

**SUMMARY:** The Applicant was discharged on 12 September 2024 in accordance with Department of the Air Force Instruction 36-3211, Military Separations, with an Uncharacterized for Entry Level Performance and Conduct/FIT. The Applicant appealed for a change to the reentry code.

The Applicant requested the Board be completed based on a records only review. The Board was conducted on 23 January 2025. The Applicant was not represented by counsel.

The attached examiner's brief (provided to applicant only), extracted from available service records, contains pertinent data regarding the circumstances and character of the Applicant's military service.

**DISCUSSION:** The Discharge Review Board (DRB), under its responsibility to examine the propriety and equity of an applicant's discharge, is authorized to change the characterization of service and the narrative reason for discharge if such changes are warranted. If applicable, the Board can also change the Applicant's reentry code. In reviewing discharges, the Board presumes regularity in the conduct of governmental affairs unless there is substantial credible evidence to rebut the presumption, to include evidence submitted by the Applicant. The Board completed a thorough review of the circumstances that led to the discharge and the discharge process to determine if the discharge met the pertinent standards of equity and propriety.

The documentary evidence the Board considered as part of the review includes, but is not limited to the DD Form 293, *Application for the Review of Discharge from the Armed Forces of the United States*, and any additional documentation submitted by applicant and/or counsel; the Applicant's personnel file from the Automated Records Management System (ARMS); and the DRB Brief detailing the Applicant's service information and a summary of the case.

The Applicant expressed gratitude for the opportunity to join the military, describing it as an honor, and stated their desire to continue serving in the Armed Forces. However, they felt that the reentry code unfairly denied them that chance. At 18 years old, the Applicant believed they should be given another opportunity to return to the military, emphasizing that their time in service helped them grow into a better person by instilling valuable morals and values. They admitted they were not fully prepared for Basic Military Training and only realized their desire to change and improve near the end of their service. The Applicant respectfully requested a second chance, along with a change to their reentry code, so they could demonstrate their growth and readiness to serve.

The DRB determined that the Applicant consistently failed to meet the required fitness and training standards, as outlined in the discharge package. This included prematurely terminating fitness tests, failing to meet inspection requirements, and exhibiting an unwillingness to engage in training. Despite repeated counseling and instruction from leadership and instructors regarding performance and personal appearance, the Applicant showed minimal improvement throughout their training. Military Training Instructors documented multiple progress check failures starting from the first week, indicating the Applicant's difficulty in adapting to military life and expectations.

The Board unanimously concluded that there was no evidence of inequity or injustice in the Applicant's discharge. They determined that the separation was justified based on the documented performance deficiencies and the Applicant's lack of response to corrective efforts. While the Board recognized that the reentry code does not permanently bar reenlistment, they found no justification for modifying the code to allow immediate reenlistment. However, they noted that the Applicant may still pursue a waiver through a recruiter to rejoin the military in the future.

Additionally, the Board considered the factors laid out in the attachment to the Under Secretary of Defense memorandum, *Guidance to Military Discharge Review Boards and Boards for Correction of Military/Naval Records Regarding Equity, Injustice, or Clemency Determinations*, dated 25 June 2018, known as the “Wilkie Memo.” The Board considered the factors listed in paragraphs (6)(a)-(6)(l) and (7)(a)-(7)(r) of this memorandum and found no evidence of inequity or impropriety.

**FINDING:** The DRB voted unanimously to *deny* the Applicant’s request to change the reentry code.

Should the Applicant wish to appeal this decision, the Applicant must request a personal appearance before this Board before applying for relief to the Air Force Board for Correction of Military Records (AFBCMR). In accordance with DAFI 36-2603, *Air Force Board for Correction of Military Records*, all applicants before the AFBCMR must first exhaust available administrative avenues of relief before applying to the AFBCMR, otherwise their AFBCMR case will be administratively closed until such time that the Applicant avails themselves of the available avenue of relief. Therefore, should the Applicant wish to appeal this decision, they must first exercise their right to make a personal appearance before the AFDRB.

Instructions on how to appeal an AFDRB decision can be found at <https://afrbportal.azurewebsites.us>

**CONCLUSION:** After a thorough review of the available evidence, to include the Applicant’s issues, summary of service, service/medical record entries, and discharge process, the Board found the discharge was proper and equitable. Therefore, the awarded characterization of service shall remain “Uncharacterized,” the narrative reason for separation shall remain “Entry Level Performance and Conduct/FIT,” and the reentry code shall remain “4C.” The DRB results were approved by the Presiding Officer on 26 January 2025. If desired, the Applicant can request a list of the Board members and their votes by writing to:

Air Force Review Boards Agency  
Attn: Discharge Review Board  
3351 Celmers Lane  
Joint Base Andrews, MD 20762-6435

Attachment:  
Examiner's Brief (Applicant Only)

