuwait as part of Task Force Victory II. On this deployment, I ran low level source operations (LLSO) in Kuwait City.

b. In 1992, I was transferred to Ft. Huachuca, AZ, where I volunteered for service as an instructor at the Basic Noncommissioned Officer Course (BNCOC). I served as a BNCOC Small Group leader until late 1993, when I was accepted for Warrant Officer training.

c. After training as a 351B, Counterintelligence Technician, I was transferred to the 66th Military Intelligence Company, 3rd Armored Cavalry Regiment at Ft. Bliss, TX. This was an excellent assignment as a WO1, as I was the only Human Intelligence (HUMINT) Warrant Officer in the Regiment, so had a wide degree of latitude in training the 97B Counterintelligence Agents and 97E Interrogators. In 1995, I volunteered for a six-month deployment to Guantanamo Bay, Cuba, as part of Operation Sea Signal. On this deployment, I served as the Commander of the Force Protection Teams, consisting of about 40 Agents and Translators. I was responsible for HUMINT operations within the Cuban and Haitian migrant camps containing over 30,000 displaced persons. On return to the 3rd ACR, I served as the 66th MI Co, Movement Officer for the Regiment's movement from Ft. Bliss, TX, to Ft. Carson, CO. While assigned to the 3rd ACR, I married CPT Noel Woodward, JAG Corps. CW3 Welshofer was my best man. I completed my Batchelor's Degree in Liberal Arts and completed the bulk of a Master of Business Administration with Regis University.

d. In 1997, I transferred to the 66th Military Intelligence Group in Augsburg, GE, where I served as the Special Agent in Charge of the Mannheim Field Office. I developed and implemented the first element of the 66th MI Group to handle investigations concerning computers and computer networking. I deployed twice during this assignment, once to Croatia, where I served on the 151st Force Protection Team and ran Counterintelligence Force Protection Source Operations, and once to Sarajevo, Bosnia-Herzegovina, where I worked on Project Westar, a multinational computer forensics project that provided information to the International Criminal Tribunal - Yugoslavia. While I was assigned to the 66th MI Group, my wife gave birth to my daughter Camryn, who is now 6. I also completed my MBA, completed the Advanced Foreign Counterintelligence Training Course (AFCITC), and began a Master of Science - Computer Science with an emphasis in Information Security at James Madison University.

DEFENSE EXHIBIT

M
for B p. 17 of 24

MEMORANDUM FOR RECORD
SUBJECT: CW3 Lewis Welshofer

e. In 2000, I transferred to the Joint Military Intelligence College, Bolling Air Force Base, Washington, D.C. where I earned a Master of Strategic Intelligence degree and completed my MSCS. My second daughter, Victoria, who is now 4, was born while I attended school. MAJ Woodward and I divorced during this time period, in part due to the amount of time we were separated during our assignments in Germany and our separation while she attended advanced training at the JAG School and I attended JMIC.

f. In 2001, I transferred to the Joint Field Support Center, where I worked as a database developer. In 2004, I attended additional training and transferred to the Defense Manning Analysis and Review office, where I am still assigned. I deployed to Iraq in December 2004, returning in July 2005. In Iraq, I served as a member of the Command Liaison Element. I also met my current wife, Julia Lafranca Woodward. We are expecting our first child.

g. My military awards include the Bronze Star; Defense Meritorious Service Medal; Meritorious Service Medal; Joint Commendation Medal; Army Commendation Medal (4 awards); Joint Achievement Medal (2 awards); Army Achievement Medal; Good Conduct Medal (2 awards); National Defense Service Medal (2 awards); Armed Forces Expeditionary Medal; Southwest Asia Service Medal (1 bronze star); Iraq Campaign Medal; Global War on Terrorism Service Medal; Armed Forces Service Medal; Humanitarian Service Medal; NCO Professional Development Ribbon (2 awards); Army Service Ribbon; Overseas Service Ribbon (2 awards); NATO Medal (2 awards); Kuwait Liberation Medal (Emirate of Kuwait); and permanent awards of the Joint Meritorious Unit Award (2 awards) and the Coast Guard Meritorious Unit Commendation. I was promoted to Chief Warrant Officer 4 in July 2005.

3. Based on my knowledge of CW3 Welshofer, both professionally and personally, I believe him to be a highly competent and ethical Warrant Officer. I have never known CW3 Welshofer to engage in any activity I considered morally or legally questionable, nor has he ever given me any reason to question or doubt his professional competence.

a. I met CW3 Welshofer in 1994 when he arrived as a WO1 at the 66th MI Company, 3rd ACR, at Ft. Bliss, Texas. CW3 Welshofer and I were responsible for the Human Intelligence capability of the 3rd ACR. I was the Counterintelligence Technician, and Lew was the Interrogation Technician. At the 66th MI Company we worked together on a daily basis until I left the unit in 1997. At the time, as the senior HUMINT Warrant Officer, I mentored Lew on Warrant Officer issues, based on the experience I had at the Regiment prior to his arrival. However, I never had to mentor CW3 Welshofer on anything having to do with his specialty. CW3 Welshofer was the consummate Warrant Officer, even as a WO1; he was technically and tactically competent, and if he did not immediately know an answer, he knew where to find it. CW3 Welshofer and I developed new doctrine for deploying HUMINT teams as part of the Regiment if the Regiment was deployed alone. This doctrine was not popular, as the Regiment's doctrine held to the traditional use of the Regiment to screen a Corps; however, the next use of the Regiment in Bosnia closely mirrored the situation that we had developed the doctrine to handle, as did the use of the Regiment in Iraq.

b. CW3 Welshofer was dedicated to his troops, and spent as much time as possible training them for possible conflicts. He was thoroughly knowledgeable concerning the Law of War, the Geneva Convention, and the regulatory requirements of his profession. Not only was he competent concerning these elements, but he believed in them. I never heard CW3 Welshofer complain about

DEFENSE EXHIBIT *M*

for ID *p. 18 of 24*

MEMORANDUM FOR RECORD
SUBJECT: CW3 Lewis Welshofer

or deride the requirements, which in fact made his job more difficult; instead, he insisted that the interrogators that worked for him understood these requirements as well as he did, and were prepared to follow them. On one occasion, a Specialist obtained a mail-order degree in divinity. The Specialist brought this to CW3 Welshofer, and laughingly said that now he would be able to claim to be a member of the clergy when conducting interrogations, an action that is specifically prohibited. CW3 Welshofer immediately told the SPC that he would not be allowed to do so, whether he was a member of the clergy or not. This dedication to the spirit as well as the letter of the law was characteristic of CW3 Welshofer during the entire time we worked together.

c. If I had rated CW3 Welshofer during the period in question, I would have rated his work as excellent in all areas. His professionalism, dedication, and leadership were of the highest order. His dedication to the mission and to the welfare of the troops placed under him was unsurpassed. CW3 Welshofer's behavior served as an exemplary model for his peers and subordinates. I was proud to serve with him, and would be extremely pleased to serve with him again, in any circumstance.

d. On a personal level, CW3 Welshofer's behavior was exemplary. He was very dedicated to his family; his wife Barbara, his sons Nicholas and Mathew, and his daughter Mackenzie. While he never lost his primary focus on the Regiment's requirements, he spent every moment available with his family. I frequently visited Lew and his family after church while stationed in Colorado, and I never saw a cross word in the household; instead, I saw a father and husband who was patient, kind, and firm. I also went on several TDY trips with CW3 Welshofer. While some soldiers take advantage of time away from family to engage in improper activities, Lew never did anything questionable. His behavior on these trips was as upright and proper as his actions at home. Lew was not a person who did what was right because people were watching; Lew did what was right because it was right.

4. I obviously cannot comment on specifics concerning an incident that I was not present for. However, from what I know of CW3 Lewis Welshofer, I find it impossible to believe that he would engage in any activity that was not approved by the chain of command, or would deliberately cause harm to any individual that he was working with. Besides being a good friend, I believe CW3 Welshofer to be one of the most dedicated, competent officers it has been my good fortune to work with. If I were to deploy into a difficult and dangerous situation, I cannot think of a person I would rather have at my side.

