



**DEPARTMENT OF THE NAVY**  
BOARD FOR CORRECTION OF NAVAL RECORDS  
701 S. COURTHOUSE ROAD, SUITE 1001  
ARLINGTON, VA 22204-2490

██████████  
Docket No. 967-25  
Ref: Signature Date

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██  
██

Dear Petitioner:

This is in reference to your application for correction of your naval record pursuant to Section 1552 of Title 10, United States Code. After careful and conscientious consideration of relevant portions of your naval record and your application, the Board for Correction of Naval Records (Board) found the evidence submitted insufficient to establish the existence of probable material error or injustice. Consequently, your application has been denied.

A three-member panel of the Board, sitting in executive session, considered your application on 29 April 2025. The names and votes of the members of the panel will be furnished upon request. Your allegations of error and injustice were reviewed in accordance with administrative regulations, and procedures applicable to the proceedings of this Board. Documentary material considered by the Board consisted of your application, together with all material submitted in support thereof, relevant portions of your naval record, and applicable statutes, regulations, and policies, as well as the 14 January 2025 decision furnished by the Marine Corps Performance Evaluation Review Board (PERB), and 31 December 2024 advisory opinion (AO) provided to the PERB by the Manpower Management Division Records and Performance Branch. The AO was provided to you on 14 January 2025, and you were given 30 days in which to submit a response. Although you were afforded an opportunity to submit a rebuttal, you did not do so.

The Board carefully considered your request to remove the fitness report for the reporting period 3 October 2017 to 1 June 2018. The Board considered your contention that the fitness report is a "Welcome Aboard" report, which goes against the Marine Corps Performance Evaluation System (PES) Manual. You claim the Reporting Senior (RS) ranked you lower than others based on being junior in grade to others within his profile. You also claim the fitness report is an unjust assessment of your performance and has contributed to you not being selected for O-5 command twice.

The Board, however, substantially concurred with the PERB's decision that you did not demonstrate probable material error, substantive inaccuracy, or injustice warranting removal of your fitness report. The Board determined that your fitness report is valid as written and filed in accordance with the applicable PES Manual. In this regard, the Board noted that the RS's comment, "Please understand my profile for Majors is populated with those of much greater

seniority, averaging 5 years TIG. Please give more weight to my comments rather than the Relative Value score due to the competition within my profile” and determined the comment clarified the dynamics of his profile and the relative value of your fitness report. The Board also noted that the PES Manual permits RSs to provide comments regarding profile placement. The Board found no evidence to suggest your contested report was issued as a “Welcome Aboard” report. Moreover, your claim that the report contributed to your non-selection for command is conjecture and a substantive correction is not warranted for the sole purpose of improving your competitiveness for promotion or command. The Board thus concluded there is no probable material error, substantive inaccuracy, or injustice warranting corrective action. Accordingly, given the totality of the circumstances, the Board determined that your request does not merit relief.

You are entitled to have the Board reconsider its decision upon submission of new matters, which will require you to complete and submit a new DD Form 149. New matters are those not previously presented to or considered by the Board. In this regard, it is important to keep in mind that a presumption of regularity attaches to all official records. Consequently, when applying for a correction of an official naval record, the burden is on the applicant to demonstrate the existence of probable material error or injustice.

Sincerely,

5/9/2025

