

SUMMARY: The Applicant was discharged on February 5, 2025 in accordance with Department of the Air Force Instruction 36-3211, *Military Separations*, with an Honorable Service Characterization for Unsatisfactory Performance. The Applicant appealed for a change to the Reentry Code.

The Applicant requested the Board be completed based on a Record Review. The Board was conducted on August 21, 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 Applicant's record of service did not include any documented misconduct leading up to their discharge.

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 did not contend any impropriety or inequity with their discharge but instead stated they would like to reenter the service.

A review of the applicant's record indicated the discharge was due to failure to progress in military training, specifically the Career Development Course (CDC). The CDC course examination failure assessment worksheet documented inconsistencies in the material due to frequent changes in the career field. The Unit Training Manager corroborated this, suggesting the course was overly long and would benefit from more modularity and frequent pre-tests instead of a single end-of-course exam. Furthermore, a language barrier existed, as English was the Applicant's third language. The Board, acknowledging the language barrier, career field instability, and the absence of other negative entries in the Applicant's record, approved a change to the reentry code. The Board also recommended the Applicant pursue a less technical career field upon reenlistment.

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 AND 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. However, based on clemency the DRB voted unanimously to *approve*

the Applicant's request. Therefore, the awarded Service Characterization shall remain "Honorable," the Narrative Reason for separation shall remain Unsatisfactory Performance, and the Reentry Code shall change to 3K. The DRB results were approved by the Presiding Officer on August 22, 2025.

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>

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)