5. Please contact me at /
if there is anything I can do to help with this process.

//original signed//
JAMES L. WOODWARD
Chief Warrant Officer

DEFENSE EXHIBIT
for ID

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p. 19 of 24

DEPARTMENT OF THE ARMY
407th MILITARY INTELLIGENCE COMPANY
732nd MILITARY INTELLIGENCE BATTALION
SCHOFIELD BARRACKS, HAWAII 96857-5300

IAHK-O-AC

05 JAN 2006

MEMORANDUM FOR RECORD

SUBJECT: Actions and Moral Character of CW3 Lewis Welshofer.

1. Background: I SFC Bugland, Matthew S., SSN _____ was associated with CW3 Welshofer from the time of his assignment to the 3d ACR, through June of 2004. Mr. Welshofer filled in as platoon leader for the ACE platoon at several points during this time. I was in almost daily contact with him through my positions as SIGINT Team Leader and NCOIC, as well as Squad leader, within the ACE Platoon, 66th MI Co, 3/3 ACR.

2. CW3 Welshofer's Moral Character.

a. Mr. Welshofer has always maintained the highest level of respect from myself as well as the majority of the senior Noncommissioned Officers he served with. His honesty and integrity are almost unbecoming. Unafraid to come straight to the point and tell it like it is, and stand by for follow-on, he is the definition of a leader.

b. As platoon leader and senior HUMINT^{er}, Mr. Welshofer was the example for all to follow. He would not pass up a chance to better the soldier or the mission. His true compassion for both raised the moral of all those around him. This was not the distorted or falsely labeled extra time off, sodas and pizza; most of those working with or for him would gladly work well into a 12 or 18 hour day, if not further, for the benefit of the mission and to support a leader that took true pride in the soldiers and unit around him. Chief never allowed that to happen; working himself into the ground to allow for much need soldier time and recuperation, he was always there. He took his role as a senior leader to the next level, carrying the emotional baggage for many of the soldiers those around him.

c. As a senior leader and quasi mentor, Mr. Welshofer was a man to be counted on for a candid opinion. His ethical and professional opinions were more meaning full and justified than any senior officer I have worked with to date. He was able to provide you with a true look into what caused your dilemma, provide insight and examples allowing

DEFENSE EXHIBIT M

For 18 p. 20 of 24

05 JAN 2006

you discern where the regulations fell and why they were there, and when to ask for guidance.

3. I truly cannot put into words this man's values. On several occasions, I have placed guidance he handed me into the hands of my junior soldiers. He is one of two warrant officers I have met in my career that represent a class of people above that of the NCO and Officer Corps, a true expert with knowledge, experience, and the personal drive to better all those around him. His ability to mentor and guide, at a level above that of my senior NCO leadership, really built me into the person I am today. Chief really helped me break some of the communication barriers that would have limited the professionalism, stature and position I have built to date.

4. POC for this memorandum is SFC Bugland at, (808)655-6066, matthew.Bugland@us.army.mil.

Matthew S Bugland
SFC, USA
Platoon Sergeant
HS2I3 Branch Chief

DEFENSE EXHIBIT

for ID

M
P-21 8 24

Cecil M. Douglas Jr., MSG, US Army Retired

January 13, 2006

RE: Character witness for CW3 Lewis E. Welshofer Jr.

To Whom It May Concern:

I have known Chief Warrant Officer 3 Lewis Welshofer since his arrival to the 125th Military Intelligence Battalion, Schofield Barracks, Hawaii as a young Staff Sergeant in September 1991. I served as his Platoon Sergeant for the 25th Infantry Division's Interrogation Prisoner of War (IPW) platoon until September 1994. My 20 years of service culminated with my retirement from the Army while serving as the Academic Sergeant Major, Tactical Human Intelligence Committee, Military Intelligence Center and School, Ft. Huachuca, AZ.

I know CW3 Welshofer as a dedicated soldier with loyalty and integrity beyond reproach. His exceptional technical skills and sound leadership characteristics led me to appoint him as my Platoon Operations Sergeant during our service in the 125th Military Intelligence Battalion. CW3 Welshofer's development of successful internal control systems was necessary for efficient tactical and administrative operations in support of principal units. Throughout his assignment to this unit he consistently performed brilliantly and received numerous kudos for his intelligent and disciplined mind in direct support of a Light Infantry Brigade. CW3 Welshofer was an impeccable role model for his fellow soldiers and a natural selection to the Warrant Officer Candidate Program.

In view of my personal and professional relationship with CW3 Welshofer, I have the utmost confidence in his abilities. His past performance, experience, personal attributes and professional qualifications make him a true asset to the US Army.

Sincerely,



DEFENSE EXHIBIT
for ID

M
p. 22 of 24



DEPARTMENT OF THE ARMY

HEADQUARTERS, 3D ACR
CAMP SYKES, IRAQ APO AE 09379

After graduating from Penn State University in 2001, I enlisted in the Army as a 96H (Common Ground Station Operator). I spent six months in Fort Huachuca attending AIT. After graduation, I was assigned to the 66th MI Company in Fort Carson. I arrived at Fort Carson July 3rd 2002. A few months after arriving to the company, I deployed to NTC with the 3d ACR. The following year, deployed to OIF1 in March 2003. I was selected for the promotion board in January of 2004. After returning from OIF1, I attended PLDC at Fort Hood and made the Commandant's List. I received the rank of Sergeant in November of 2004. Under the Army's stop loss program, I was redeployed to OIF3. I am scheduled to return to Fort Carson next month.

Assigned to the 66MI Ace Platoon, I did not work with CW3 Welshofer on a daily basis. Once deployed to OIF1, I was assigned as CW3 Welshofer's driver and convoy security. I was charged with driving him from Ramadi to Fallujah and a few stops in between. I quickly learned that working for Chief was one of the best assignments available to anyone in my company. Being a 96H in Ramadi, there was no work available in my field. Mr. Welshofer was a very caring individual and always addressed any concerns we had about the current mission. A few months later, I was reassigned to the detainee cage at Al Asad. At that time, Mr. Welshofer was not working at the cage. He later came to Al Asad and took the lead on interrogations. It was here that I got to see his interrogation methods up close. He was very good at his job. He tried his hardest to get information from detainees in order to save soldiers lives. At no time during any of his interrogations did I see him use any method would danger the lives of the detainees. Mr. Welshofer worked long hours and was definitely the hardest working person I know. He genuinely cared about the mission and wanted to help the regiment the best he could. Even after MG Mowhoush died, Mr. Welshofer continued to long hours in support of the 3d ACR's operation. Mr. Welshofer is the best officer I have ever worked for and the Army could use more men like him.

//-original signed-//
DANIEL R. MEALING
SGT, USA

DEFENSE EXHIBIT M

for ID

8-23-04



DEPARTMENT OF THE ARMY
HEADQUARTERS
7TH TRANSPORTATION BATTALION (MOTOR TRANSPORT)
FORT BRAGG, NORTH CAROLINA 28310-5000

AFVH-XC-S2

21 January 2006

MEMORANDUM FOR PANEL

SUBJECT: Soldiers statement

1. I, SSG Gregory D. Osborne, have been in the United States Army since May 1999. I went to AIT at Fort Huachuca, AZ where I became school trained as a 96B, Intelligence Analyst. I have conducted intelligence for a Aviation Attack Battalion, a Transportation Battalion, and 66th MI Company. I served in 66th MI CO from June 2003 to September 2005. During that timeframe I deployed to OIF I and OIF III with 3^d ACR. While deployed to OIF I, I served in the Analytical Control Element (ACE). In the ACE I was one of two AL QAIM CELL Team Leaders. I worked one 12 hour shift and the other team leader worked the other 12 hour shift. I was responsible for two soldiers, intelligence analysis, and the creation of timely and accurate intelligence products for Tiger Squadron, who was responsible for AL QAIM.
2. During my time with 3^d ACR, I was privileged enough to work with CW3 Welshofer. Chief Welshofer is the greatest Intelligence Officer I have ever worked with. His values go unsurpassed. He is honest, loyal, and holds the highest degree of integrity. He has been the most influential soldier in my entire career. He has been a mentor to me and all soldiers whom cross his path. He always brings years of experience and insight to everyone, and for that he is inspirational. He is a great leader and man.
3. Chief Welshofer has been an inspiration to me personally. His constant mentality of "soldiers first, soldiers always" has always been his priority. Even through this troubling time, Chief's main concern is how we are doing, and how our families are doing. He is always putting other's welfare before his own. Chief Welshofer is consistently the first one in and the last one out, whether it is to a meeting, in the field, or while deployed. Chief cares about soldier's welfare and always takes more work and heartache upon himself in order to give soldiers time to be with their families.
4. I just ask that you take Chief's duty, service, values, and honesty into account. Please consider my words above when you make a sentence.
5. I, SSG Osborne have written this letter by my own free will. None of these written statements were asked of me. If further information is required, I can be reached at 910-978-2095

GREGORY D. OSBORNE
SSG, USA
Battalion S-2 NCOIC

DEFENSE EXHIBIT

for ID

M
p. 24824

OFFICE OF THE CLERK OF COURT
US ARMY JUDICIARY
ARLINGTON, VIRGINIA 22203-1837

THE RECORD OF TRIAL HAS BEEN REVIEWED FOR RELEASE UNDER THE PROVISIONS OF THE FREEDOM OF INFORMATION ACT. THE DOCUMENT[S] DESCRIBED AS FOLLOWS HAVE BEEN REMOVED FROM THIS COPY OF THE RECORD BECAUSE THE RELEASE WOULD BE IN VIOLATION OF THE DOD FREEDOM OF INFORMATION ACT PROGRAM, DOD 5400.7-R, EXEMPTION (b) (6) 5 U.S.C. 552(b)6):

Photographs

PROSECUTION EXHIBITS
NOT ADMITTED

INTERROGATION SUMMARY

21 NOV 03

CW3 Welshofer

LOG #; NAME: #3ACR-RB-076, MG Abid Hamid Mahaush

DETAINING UNIT: 1/3 ACR

DETENTION DTG: 101200NOV03

DETENTION LOC: FOB Tiger

REASON FOR DETENTION: MG Abid Hamid Mahaush turned himself in to Coalition authorities at FOB Tiger near al Qaim. He is the reported ringleader of a group of anti-Coalition terrorists that have been conducting a series of attacks in the area.

OVERVIEW OF CIRCUMSTANCES: MG Abid Hamid Mahaush turned himself in to Coalition authorities at FOB Tiger near al Qaim. He is the reported ringleader of a group of anti-Coalition terrorists that have been conducting a series of attacks in the area. Several raid targeting his house were unsuccessful, but did manage to detain his four sons, a cousin, and several other extended family members. He previously sought out Coalition forces in Baghdad and Ar Ramadi looking for information about his sons, but neither unit detained the general.

SUMMARY: MG Abid Hamid Mahaush is a member of the Mahalowi tribe and his Sheik is Sabah Sattam Aftan. Abid remains in detention in the Holding Facility in al Qaim. Abid admitted in a previous interrogation that he was the commander for a Golden Division. During this interrogation, he admitted that he was the commander for the Amara Golden Division and that each province has a Golden Division (GD). This was his third interrogation.

Golden Division. Each province has one GD. Each GD consists of three Brigades. Each Brigade is geographically oriented so that the entire province has GD coverage. Each Brigade has three Squadrons. These squadrons are also geographically oriented within the Brigade area to provide complete coverage. The GD has 3200 persons. Each Brigade has roughly 1000 persons while each squadron has 250-300 persons. Abid commented on his GD, based in Amara. There is a Brigade at Calasara (phonetic spelling); Calasara is located between Baghdad and Amara. The commander is Staff General Hussein Ali (LNU) who lives in Nasariyah. There is a Brigade at an U/I location (Field comment - As a Division commander, Abid should have been able to at least know where his Brigades were located. He claims he was not able to remember this Brigade location.) The commander is Staff General Abid Ali (LNU) who lives in Mosul. The third Brigade is at Amara. The commander is Staff General Amjid Mohammed Duri who lives in Diayala, in the Baquba area. Abid still claims he does not how the Division is funded, logistically supplied or what weapon systems the warfighters receive.

Prosecution Exhibit 24
for Identification

Al Anbar Golden Division. The Golden Division commander for the al Anbar province is Mehdi Chariq. Abid claims that Mehdi lives in Baghdad (Field comment - In a previous interrogation, Abid claimed the GD for al Anbar was headquartered in Ramadi and that Chariq lived in Ramadi. He now claims that Chariq lives in Baghdad. Other reporting indicated that the al Anbar province GD was headquartered in Haditha.) I asked Abid to explain why attacks in the al Qaim area dropped off since he turned himself in to Coalition forces. He was not able to explain the reduction but stated he has not part in the al Anbar province. I suggested that maybe his son, Arkan Abid Mahaush, a military academy graduate was a GD Brigade or Squadron commander in the al Qaim area. Abid replied with a smile and chuckle and said "Maybe". He later said his son was not involved (Field comment - Attacks in the al Qaim area appear to have tapered off in recent weeks. Abid's sons were detained in early November, one week prior to Abid himself. Coalition forces also reduced patrolling in the area and vacated a former Ba'ath party headquarters building in recent weeks. Any or all of these may be contributing factors to the reduced number of attacks.)

ASSESSMENT: Abid continues to hide information. I am not sure for what reason. His son stated that Abid had a close friend in Ramadi named Khalid Kamal. In the second interrogation, Abid denied any such person existed. During this interrogation, he admitted Khalid Kamal was a close friend since at least 1980. He stated that Khalid was a very rich man due to oil shipping and was very well connected; more so than Muzher Mutni Awad, a well-known Ar Ramadi resident. Mutni Awad reportedly had Saddam Hussein spend a night with him in Ramadi during the war and was a high level Ba'ath party Member. Abid claims he was staying with Khalid three weeks prior when Coalition forces raided and destroyed a building housing Mujahadin. The building was less than three kilometers away. Abid should still be able to talk logistical and financial support structures for the Golden Divisions, yet he claims ignorance.

RECOMMENDATION: Continue to hold in detention and reinterrogate as possible. Send to Abu Ghurayb afterwards.

PROSECUTION EXHIBIT 24
for ID

Asphyxial Deaths and Petechiae: A Review

REFERENCE: Ely SF, Hirsch CS. Asphyxial deaths and petechiae: a review. J Forensic Sci 2000;45(6):1274-1277.

ABSTRACT: Conjunctival and facial petechiae, although nonspecific findings, are considered hallmarks of asphyxial deaths. Consensus in the literature suggests that their pathogenesis is related to the combined effects of increased cephalic venous pressure and hypoxic damage to endothelial cells. Despite the common knowledge that they are neither predictable findings in all asphyxial deaths nor rare in natural, nonasphyxial deaths, the belief persists that petechiae are corroborative evidence of asphyxia. We suggest that a clear, physiologically based understanding of the pathogenesis of petechiae of the head is critical for their appropriate interpretation. We present a review of the literature and the basis of our conclusion that conjunctival and facial petechiae are the product of purely mechanical vascular phenomena, unrelated to asphyxia or hypoxia.

KEYWORDS: forensic science, petechiae, asphyxia, conjunctival petechiae, facial petechiae

Conjunctival and facial petechiae have been regarded as classic signs of asphyxial deaths (1-11). First described by Tardieu in the nineteenth century, external and visceral petechiae have since been interpreted as hypoxia-related sequelae of asphyxia, sometimes being attributed in part to "mechanical obstruction of the upper airway" (12,13). Despite consensus in the literature that cephalic petechiae are not found in all asphyxial deaths, and that they are observed commonly in natural deaths without an asphyxial mechanism (2-7,13-15), the view that petechiae and asphyxia are causally linked continues to be perpetuated, without regard to the inherent inconsistencies central to that theory. Potential confusion generated by the foregoing misconception bears out most precariously in courts of law, where forensically and scientifically sound pathogenetic conclusions are critical for the proper adjudication of criminal proceedings. In that setting, the presence of conjunctival and facial petechiae traditionally has been used as compelling evidence in support of an asphyxial death, while their absence has cast serious doubt on that possibility. We suggest that a clear understanding of the pathogenesis of petechiae of the head increases the likelihood of their appropriate interpretation.

Many authors have described the incidence of conjunctival petechiae in nonasphyxial and asphyxial deaths, but there is a dearth of literature comprehensively addressing their pathogenesis. Furthermore, much of the literature on petechiae cannot be compared and contrasted because studies report petechiae as either present or absent, one being as good as a million. Such an either/or criterion disregards the reality of common experience and equates a single,

subtle conjunctival red dot with showers of conjunctival and facial petechiae too numerous to count. Granted, in rare instances, an isolated petechia may be an important finding in the context of a complete case study, but to base our understanding of an entire subject on three standard deviation outliers is the equivalent of a tiny tail wagging a large dog. Therefore, this paper describes the pathogenesis of conjunctival and facial petechiae on the basis of mechanical phenomena in order to clarify inconsistencies and vagaries in the literature. First we present a review of the literature and then our conclusions regarding petechiae of the head as they pertain to asphyxial and nonasphyxial deaths. We will not address the pathogenesis of visceral petechiae in our review.

Definition

Asphyxia is broadly defined as the interference with the intake or utilization of oxygen, combined with the failure to eliminate carbon dioxide (6). Although all end organs are ultimately affected by asphyxia, the brain is most sensitive to its effects. The array of circumstances leading to asphyxial deaths varies widely. Together, they present some of the more vexing challenges in medicolegal death investigation and include such disparate mechanisms as cervical vascular obstruction, lower airway obstruction, smothering, chest compression, suffocation by asphyxiant gases, entrapment, and drowning.

Literature Review

Tardieu was the first to describe minute hemorrhages due to rupture of small blood vessels on the surfaces of the lungs, heart, and other body parts, and regarded them as "characteristic of death from suffocation" (12). The discussion within the forensic community that followed (10,16-21) became the forerunner of the controversy and confusion that remains today, including that surrounding the pathogenesis of the thoracic visceral petechiae sometimes observed in Sudden Infant Death Syndrome (SIDS). There does exist, however, wide agreement today that what are now known as "Tardieu spots" are the result of intense lividity, leading to post-mortem rupture of dependently engorged blood vessels, entirely unrelated to asphyxia or any other mechanism of death. The occasional reference still made to them in the literature as antemortem petechiae or "asphyxial signs" betrays a misconception of their current meaning (6-7,10,21).

Luke was the first to propose that increased intracranial vascular pressure is the basis for the development of petechiae of the head in deaths involving compression of the neck or chest. In his 1967 review of strangulations in New York City, he reported that external petechiae, found in approximately 50% of the cases reviewed, were more prevalent on the conjunctivae than the face, slightly more prominent on the face than on the scalp, and seemed to be enhanced by the use of a ligature (14). He later theorized that the in-

¹ Office of Chief Medical Examiner of the City of New York, New York University School of Medicine, Department of Forensic Medicine, New York, NY. Received 11 Oct. 1999; and in revised form 10 Dec. 1999; accepted 21 Dec. 1999.

creased prevalence of petechiae in ligature strangulations was due to the probability that "disproportionate venous/arterial compromise may be more effectively accomplished" with a ligature than with the hands alone (15). He explained that these petechiae occurred as a result of impairment of intracranial venous egress while arterial flow to the head continued, a "practically universal" phenomenon in ligature strangulations, partial suspension hangings, and thoracic compressions (1). Despite his seeming understanding, however, he went on to say that the pathogenesis of petechiae in these deaths had yet to be fully elucidated. In 1985, Luke and his colleagues elaborated on this theme in a retrospective study of hanging deaths (15). They concluded that the small vessel and intracapillary pressures in the head leading to the formation of petechiae of the conjunctivae and face should reflect the extent of carotid and vertebral artery occlusion, and that this, in turn, was dependent upon the amount of compressive ligature pressure produced by the degree of body suspension. The effects of the consistency and size of the ligature were not specifically addressed. Other authors have supported this contention, but have further suggested that the petechiae result from elevated venous pressure combined with hypoxic injury to endothelial cells caused by venous stasis and tissue acidosis (2,4,5,9,10,13,16,18,22).

Rao and Wetli were the first to apply the mechanical theory of the formation of conjunctival petechiae to nonasphyxial deaths in which there is increased cephalic venous pressure without neck or chest compression, per se (13). They included sudden cardiovascular deaths, particularly those with acute right heart failure, and instances in which individuals die with their faces prone as examples. They found, in fact, in their review of 5000 autopsy reports over nearly a two-year period, that conjunctival petechiae were observed most frequently in deaths due to natural causes. Their study contained no information or description of the number of petechiae observed in "positive" instances. When seen in asphyxial deaths, however, specifically, "homicidal asphyxiation" and mechanical chest compression (traumatic asphyxia), they agreed with other authors' contentions that the petechiae resulted from a combination of hypoxia and increased cephalic vascular pressure. This theory was further applied to nonasphyxial deaths in a study by Hood et al. that described the presence of conjunctival petechiae in individuals who had undergone attempted cardiopulmonary resuscitation prior to death (2). All decedents had petechiae of the conjunctivae, eyelids, and/or cheeks that were felt to be caused by perimortal resuscitative efforts, and unrelated to the mechanisms of death. Interestingly, the causes of death that were thought to be unrelated to the development of the petechiae in these decedents included atherosclerotic cardiovascular disease with an acute myocardial infarct, epilepsy, and gunshot wounds to the head, all known occasionally to be associated with conjunctival petechiae (5,13). The authors concluded that petechiae of the head occurred when repeated forceful resuscitative chest compressions caused increased pressure in small blood vessels that had been damaged as a result of hypoxia in a dying individual, leading to vascular rupture and blood extravasation into the surrounding tissues. They went on to say that hypoxia alone, without increased vascular pressure, was insufficient to produce such petechiae. They suggested that the combined amount of hypoxia and pressure needed to produce conjunctival petechiae was "not great," even in the living subject. They based this contention on a study in which healthy volunteers were placed in a head-down, vertical position as a means of determining the ocular manifestations of gravity inversion (23). After only one minute of inversion, the resultant ocular findings included orbital congestion, conjunctival hyperemia, and petechiae of the conjunc-

tivae and upper eyelids. However, no subject lost consciousness during testing. Moreover, intraocular pressures were found to reach 80% of their maximal level within ten to fifteen seconds of inversion, and no statement was made suggesting that vascular hypoxic damage was contributory to the development of the petechiae. The forensic literature mentions some of these same physical findings in descriptions of fatalities due to positional asphyxia in victims of accidental, head-down "reverse suspension," but without specific discussions of the pathogenesis of cephalic congestion or petechiae of the head (24,25).

Other scenarios have been described as mechanical causes of conjunctival and facial petechiae in living patients and in victims of natural, nonasphyxial deaths, including status epilepticus, labor and delivery, and severe or sustained episodes of vomiting, coughing, sneezing, or respiratory stridor, as seen in bronchial asthma or croup (5,13,26,27). The underlying pathophysiologic mechanism suggested in these settings is the prolonged and/or forceful abdominal and thoracic muscular contractions resulting in reflux of blood from the right heart, which causes increased pressure in the valveless veins of the head and neck. The mechanical contribution of a concurrently closed glottis in association with thoracoabdominal compression (the Valsalva maneuver) in the production of increased cephalic venous pressures also is mentioned in the literature describing the facial plethora and petechiae accompanying prolonged chest compression in instances of traumatic asphyxia (26,28). The authors of these papers suggest that the glottis closes as part of a "pre-impact fear response" or panic.

The characteristic distribution of petechiae in cases of chest or neck compression has been addressed infrequently in the dermatology and forensic literature (7,26). In a case report describing the pathophysiologic features of traumatic asphyxia, Lowe et al. theorized that it was the lack of tissue support around conjunctival capillaries that accounted for the predictable subconjunctival hemorrhage, a nearly constant feature of traumatic asphyxia.

Asphyxial deaths in which facial and conjunctival petechiae are distinctly uncommon include those due to smothering (facial wedgings, those involving plastic bags or gags, and all forms of homicidal smothering), overlaying of children, choking, suffocating gases, entrapment, and drowning (5,6). Interestingly, however, at least one author has noted the occasional finding of very fine facial/conjunctival petechiae in deaths that involve the gagging or homicidal smothering of elderly individuals; an explanation for this observation, however, was not offered (5). Moreover, in those few deaths due to plastic bag suffocation in which conjunctival petechiae have been observed, neck ligatures usually were used to secure the bag in place; in those deaths without petechiae, no such ligatures were used (22,29). In accidental autoerotic deaths, the presence of petechiae correlates with the mechanism of asphyxia; specifically, in incomplete suspension hangings and ligature strangulations, petechiae more commonly are found, whereas, in deaths involving plastic bags or gags, they are not.

The presence or absence of petechiae is not specifically addressed in textbook discussions of deaths due to carotid sleeper and bar arm control/choke holds. Suggested mechanisms of these deaths include anoxia, particularly with the airway obstruction of bar arm holds, carotid sinus massage leading to an arrhythmia, a catechol surge due to "air hunger," and carotid and/or jugular vascular occlusion (5). Reay and Eisele found conjunctival petechiae, more prominently on the left side, in two cases of carotid sleeper hold deaths that occurred during law enforcement activities (30). In each case, the hold was used for an unspecified "brief" period, during which time an intense struggle took place. An explanation for

the development of petechiae in this setting, however, was not offered.

Discussion

Excluding those related to infectious, coagulopathic, or microembolic etiologies, we conclude that petechiae of the head are the product of purely mechanical vascular phenomena: namely, impaired or obstructed venous return in the presence of continued arterial input. As pressure builds in venules and capillaries, particularly those with little surrounding connective tissue support, such as the conjunctivae and eyelids, vascular rupture produces petechiae. The likelihood of this occurrence is directly proportional to the degree of venous obstruction and inversely proportional to that of arterial compression at or above the level of the heart. Nearly 4.5 lb (2 kg) of pressure is required to compress the jugular veins, whereas 11 and 66 lb (5 and 30 kg) are required to compress the carotid and vertebral arteries, respectively (15,31); therefore, an intermediate amount of force simultaneously applied to both results in venous compression before arterial (2,6,15). This is similarly applicable to the right and left sides of the heart. If the compressive pressure to the chest or neck is great enough to obstruct venous return from the head, but not enough to obstruct arterial flow to it, cephalic venous pressure will rise, as will the probability of small vessel rupture. A violent struggle that increases cardiac output and raises blood pressure therefore enhances the occurrence of petechiae. Alternatively, if the applied force is sufficiently great to obstruct arterial flow, venous engorgement and rupture will not occur. An analogous mechanism resulting in elevated cephalic venous pressure without compression occurs with a precipitous impairment of venous return to the heart, such as that seen in acute right heart failure.

A clinical illustration of this vascular pressure phenomenon has been demonstrated elegantly with the capillary fragility test, or tourniquet test. Although now replaced by laboratory diagnostics, the tourniquet test was used years ago to assess vascular integrity by maintaining sphingomanometric pressure between that of systolic and diastolic for a duration of 5 min on an upper extremity. The number of petechiae observed within a 3 cm diameter distal to the tourniquet served as an indicator of mechanical vascular integrity; the presence of less than five petechiae was considered normal. Since arterial perfusion continued during testing, the petechiae were correctly interpreted as products of vascular rupture due to obstructed venous egress, rather than hypoxia (32).

Most authors agree that increased venous pressure is requisite in the development of conjunctival and facial petechiae, irrespective of whether the death is due to an asphyxial or natural, nonasphyxial cause. This conclusion is supported by the fact that petechiae characteristically and predictably are present in deaths that are preceded by impairment of venous egress from the head, while continuous or intermittent arterial perfusion to it continues. Examples of such deaths include those involving partial suspension hanging, ligature or manual strangulation, traumatic asphyxia/chest crushing injury, plastic bag-ligature suffocation, carotid sleeper holds with a concomitant struggle, acute right heart failure, status epilepticus, and those deaths preceded by a vigorous cardiopulmonary resuscitative effort, or prolonged or violent paroxysms of coughing or vomiting. Equally supportive of the vascular pressure mechanism is the fact that asphyxial deaths either with no impairment of venous return from the head or with arterial obstruction at or above the level of the heart characteristically lack facial and conjunctival petechiae (e.g., full suspension hanging, plastic bag suffocation,

laryngotracheal obstruction, including bar arm holds and choking, asphyxiation by suffocating gases, smothering, overlay deaths in children, entrapment, and drowning).

Considering all of the foregoing observations, it is our contention that no relationship exists between the development of petechiae and the presence or absence of asphyxia. Rather, it is venous congestion without arterial obstruction that pathogenetically links the development of petechiae in these deaths, otherwise often disparate in their causes, mechanisms, and manners. Typically, the more intense the facial plethora, the more florid the petechial eruption. A possible explanation for the occasional observation of conjunctival petechiae in homicidal smotherings of elderly victims is the increased cephalic venous pressure of the Valsalva effect caused by struggling and screaming against an obstructed upper airway. This, together with increased cardiac output, elevated blood pressure, and the fragile vasculature and inelastic surrounding connective tissue of elderly persons, may lead to facial and conjunctival microvascular rupture. Conversely, the occasional absence of facial plethora and petechiae in victims of chest compression (traumatic asphyxia) is best explained by an overwhelming crushing force that effectively compresses the left ventricle and arrests further cardiac output, thereby precluding cephalic venous congestion.

Further support for a purely mechanical basis for the development of petechiae lies in the fact that, when observed on the head, they are more likely to be found on the conjunctivae and eyelids (7,9,14,17,22,26,28). Luke found, in fact, in his 1985 review of hanging deaths, that although conjunctival petechiae were commonly observed as isolated findings, petechiae of the facial skin were never seen without those of the conjunctivae (15). This distribution is best explained by the relative lack of support and resistance offered by the surrounding tissues in and around the conjunctival and palpebral capillaries. As pressure mounts in the microvasculature, the likelihood of rupture is inversely correlated with the tenacity of the surrounding connective tissue and its ability to prevent and/or tamponade blood extravasation. Surely, the capillary endothelium of the conjunctivae and eyelids is no more susceptible to the effects of hypoxia and tissue acidosis than is the capillary endothelium of the thick skin of the face. Yet, petechiae are distinctly more prevalent in the conjunctivae and eyelids.

The literature suggests that it is the combined effects of increased vascular pressure and hypoxic microvasculature that lead to petechiae of the head. Although this is difficult to disprove, the addition of hypoxia to the pathogenetic equation is unnecessary and misleading. Without invoking venous stasis and hypoxia-related increased vascular permeability, the pathogenesis of conjunctival and facial petechiae is sufficiently explained by vascular pressure increases and microanatomy alone; all available data support this mechanism. Moreover, conjunctival petechiae have been observed in surviving victims of attempted strangulation, suggesting cephalic venous congestion, rather than life-threatening asphyxia, as the mechanism of microvascular rupture. A study examining both living and dead victims of strangulation reported conjunctival petechiae in 14 out of 79 surviving victims, only half of whom had suffered sufficient oxygen deprivation to lose consciousness during the assault (33). Some of these surviving victims actually had a more florid and pronounced petechial eruption than that of their deceased counterparts. Despite these data, the speculation that hypoxia must play a role has generated the erroneous conclusion that petechiae and asphyxia are causally related. The perpetuation of this belief betrays an attachment to dogma that has no basis in science or logic. Some authors have actually suggested an instanta-

neous neural mechanism of death (as opposed to complete arterial obstruction) in pale-faced victims of full suspension hangings, as a means of explaining the absence of the expected "asphyxia-induced" petechiae in those cases (8).

We conclude that hypoxia is unrelated to the pathogenesis of petechiae in deaths due to compression of the neck or chest. Facial and conjunctival petechiae develop in a variety of circumstances in which cephalic plethora, not asphyxia, is the final common pathway. We know of no evidence whatever to support the contention that hypoxia of a duration up to a few minutes, i.e., sufficient to be lethal, produces capillary fragility or any hemorrhage-inducing alteration of the physical properties of capillary endothelium in the conjunctivae or any other location. In fact, compelling evidence exists to the contrary. The presence of conjunctival petechiae in living victims of attempted strangulation and experimentally inverted subjects supports our contention that pressure phenomena, not asphyxia or hypoxia, leads to their development. Moreover, hundreds, if not thousands, of persons who have accomplished suicide by placing a plastic bag over their heads, without a concomitant drug overdose, have performed "human experiments" by inducing pure hypoxial deaths. Unless the bag is fastened around the neck by a ligature with sufficient tension to obstruct venous return from the face, in our experience, such persons never have facial or conjunctival petechiae. Persons with tight fastenings around the neck are recognizable instantly by their facial plethora and numerous petechiae. We are aware that some observers may have seen an occasional petechia in rare instances of plastic bag suicide (22). However, we have not seen detailed descriptions of such observations that permit another person to evaluate the variables that might have produced an isolated petechia in a rare victim. Conversely, in New York City, an average of approximately 15 persons per year accomplish suicide by plastic bag, and we never have observed petechiae in a person who did not tightly fasten the bag around his/her neck (19).

The importance of defining the pathogenesis of conjunctival and facial petechiae lies in the potential implications of their misinterpretation. They are simply markers of increased cephalic venous pressure. In and of themselves, they should not be regarded as supportive evidence of asphyxia; in a vacuum, conjunctival and facial petechiae point to no particular cause of death. Only in conjunction with a complete autopsy and thorough death investigation can their potential importance be ascertained, and only with an understanding of their pathogenesis can they lend insight into the circumstances of a death. An erroneous interpretation of this clearly mechanical phenomenon, which can occur in a heterogeneous array of perimortal circumstances, creates a slippery slope. In the best-case scenario, confusion is perpetuated; in the worst-case scenario, the adjudication of criminal cases is severely impaired, and fertile soil having the potential to create false grounds for conviction or acquittal is laid.

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PROSECUTION EXHIBIT 30
for ID p. 484



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DECEMBER 23, 2002

CASE NO.: A02-6945

ANATOMIC DIAGNOSES:

- I. POSITIONAL AND MECHANICAL ASPHYXIA
- II. ISCHEMIC ENCEPHALOPATHY
- III. MULTISYSTEM ORGAN FAILURE, CLINICAL, WITH:
 - a. Metabolic acidosis
 - b. Rhabdomyolysis
 - c. Disseminated intravascular coagulopathy
 - d. Respiratory failure:
 1. Mechanical ventilation dependent
 2. Pulmonary congestion and edema, marked (right lung: 990 grams and left lung: 900 grams)
 - e. Acute renal failure
 - f. Hypokalemia
 - g. Hypotension
 - h. Hyperglycemia
 - i. Anasarca, with:
 1. Bilateral pleural effusion (approximately 700 cc. each side)
 2. Ascites (approximately 300 cc.)
 3. Pericardial effusion (30 to 40 cc.)
- IV. CARDIOMEGALY (HEART WEIGHT: 640 GRAMS) WITH LEFT VENTRICULAR HYPERTROPHY
 - a. Myocardial fibrosis, focal
- V. EVIDENCE OF TRAUMA:
 - a. Abrasions of nose, upper back, right wrist, right knee and on/around left elbow
 - b. Focal skin avulsion below right knee

Prosecution Exhibit 31
for Identification

p. 1 of 19



AUTOPSY REPORT

Case No.: A02-6945

Page 2

ANATOMIC DIAGNOSES:

"Continued"

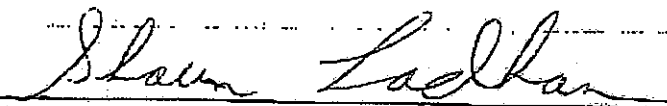
- c. Subcutaneous and subgaleal hemorrhage of lateral left temporal parietal scalp
- d. Fascial hemorrhage over left temporalis muscle
- e. Left temporalis muscle hemorrhage, patchy

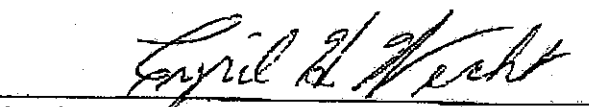
- VI. ACUTE ALCOHOL INTOXICATION, CLINICAL (SERUM ALCOHOL LEVEL: 132 MG%, BLOOD SAMPLE TAKEN AT 2:34 AM ON DECEMBER 21, 2002)
- VII. FATTY CHANGE OF LIVER, MILD
- VIII. CHRONIC PANCREATITIS
- IX. GENERALIZED CONGESTION OF VISCERA

OPINION:

Charles Dixon, a 43 year old African-American male, died as a result of positional and mechanical asphyxia, which occurred as he was being handcuffed while face down on the ground. Cardiomegaly with left ventricular hypertrophy is a contributory factor. The hypoxia/anoxia that occurred as he was being handcuffed most likely lead to a cardiac arrhythmia, especially in light of his underlying heart disease, and the combination of a hypoxia/anoxia and cardiac arrhythmia lead to the development of ischemic encephalopathy and multiorgan system failure.

MANNER OF DEATH: Homicide


Shaun Ladham, M.D., Forensic Pathologist


Cyril H. Wecht, M.D., J.D., Coroner

PROSECUTION EXHIBIT
for ID

31

p. 2819

AUTOPSY REPORT

Case No.: A02-6945

Page 3

NARRATIVE SUMMARY:

The autopsy was performed on December 23, 2002, at 1:30 P.M.

Shaun Ladham, M.D., Forensic Pathologist, Prosecutor.

D. Kanai and P. Kurzawski, Autopsy Room Technicians.

L. Leon, Photographer.

Detectives Gary Tallent and Andrew Schurman, County Homicide and Edward Borkowski from the District Attorney's Office.

Cyril H. Wecht, M.D., J.D., Coroner, has reviewed the autopsy materials and this protocol.

EXTERNAL EXAMINATION:

The body is that of a well-developed, obese African-American male, weighing 330 pounds, measuring 72 inches, and appearing to be consistent with the age of 43 years.

The body is unembalmed and unclad.

No jewelry, rings or watch are present.

The temperature of the body is cool to cold to the touch. Rigor mortis is well-developed. Purple, non-fixed, marked livor mortis is evident over the posterior parts of the body, except in areas exposed to pressure, where it is absent. There is diffuse

PROSECUTION EXHIBIT 3/
for ID p. 3819

AUTOPSY REPORT

Case No.: A02-6945

Page 4

EXTERNAL EXAMINATION:

"Continued"

edema (i.e. anasarca). There is focal skin slippage of the right side of the back and around the posterior right wrist. The skin shows evidence of trauma, as described below. The head, neck and upper chest are congested/show lividity.

The head is normocephalic.

The head and face exhibit trauma, which will be described below. The head hair is bald. The eyes are brown. The corneae and lenses are cloudy. Due to edema the conjunctivae cannot be evaluated. The sclerae are also edematous with some hemorrhage in the left sclera. The ears and external auditory canals are unremarkable. The skeleton of the nose is intact. Bloody mucous is present in the nostrils. No foreign material is present in the oral cavity. The gums are normal. The upper and lower teeth are natural and in a good to fair state of dental repair. The lips, oral mucosa and the tongue reveal no evidence of trauma, though the tongue is clenched between the teeth. A mustache is present.

The neck is symmetrical and unremarkable. No increased mobility on manipulation is detected.

The shoulders are symmetrical.

The chest is symmetrical and unremarkable.

PROSECUTION EXHIBIT 31
for ID *p. 4 of 19*

AUTOPSY REPORT

Case No.: A02-6945

Page 5

EXTERNAL EXAMINATION:

"Continued"

The abdomen is bulging and no masses can be palpated through the abdominal wall. On the right lower quadrant is the outline of an EKG patch with a 1.8 x 0.3 cm. yellow abrasion in its superior border.

The back is symmetrical and exhibits trauma, as described below.

The external genitalia and the anus are unremarkable except the scrotum is swollen. The testes are palpable in the scrotum.

The extremities are symmetrical and exhibit trauma, which will be described below. The fingernails are dirty and short. The toenails are clean, short to medium in length and several are dystrophic. The soles of the feet are calloused.

Manipulation of the neck, shoulders, elbows, wrists, fingers, hips, knees and ankles fails to elicit any bony crepitus or abnormal motion.

PROSECUTION EXHIBIT 31
for ID *p. 5 of 19*

AUTOPSY REPORT

Case No.: A02-6945

Page 6

The body shows the following evidence of trauma:

1. There is a 0.2 x 0.2 cm. scabbed abrasion on the right side of the nose, towards the bridge.
2. There are two dry dark red/black abrasions on the upper back, measuring 0.8 x 0.2 cm. (medial left side) and 1.8 x 0.5 cm. (midline).
3. There is a 4.5 x 1 cm. area of fairly linear confluent dry yellow-red to dark red abrasions on the medial right wrist, which could relate to handcuffs. An approximately 3 cm. long and 0.1 cm. wide curvilinear healing abrasion comes off the mid portion of these linear abrasions, superiorly.
4. There are three dry pink-red abrasions on/around the left elbow, measuring 0.2 x 0.2 cm., 1 x 0.7 cm. and 2 x 1.7 cm. with the latter having dark red areas in it.
5. There are two dry dark red to yellow-red abrasions on the right knee, measuring 1.3 x 0.2 cm. and 2.3 x 0.6 cm, with a 1 x 0.4 cm. area of avulsed skin beneath the knee on the anterior right lower leg, proximally.

PROSECUTION EXHIBIT 3/
for ID *p. 6819*

AUTOPSY REPORT

Case No.: A02-6945

Page 7

Note:

X-rays of both hands and wrists did not reveal the presence of any fractures. Incisions are made into both side of the back, from shoulders to buttocks and down to rib cage/scapulas, without evidence of any soft tissue hemorrhage.

Evidence of recent medical/surgical treatment:

1. There is an endotracheal tube in the oral cavity.
2. There is a nasogastric tube present, entering the left nostril.
3. There is bloody gauze in the right nostril.
4. There are intravascular catheters in the right antecubital fossa, anterior right wrist and both femoral areas.
5. There is a needle puncture mark in the left antecubital fossa.
6. There is a Foley catheter present.

Other identifying features:

1. There is a multicolored tattoo on the anterior left upper chest.
2. There is a 17.5 x 0.5 cm. vertical scar around the right side of the umbilicus and of the midline lower abdomen.

PROSECUTION EXHIBIT 31
for ID p. 7 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 8

3. There is a 3.1 x 0.3 cm. horizontal scar on the abdomen, in the right lower quadrant.
4. There are multiple hyperpigmented patches and/or scars across the upper abdomen/lower chest, individually measuring to 0.9 x 0.7 cm. On the left lower chest one of these may be a possible accessory nipple.
5. There are striae on both sides of the lower back.
6. There are several hyperpigmented patches/scars on the right elbow and posterior to medial forearm, individually measuring up to 7 x 1.8 cm.
7. There is a 2 x 0.4 cm. scar on the anterolateral right upper arm, distally.
8. There are two scars on the dorsum of the left hand measuring 0.3 x 0.1 cm. (with tiny scab present) and 0.7 x 0.7 cm.
9. There are multiple hyperpigmented patches/scars on both shins and knees, and focally on the distal anterior right thigh, individually measuring up to 3.2 x 2.6 cm. A 0.5 x 0.3 cm. nearly healed abrasion on the left shin is in this area.

PROSECUTION EXHIBIT 31
for ID p. 88/19

AUTOPSY REPORT

Case No.: A02-6945

Page 9

INTERNAL EXAMINATION:BODY CAVITIES:

The body is opened by a "Y" shaped incision. The abdominal fat pad is 2.5 cm. thick at the umbilicus. The muscles of the chest and abdominal wall are normal in color and consistency with no evidence of soft tissue hemorrhage. The ribs, sternum and spine exhibit no fractures. The domes of the diaphragm are normally positioned. The pleurae are smooth. Each pleural cavity contains approximately 700 cc. of clear yellow fluid (i.e. bilateral pleural effusions). The peritoneum is smooth and thin. The peritoneal cavity contains approximately 300 cc. of blood tinged fluid (i.e. ascites). The blood seems to be secondary to postmortem liver temperature taking. The bladder lies below the symphysis pubis. The organs of the pleural and peritoneal cavities are in their usual positions in situ. The mesentery and omentum are unremarkable. The pulmonary artery is opened in situ and no emboli are seen.

At this time representative samples of blood, bile and eye fluid are taken for toxicological examination.

CARDIOVASCULAR SYSTEM:

The heart weighs 640 grams. The pericardium is thin, smooth and contains 30 to 40 cc. of clear yellow liquid (i.e. pericardial effusion). The epicardial surface is

PROSECUTION EXHIBIT 31
for ID *p. 9 of 19*

AUTOPSY REPORT

Case No.: A02-6945

Page 10

INTERNAL EXAMINATION:

"Continued"

CARDIOVASCULAR SYSTEM:

smooth. There is a moderate amount of epicardial fat. The external configuration of the heart is unremarkable. The chambers of the heart are of normal size. The left ventricle is hypertrophied. The endocardium and valve leaflets are smooth, transparent and exhibit no thrombi, vegetations or fibrosis. The circumference of the valves are as follows: tricuspid: 13 cm.; pulmonic: 8.6 cm.; mitral: 11 cm. and aortic: 7.3 cm. The trabeculae carneae and papillary muscles are unremarkable. The chordae tendineae are usual. The right ventricle is 0.3 to 0.5 cm. thick, and the left ventricle is 1.6 to 1.7 cm. thick. The septum is 1.8 to 1.9 cm. thick. The coronary arteries have their usual distribution with a left predominance. The right and left coronary ostia are normal in patency. On sectioning, the coronary arteries display no significant degree of atherosclerosis or other pathological abnormality. The myocardium is of usual consistency, red-brown and grossly homogeneous.

The aorta is lined by a smooth, tannish-yellow endothelium and shows fatty streaking.

The bifurcation of the iliacs is patent.

The venae cavae are unremarkable.

PROSECUTION EXHIBIT 31
for ID *p. 10 of 19*

AUTOPSY REPORT

Case No.: A02-6945

Page 11

INTERNAL EXAMINATION:

"Continued"

RESPIRATORY SYSTEM:

The right lung weighs 990 grams, and the left lung weighs 900 grams. The tracheal and laryngeal mucosa are congested with patchy hemorrhage in them beneath the vocal cords and down most of the length of the trachea. The pleurae are delicate and glistening. The lungs are distended and are dark purple. The lung parenchyma is firm, rubbery and all sections sink in formalin. The parenchyma is mottled with a moderate to marked amount of anthracotic pigment. The lung tissue is markedly congested and edematous. No purulent exudate is expressed from the parenchyma on compression. No nodularity and no focal or diffuse lesions are seen.

The extra and intra-pulmonary bronchi are opened longitudinally, patent and congested. The pulmonary arteries and veins exhibit no pathological change. The hilar and mediastinal lymph nodes show anthracosis.

HEPATOBIILIARY SYSTEM:

The liver weighs 3195 grams. The capsule of Glisson is transparent. The external surface is smooth and mottled light brown to red-brown. The borders are blunted. The parenchyma is congested and mottled light brown to red-brown.

PROSECUTION EXHIBIT
for ID3/
p. 11 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 12

INTERNAL EXAMINATION:

"Continued"

HEPATOBIILIARY SYSTEM:

The gallbladder has delicate walls, contains 30 cc. of yellow-brown bile and has a smooth mucosa. No stones are present.

The intra and extra-hepatic biliary ducts are patent. The hepatic and portal veins and the hepatic artery are unremarkable.

HEMOLYMPHATIC SYSTEM:

The spleen weighs 305 grams and is soft. The capsule is glistening and intact. The internal architecture is blurred due to congestion.

There are no enlarged lymph nodes identified.

GASTROINTESTINAL SYSTEM:

The esophagus is empty and unremarkable. The stomach contains approximately 100 cc. of thick bloody fluid and a small amount of unrecognizable food. There are no drug-like residue, pills or capsules in the stomach. The stomach mucosa is congested with the usual rugal folds. The remainder of the gastrointestinal system is opened and is unremarkable, except for mucosal congestion.

The retroperitoneum is unremarkable.

PROSECUTION EXHIBIT 31
for ID p. 12 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 13

INTERNAL EXAMINATION:

"Continued"

PANCREAS:

The pancreas weighs 235 grams. The parenchyma is purple to brown and partially autolyzed.

UROGENITAL SYSTEM:

The kidneys are in the usual position and without malformation. The right kidney weighs 305 grams, and the left kidney weighs 295 grams. The surfaces are smooth and glistening. The capsules strip easily, revealing a red-brown surface. The cortico-medullary junctions are well-defined, though the parenchyma is edematous and mildly congested. The renal papillae have no hemorrhage or necrosis. The calyceal and collecting systems are not remarkable. The renal arteries and veins are unremarkable.

The ureters are not dilated or obstructed.

The bladder is empty. The bladder exhibits the usual tannish-pink mucosa with focal hemorrhage consistent with the presence of a Foley catheter. The ureteral orifices are patent.

The prostate is not enlarged and does not constrict the urethra. The tissue of the prostate is lobulated, tan and moderately firm.

PROSECUTION EXHIBIT 31
for ID p. 13 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 14

INTERNAL EXAMINATION:

"Continued"

ADRENALS:

Both adrenals are of the usual size and shape. The cut surface shows a thin yellow cortex and brown-gray medulla, which are partially autolyzed.

MUSCULOSKELETAL SYSTEM:

There are no gross bony deformities. The muscles are well-developed and of the usual color and consistency. The sternum, ribs and spine exhibit the usual bone density and marrow.

NECK:

The soft tissues of the neck, the thyroid and cricoid cartilages, larynx, and the hyoid bone show no hemorrhages or evidence of traumatic injury. The thyroid gland weighs 30 grams. The parenchyma is reddish-brown and homogeneous. There are no paratracheal hemorrhages or masses. The epiglottis and vocal cords are unremarkable. The neck has been examined at the conclusion of the autopsy, after the blood has drained and the tissues are dry.

CENTRAL NERVOUS SYSTEM:

The scalp is reflected from mastoid process to mastoid process, revealing an approximately 10 x 4.5 cm. area of mid to deep subcutaneous and subgaleal

PROSECUTION EXHIBIT 31
for ID p. 14 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 15

INTERNAL EXAMINATION:

"Continued"

CENTRAL NERVOUS SYSTEM:

hemorrhage in the lateral left temporal parietal scalp with some hemorrhage in the fascia over the left temporalis muscle. There are small patchy areas of hemorrhage in the left temporalis muscle. The calvarium is intact and when removed, there is no evidence of epidural or subdural hemorrhages. The dura mater is white, smooth and does not exhibit any stains or discolorations. The leptomeninges are not remarkable.

The brain weighs 1370 grams and a detailed neuropathological report will follow.

The dura covering the vault and the base of the cranium is removed.

The basilar skull is intact.

The atlanto-occipital articulation is intact. The odontoid process shows no fractures or dislocations. The cervical spine appears to be intact.

PROSECUTION EXHIBIT 31
for ID p. 15 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 16

NOTE:

Evidence obtained includes sample of pubic hair and fingernails clippings from both hands.

All evidence was collected by Autopsy Technician P. Kurzawski, and placed in an appropriately labeled envelope, with the name of the deceased. They will be submitted to the Allegheny County Crime Lab.

PROSECUTION EXHIBIT
for ID

31
p. 16 of 19

AUTOPSY REPORT

Case No.: A02-6945

Page 17

MICROSCOPIC EXAMINATION:Heart:

Sections show focal interstitial and perivascular myocardial fibrosis.

Lungs:

Sections show extensive pulmonary vascular congestion with some postmortem extravasation of blood or antemortem intra-alveolar hemorrhage. Due to artifacts of processing intra-alveolar edema cannot be appreciated. There is patchy to extensive infiltration of alveoli by macrophage but no acute disease process is noted.

Trachea:

Section shows patchy submucosal hemorrhage with no associated acute inflammation. The submucosal blood vessels are congested.

Liver:

Sections show some of the hepatocytes contain small to large clear intracytoplasmic vacuoles consistent with mild fatty change. The portal tracts contain a mild to moderate amount of chronic inflammatory cells, some are expanded by fibrosis (with or without bile ductular hyperplasia present) and there is focal fibrous bridging between portal tracts. This may represent a non-specific chronic portal triaditis or more likely a chronic persistent hepatitis (possibly

PROSECUTION EXHIBIT 31
for ID *p. 17 of 19*

AUTOPSY REPORT

Case No.: A02-6945

Page 18

MICROSCOPIC EXAMINATION:

"Continued"

Liver:

Hepatitis C viral infection in light of the fatty change), though a clinical correlation is required. The sinusoids are congested, predominantly in the centrilobular areas. Focally these areas are quite hemorrhagic and this may mask an acute centrilobular necrosis.

Pancreas:

Section shows areas of fibrosis with isolated acini or islets consistent with chronic pancreatitis.

Kidneys:

Sections show many tubules have degenerating/fragmenting cells lacking nuclei without any associated acute inflammation. This may represent early acute tubular necrosis (possibly due to terminal hypoxia) or a postmortem change.

Left side of scalp (slides 1 & 2):

There are five pieces of subcutaneous soft tissues (i.e. admixture of fibrous tissue, fat and/or muscle) with evidence of acute hemorrhage. In one section only is there, focally, admixed very mild to mild acute inflammation (i.e. neutrophils) within the hemorrhage.

PROSECUTION EXHIBIT 31
for ID p-18 8 19

AUTOPSY REPORT

Case No.: A02-6945

Page 19

MICROSCOPIC EXAMINATION:

"Continued"

Left temporalis muscle:

The sections of muscle show small areas of acute hemorrhage within the muscle without any associated acute inflammation.

The microscopic examination is otherwise consistent with the gross findings and final pathological diagnoses.

PROSECUTION EXHIBIT
for ID31

p. 19 of 19

NATURAL

ACCIDENT

SUICIDE

HOMICIDE

UNDETERMINED

MOWHOUSH**DIXON**

AGE	50's	43
OBESE	YES	YES
ENLARGED HEART	YES (650g)	YES (640g)
FATTY LIVER	YES	YES
INTOXICATED AT DEATH	NO	YES
BLUNT FORCE TRAUMA	YES – MODERATE	YES – MILD
PETECHIAE	NO	NO
LACERATED FRENULUM	NO	NO
PULMONARY EDEMA	YES (1350g)	YES (1890g)
SURVIVAL AFTER ASPHYXIA	NO	YES
CAUSE OF DEATH	ASPHYXIA DUE TO SMOTHERING & CHEST COMPRESSION	POSTIONAL AND MECHANICAL ASPHYXIA
MANNER OF DEATH	HOMICIDE	HOMICIDE
PATHOLOGIST / CORONER	MAJ. (DR.) SMITH	DR. WECHT

Prosecution Exhibit 35
for Identification